

Gedling Borough Local Development Plan: Equalities Impact Assessment

May 2026

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Introduction

- 1.1 An Equality Impact Assessment is defined by the Equality and Human Rights Commission as "...a tool that helps public authorities make sure their policies, and the ways they carry out their functions, do what they are intended to do for everybody". 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 Gedling Borough Local Development Plan is being prepared which will replace the Aligned Core Strategy and the Local Planning Document. The Publication Version Gedling Borough Local Development Plan includes proposed policies and allocations in a wide range of areas across Gedling Borough. To make sure that the policies and strategic allocations selected meet the needs of all members of the community it is

important to use the Equality Impact Assessment to identify potential discrimination and opportunities to promote equality.

The Equalities Impact Assessment for the Publication Version of the Gedling Borough Local Development Plan

- 2.1 Under the Equality Act 2010, the Gedling Borough Local Development 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 Publication Draft Local Development Plan has been assessed for potential impacts of the proposals and policies on all sections of the population including those with protected characteristics as defined by the Equality Act 2010, as well as other vulnerable groups such as low-income households, those experiencing rural isolation or living in deprived areas, and the homeless. These groups 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.
 - **Other Group** - any other vulnerable groups, rural isolation, deprived areas, low income staff etc.
 - **Marriage and 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 and 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 and Ethnicity** - It refers to a group of people defined by their race, colour, nationality (including citizenship), ethnic or national origins.
 - **Religion or 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 following table sets out the Equalities Impact Assessment which follows the same order of the chapters in the Gedling Borough Local Development Plan. The impact assessment considers the policy options and approaches against the protected groups set out in paragraph 2.1 above. It is noted that Gedling Borough as an employer should consider the impact on both Gedling residents external to the Council and also employees identified in the table as internals. However, it is considered that in the case of planning policies their implementation would result in the same impact on both internal and external members of the protected groups as shown in the assessment.

Table: Gedling Borough Local Development Plan Publication Version Equalities Assessment

Chapter 1: Vision and Objectives

Name of Policy	Objective 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 Publication Version GBLDP is inclusive of all ethnic groups. Equality of opportunity for all is an overall aim within the Vision statement set out in the Local Development Plan 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 Publication Draft GNSP 2024 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>The vision and objectives set out in the Publication Draft GBLDP should have a positive impact on existing and future residents including those with protected characteristics.</p>

Assessment

Protected Group	Gender	Gender Reassignment	Age	Marriage and Civil Partnership	Disability	Race and Ethnicity	Sexual Orientation	Religion or Belief	Pregnancy or Maternity	Other groups
External	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive
Internal	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive

Chapter 2 Climate Change, Flood Risk and Water Management

Name of Policy	Objective Purpose	Relevance to Equalities and Impact
GLDP 1: Climate Change, Sustainable Design, Construction, Energy and Managing Flood Risk	The policy seeks to address climate change issues including carbon reduction and to mitigate and adapt development to climate change.	GLDP Climate Change Policy ensures that all future development in Gedling Borough will aim to incorporate sustainable design, mitigate or adapt to climate change, reduce carbon emissions and reduce flood risk. The policy is written positively and is expected to affect all groups and communities in a positive manner, as it will ensure mitigation and adaptation to climate change, providing a sustainable and greener living environment for all.

Assessment

Protected Group	Gender	Gender Reassignment	Age	Marriage and Civil Partnership	Disability	Race and Ethnicity	Sexual Orientation	Religion or Belief	Pregnancy or Maternity	Other groups
External	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive
Internal	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive

Renewable Energy

Name of Policy	Objective Purpose	Relevance to Equalities and Impact
GLDP2: Renewable Energy Schemes	The Policy covers development proposals for renewable energy	The Policy sets out the factors that decisions about renewable energy schemes for example wind turbines or solar that will need to take into account such as green belt, landscape and visual effects and amenity of nearby properties. The policy is written positively and is expected to affect all groups and communities in a positive manner, as it will ensure the full

Surface Water

Name of Policy	Objective Purpose	Relevance to Equalities and Impact
GLDP 4: Surface Water Management	The policy addresses the need to manage surface water drainage.	The Policy seeks to ensure that all developments include measures to manage surface water such as sustainable drainage systems. The policy is written positively and is expected to affect all groups and communities in a positive manner, by requiring development to manage surface water flood risk.

Assessment

Protected Group	Gender	Gender Reassignment	Age	Marriage and Civil Partnership	Disability	Race and Ethnicity	Sexual Orientation	Religion or Belief	Pregnancy or Maternity	Other groups
External	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive
Internal	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive

Water Quality

Name of Policy	Objective Purpose	Relevance to Equalities and Impact
GLDP 5 Managing Water Quality	The policy seeks to protect ground water from potentially polluting development.	The Policy seeks to prevent pollution of surface water bodies. The policy is written positively and is expected to affect all groups and communities in a positive manner, by only permitting development where it would not have an adverse effect on water quality through surface pollutions of surface water bodies such as rivers and ponds.

Chapter 3: Environmental Protection

Contaminated land

Name of Policy	Objective Purpose	Relevance to Equalities and Impact
GLDP 7: Contaminated Land	The policy addresses development on potentially contaminated land.	The policy seeks to ensure that land potentially affected by land contamination is effectively treated prior to development to prevent risk to future occupiers. The policy is written positively and is expected to affect all groups and communities in a positive manner, by only permitting development on land potentially affected by land contamination subject to effective measures to treat, contain and control the contamination.

Assessment

Protected Group	Gender	Gender Reassignment	Age	Marriage and Civil Partnership	Disability	Race and Ethnicity	Sexual Orientation	Religion or Belief	Pregnancy or Maternity	Other groups
External	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive
Internal	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive

Unstable land

Name of Policy	Objective Purpose	Relevance to Equalities and Impact
GLDP 8 – Unstable Land	Policy seeks to deal with unstable land prior to development.	The policy seeks to prevent development on or adjacent to unstable or potentially unstable land unless satisfactory remedial, mitigation or treatment measures are implemented. The policy is written positively and is expected to affect all groups and communities in a positive manner, by preventing development on unstable or potentially unstable land unless measures are taken to rectify this prior to development in the interests of public safety.

Pollution

Name of Policy	Objective Purpose	Relevance to Equalities and Impact
GLDP 10 Pollution	Policy seeks to address pollution.	The policy seeks to prevent development which would result in an unacceptable level of pollution. The policy is written positively and is expected to affect all groups and communities in a positive manner, by preventing potentially polluting development in the interests of public safety.

Assessment

Protected Group	Gender	Gender Reassignment	Age	Marriage and Civil Partnership	Disability	Race and Ethnicity	Sexual Orientation	Religion or Belief	Pregnancy or Maternity	Other groups
External	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive
Internal	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive

Air Quality

Name of Policy	Objective Purpose	Relevance to Equalities and Impact
GLDP 11 Air Quality	The policy addresses air quality	Policy seeks to prevent development proposals that have the potential to adversely affect air quality unless measures to mitigate emissions are included. The policy is written positively and is expected to affect all groups and communities in a positive manner, by preventing adverse effects on air quality in the interests of public safety.

Chapter 4 Spatial Strategy and Housing Target

Name of Policy	Objective Purpose	Relevance to Equalities and Impact
GLDP 12: Spatial Strategy	Broad overarching approach to locate development in sustainable locations.	GLDP 12 sets out the key principles of sustainable development in Gedling Borough for the next 18 years. The policy is written positively and there is no discrimination of any of the protected characteristics.

Assessment

Protected Group	Gender	Gender Reassignment	Age	Marriage and Civil Partnership	Disability	Race and Ethnicity	Sexual Orientation	Religion or Belief	Pregnancy or Maternity	Other groups
External	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral
Internal	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral

Housing Target

Name of Policy	Objective Purpose	Relevance to Equalities and Impact
GLDP 13 Housing Target and Distribution	Sets out the housing target and its distribution to sites across Gedling Borough.	Policy GLDP sets out the housing target and the housing allocation sites across the Borough for the period 2025 – 2043. The policy is written positively and there is no discrimination of any of the protected characteristics.

Chapter 5 Green Belt

Name of Policy	Objective Purpose	Relevance to Equalities and Impact
GLDP 14 The Green Belt	Seeks to maintain the principle of the Nottinghamshire Green Belt	GLDP 14 sets out the principle of the Nottingham Derby Green Belt. The policy is written positively and there is no negative discrimination towards any of the protected characteristics.

Assessment

Protected Group	Gender	Gender Reassignment	Age	Marriage and Civil Partnership	Disability	Race and Ethnicity	Sexual Orientation	Religion or Belief	Pregnancy or Maternity	Other groups
External	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral
Internal	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral

Reuse of Buildings in Green Belt

Name of Policy	Objective Purpose	Relevance to Equalities and Impact
GLDP 15 Reuse of Buildings within the Green Belt.	Covers the reuse of buildings in the Green Belt.	GLDP 15 set out principles guiding the reuse of buildings in the Green Belt. The policy is written positively and there is no negative discrimination towards any of the protected characteristics.

Rural Workers

Name of Policy	Objective Purpose	Relevance to Equalities and Impact
GLDP 19 Homes for Rural Workers	Covers homes for rural workers	GLDP 19 sets out criteria for the consideration of homes for rural workers linked to an existing rural enterprise. The policy is written positively and there is no negative discrimination towards any of the protected characteristics.

Assessment

Protected Group	Gender	Gender Reassignment	Age	Marriage and Civil Partnership	Disability	Race and Ethnicity	Sexual Orientation	Religion or Belief	Pregnancy or Maternity	Other groups
External	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Positive
Internal	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Positive

Chapter 6: Natural Environment

Name of Policy	Objective Purpose	Relevance to Equalities and Impact
GLDP 20 Blue Green Infrastructure, Parks and Open Space	Cover blue and green infrastructure	GLDP 20 sets out the principle that green and blue infrastructure should be protected, and where appropriate, improved and extended. Policy 20 is expected to provide a quality and accessible network of better connected green and blue spaces that enhance visual amenity, biodiversity, landscape, productivity and enable healthy lifestyles. The policy is written positively and is expected to affect all equalities groups in a positive manner, as it will ensure improved green and blue infrastructure for all.

Assessment

Protected Group	Gender	Gender Reassignment	Age	Marriage and Civil Partnership	Disability	Race and Ethnicity	Sexual Orientation	Religion or Belief	Pregnancy or Maternity	Other groups
External	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive
Internal	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive

Biodiversity

Name of Policy	Objective Purpose	Relevance to Equalities and Impact
GLDP 21 Protecting and Enhancing Biodiversity	Covers the protection and enhancement of biodiversity sites.	GLDP sets out the principle that biodiversity within the plan area should be protected and enhanced. The policy is written positively and there is no positive or negative discrimination of any of the protected characteristics.

Chapter 7: Open Space and Recreational Facilities

Name of Policy	Objective Purpose	Relevance to Equalities and Impact
GLDP 23 Culture, Tourism and Sport	Seeks to enhance and protect cultural, tourism and sporting facilities.	GLDP 23 promotes the protection and enhancement of cultural, tourism and sporting facilities in order to provide a range of quality, accessible and safe facilities to encourage healthier, active lifestyles and to support the economic development of the area. The policy is written positively and is expected to affect all equalities groups in a positive manner, as it will provide publicly accessible and a broad range of facilities to all in the Borough.

Assessment

Protected Group	Gender	Gender Reassignment	Age	Marriage and Civil Partnership	Disability	Race and Ethnicity	Sexual Orientation	Religion or Belief	Pregnancy or Maternity	Other groups
External	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive
Internal	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive

Open Space

Name of Policy	Objective Purpose	Relevance to Equalities and Impact
GLDP 24 Protection of Open Space	Seeks to protect open space.	GLDP 24 seeks to protect all relevant open space in the Borough from development unless certain exceptions are met. The policy is written positively and is expected to affect all equalities groups in a positive manner, as it will protect open space across the Borough.

Local Green Space

Name of Policy	Objective Purpose	Relevance to Equalities and Impact
GLDP 26 Local Green Space	Identifies and protects Local Green Space	GLDP 26 identifies and protects Local Green Space. The policy is written positively and is expected to affect all equalities groups in a positive manner, as it will protect Local Green Space across the Borough.

Assessment

Protected Group	Gender	Gender Reassignment	Age	Marriage and Civil Partnership	Disability	Race and Ethnicity	Sexual Orientation	Religion or Belief	Pregnancy or Maternity	Other groups
External	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive
Internal	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive

Greenwood and Sherwood Forests

Name of Policy	Objective Purpose	Relevance to Equalities and Impact
GLDP 27 Greenwood Community Forest and Sherwood Forest Regional Park	Policy supports the principle of the Greenwood Community Forest and Sherwood Forest Regional Park	GLDP 27 supports the aims and objectives of the Greenwood Community Forest and Sherwood Forest Regional Park. The policy is written positively and is expected to affect all equalities groups in a positive manner, as it will support sustainable development of the two Forests.

Assessment

Protected Group	Gender	Gender Reassignment	Age	Marriage and Civil Partnership	Disability	Race and Ethnicity	Sexual Orientation	Religion or Belief	Pregnancy or Maternity	Other groups
External	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive
Internal	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive

Tourism

Name of Policy	Objective Purpose	Relevance to Equalities and Impact
GLDP 28 Tourist Accommodation	Covers tourist accommodation	GLDP 28 provides guidance for the development of tourist accommodation. The policy is written positively and there is no discrimination of any of the protected characteristics.

Assessment

Protected Group	Gender	Gender Reassignment	Age	Marriage and Civil Partnership	Disability	Race and Ethnicity	Sexual Orientation	Religion or Belief	Pregnancy or Maternity	Other groups
External	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral
Internal	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral

Equestrian Development

Name of Policy	Objective Purpose	Relevance to Equalities and Impact
GLDP 29 Equestrian Development	Covers equestrian development	GLDP 29 provides guidance for the development for the keeping of horses for recreational purposes and the need for associated small stables. The policy is written positively and there is no discrimination of any of the protected characteristics.

Chapter 8: Historic Environment

Historic Environment

Name of Policy	Objective Purpose	Relevance to Equalities and Impact
GLDP 30 Historic Environment	Covers the historic environment	GLDP 29 seeks to protect heritage assets in line with their significance. The policy is written positively and there is no discrimination of any of the protected characteristics.

Assessment

Protected Group	Gender	Gender Reassignment	Age	Marriage and Civil Partnership	Disability	Race and Ethnicity	Sexual Orientation	Religion or Belief	Pregnancy or Maternity	Other groups
External	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral
Internal	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral

Heritage Assets

Name of Policy	Objective Purpose	Relevance to Equalities and Impact
GLDP 31 Heritage Assets	Covers heritage assets	GLDP 31 sets out guidance on the preparation of heritage assessments for planning applications affecting heritage assets and sets out the principles for their protection. The policy is written positively and there is no discrimination of any of the protected characteristics.

Archaeology

Name of Policy	Objective Purpose	Relevance to Equalities and Impact
GLDP 35 Archaeology	Covers the archaeological resource including Scheduled Monuments	GLDP 35 seeks to conserve and enhance Scheduled Monuments and sets out principles that in areas of high archaeological potential the presumption is that remains should be protected in situ or where this not possible then applicants shall provide for excavation and recording. The policy is written positively and there is no discrimination of any of the protected characteristics.

Assessment

Protected Group	Gender	Gender Reassignment	Age	Marriage and Civil Partnership	Disability	Race and Ethnicity	Sexual Orientation	Religion or Belief	Pregnancy or Maternity	Other groups
External	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral
Internal	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral

Locally Important heritage Assets

Name of Policy	Objective Purpose	Relevance to Equalities and Impact
GLDP 36 Locally Important Heritage Assets	Covers Local Listed buildings structures and non-designated heritage assets.	GLDP 36 seeks to ensure locally important heritage assets are retained as part of development proposals and permission granted where its significance is preserved and/or enhanced. The policy is written positively and there is no discrimination of any of the protected characteristics.

Chapter 9: Design

Design and Enhancing Local Identity

Name of Policy	Objective Purpose	Relevance to Equalities and Impact
GLDP 37 - Design and Enhancing Local Identity	To achieve high quality design	GLDP 37 sets out principles that require development to achieve high quality design in terms of place making, buildings and landscaping. The policy is written positively and there is no positive or negative discrimination of any of the protected characteristics.

Assessment

Protected group	Gender	Gender Reassignment	Age	Marriage and Civil Partnership	Disability	Race and ethnicity	Sexual Orientation	Religion or Belief	Pregnancy or Maternity	Other groups
External	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral
Internal	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral

Amenity

Name of Policy	Objective Purpose	Relevance to Equalities and Impact
GLDP 38 - Amenity	To cover amenity issues	GLDP 38 sets out the considerations that will need to be taken into account when judging the impacts of development on amenity. The policy is written positively and there is no positive or negative discrimination of any of the protected characteristics.

Chapter 10: Housing Mix

Housing Size, Mix and Choice

Name of Policy	Objective Purpose	Relevance to Equalities and Impact
GLDP 41 – Housing Size, Choice and Mix	Covers the need for a mix of housing tenures and types to ensure sustainable communities.	GLDP 41 sets out principles for achieving a mix of housing tenures, types and sizes in order to create sustainable, inclusive and mixed communities. The Policy supports the provision of a mix of housing, to consider the needs and demands of the elderly and people with disabilities. The policy is written positively and there is no negative discrimination of any of the protected characteristics. The policy is expected to have a positive impact on the age and disability characteristic because the policy encourages the delivery of a mix of market and affordable housing and specialist housing for older people and disabled persons.

Assessment

Protected group	Gender	Gender Reassignment	Age	Marriage and Civil Partnership	Disability	Race and ethnicity	Sexual Orientation	Religion or Belief	Pregnancy or Maternity	Other groups
External	Neutral	Neutral	Positive	Neutral	Positive	Neutral	Neutral	Neutral	Neutral	Neutral
Internal	Neutral	Neutral	Positive	Neutral	Positive	Neutral	Neutral	Neutral	Neutral	Neutral

Affordable Housing

Name of Policy	Objective Purpose	Relevance to Equalities and Impact
GLDP 42 – Affordable Housing	Sets out affordable housing target by sub market area	GLDP 41 sets out principles for delivering affordable housing on site and for it to be integrated with market housing. It includes thresholds requiring the provision of affordable housing and sets affordable housing targets by location. It also sets out that the tenure mix should be 75% affordable housing for rent and 25% affordable home ownership.

Name of Policy	Objective Purpose	Relevance to Equalities and Impact
		The policy is written positively and there is no negative discrimination of any of the protected characteristics. The policy is expected to have a positive impact on the age and disability characteristic because the policy encourages the delivery of affordable housing and including for older people and disabled persons.

Assessment

Protected group	Gender	Gender Reassignment	Age	Marriage and Civil Partnership	Disability	Race and ethnicity	Sexual Orientation	Religion or Belief	Pregnancy or Maternity	Other groups
External	Neutral	Neutral	Positive	Neutral	Positive	Neutral	Neutral	Neutral	Neutral	Neutral
Internal	Neutral	Neutral	Positive	Neutral	Positive	Neutral	Neutral	Neutral	Neutral	Neutral

Gypsies, Travellers and Travelling Showpeople

Name of Policy	Objective Purpose	Relevance to Equalities and Impact
GLDP 43 – Gypsies, Travellers and Travelling Showpeople	Supports provision of sites for Gypsies, Travellers and Showpeople.	GLDP 43 allocates a site for Showpeople and provides the principles to support the additional accommodation needs of Gypsies, Travellers and Travelling Showpeople. The policy is written positively and there is no negative discrimination of any of the protected characteristics. The policy is expected to have a positive impact on the race and ethnicity characteristic as the policy addresses the needs of a specific race/group of individuals.

Assessment

Protected group	Gender	Gender Reassignment	Age	Marriage and Civil Partnership	Disability	Race and ethnicity	Sexual Orientation	Religion or Belief	Pregnancy or Maternity	Other groups
External	Neutral	Neutral	Neutral	Neutral	Neutral	Positive	Neutral	Neutral	Neutral	Neutral
Internal	Neutral	Neutral	Neutral	Neutral	neutral	Positive	Neutral	Neutral	Neutral	Neutral

Specialist Accommodation

Name of Policy	Objective Purpose	Relevance to Equalities and Impact
GLDP 44 – Specialist Accommodation	Supports provision of specialist accommodation such as sheltered housing	GLDP 44 provides the principles to support the special accommodation needs of looked after children, older people and people with disabilities. The policy is written positively and there is no negative discrimination of any of the protected characteristics. The policy is expected to have a positive impact on the age, disability and race and ethnicity characteristics.

Assessment

Protected group	Gender	Gender Reassignment	Age	Marriage and Civil Partnership	Disability	Race and ethnicity	Sexual Orientation	Religion or Belief	Pregnancy or Maternity	Other groups
External	Neutral	Neutral	Positive	Neutral	Positive	Positive	Neutral	Neutral	Neutral	Neutral
Internal	Neutral	Neutral	Positive	Neutral	Positive	Positive	Neutral	Neutral	Neutral	Neutral

Housing Development on Unallocated Sites

Housing on unallocated sites

Name of Policy	Objective Purpose	Relevance to Equalities and Impact
GLDP 45 – Housing Development on Unallocated sites.	Covers residential development on unallocated sites	GLDP 45 sets out principles for the consideration of housing development on unallocated sites. The policy is written positively and there is no positive or negative discrimination of any of the protected characteristics.

Assessment

Protected group	Gender	Gender Reassignment	Age	Marriage and Civil Partnership	Disability	Race and ethnicity	Sexual Orientation	Religion or Belief	Pregnancy or Maternity	Other groups
External	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral
Internal	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral

Live Work Units

Name of Policy	Objective Purpose	Relevance to Equalities and Impact
GLDP 46 – Live Work Units	Covers development of Live Work housing units	GLDP 46 sets out principles for the development of Live Work housing units. The policy is written positively and there is no positive or negative discrimination of any of the protected characteristics.

Extensions to dwellings not in Green Belt

Name of Policy	Objective Purpose	Relevance to Equalities and Impact
GLDP 48 – Extensions to Dwellings Not in the Green Belt	Covers house extensions not in Green Belt.	GLDP 48 sets out principles for the consideration of house extensions on sites outside of the Green Belt such as in urban areas. The policy is written positively and there is no positive or negative discrimination of any of the protected characteristics.

Assessment

Protected group	Gender	Gender Reassignment	Age	Marriage and Civil Partnership	Disability	Race and ethnicity	Sexual Orientation	Religion or Belief	Pregnancy or Maternity	Other groups
External	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral
Internal	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral

Protection of existing employment sites

Name of Policy	Objective Purpose	Relevance to Equalities and Impact
GLDP 50 Retention of Employment and Employment Uses	Covers the types of employment uses likely to be acceptable on employment sites and the principle of safeguarding existing employment sites	GLDP 50 sets out the types of employment uses that are acceptable on designated employment sites and provides flexibility for other uses that create jobs to be located on such sites where they are compatible. The policy also includes a presumption that existing employment sites should be safeguarded for employment purposes unless certain conditions are met. This approach is considered to be inclusive of all ethnic groups. The policy is written positively and there is no negative discrimination towards any of the protected characteristics. The policy which seeks to meet jobs needs and the principle of protecting local jobs close to deprived areas may well affect the other groups characteristic such as low income people, people in deprived areas in a positive manner

Assessment

Protected Group	Gender	Gender Reassignment	Age	Marriage and Civil Partnership	Disability	Race and Ethnicity	Sexual Orientation	Religion or Belief	Pregnancy or Maternity	Other groups
External	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Positive
Internal	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Positive

Employment development on unallocated sites

GLDP 51 Employment on Unallocated Sites	Covers the development of sites which are not in allocated employment areas	GLDP 51 provides support for and consideration of employment development on sites which are not allocated for employment purposes on non-allocated sites subject to criteria. The policy is written positively and there is no negative discrimination towards any of the protected characteristics.
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Agricultural and Rural Diversification

GLDP 53 Agricultural and Rural Diversification	Covers rural enterprise diversification schemes. premises and uses.	GLDP 53 supports in principle rural diversification schemes for rural enterprises for example to support a farm business such as a farm shop or recreation use. The policy is written positively and there is no negative discrimination towards any of the protected characteristics. The policy which seeks to assist rural enterprise to diversify their businesses to increase profitability and resilience and may boost local employment or help retain rural employment may well affect the other groups characteristic such as people in isolated rural locations in a positive manner.
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Assessment

Protected Group	Gender	Gender Reassignment	Age	Marriage and Civil Partnership	Disability	Race and Ethnicity	Sexual Orientation	Religion or Belief	Pregnancy or Maternity	Other groups
External	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Positive
Internal	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Positive

Local labour Agreements

GLDP 54 – Local Labour Agreements	Requires developers to enter into Local labour Agreements for qualifying development to increase training and development of local people.	GLDP 54 requires developers of sites of 10 or more dwellings or development that would create more than 15 jobs to enter into Local Labour Agreements and to submit a Employment and Training Plan designed to provide training and development opportunities for local people. The policy is written positively and there is no negative discrimination towards any of the protected characteristics. The policy which seeks to assist local people with training and development opportunities as a stepping stone towards new or better employment may well affect the other groups characteristic such as people in low income groups including unemployed people and people in deprived areas in a positive manner.
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Chapter 12: Retail and Community Facilities

Retail Hierarchy and Town Centre Boundaries

Name of Policy	Objective Purpose	Relevance to Equalities and Impact
GLDP 55 Retail Hierarchy and Shopping Centres	Seeks to protect and enhance shopping centres	GLDP 55 details the hierarchy of centres and sets out the plan to improve the quality, vitality and vibrancy of the town and local centres to ensure they can operate effectively in the long term. The policy approach is to improve the quality, vitality and vibrancy of the town and local centres to ensure they can operate effectively in the long term. The policy is written positively and there is no negative discrimination towards any of the protected characteristics.

Assessment

Protected Group	Gender	Gender Reassignment	Age	Marriage and Civil Partnership	Disability	Race and Ethnicity	Sexual Orientation	Religion or Belief	Pregnancy or Maternity	Other groups
External	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral
Internal	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral

Development within Town and Local Centres

Name of Policy	Objective Purpose	Relevance to Equalities and Impact
GLDP 56 – Development within Town and Local Centres		GLDP 56 - the policy seeks to improve the quality, vitality and vibrancy of the town and local centres to ensure they can operate effectively in the long term. The policy is written positively and there is no negative discrimination towards any of the protected characteristics.

Upper floors in shopping centres

Name of Policy	Objective Purpose	Relevance to Equalities and Impact
GLDP 58 – Use of Upper Floors	Covers development of upper floors in shopping centres	GLDP 58 is supportive of using upper floors above shops in centres for purposes other than retailing such as residential subject to criteria. The policy is written positively and there is no negative discrimination towards any of the protected characteristics.

Assessment

Protected Group	Gender	Gender Reassignment	Age	Marriage and Civil Partnership	Disability	Race and Ethnicity	Sexual Orientation	Religion or Belief	Pregnancy or Maternity	Other groups
External	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral
Internal	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral

Retail Impact Assessments

Name of Policy	Objective Purpose	Relevance to Equalities and Impact
GLDP 59 – Impact Assessment Threshold	Requires retail impact assessments to be submitted for retail proposals outside of centres.	GLDP 59 requires retail impact assessments to be provided for out of centre retail development and specifies the threshold for the size of development triggering this requirement. Retail impact assessments are used to help assess adverse impacts on town centre trade and may warrant refusal if the impact is deemed unacceptable. The policy is written positively and there is no negative discrimination towards any of the protected characteristics.

Assessment

Protected Group	Gender	Gender Reassignment	Age	Marriage and Civil Partnership	Disability	Race and Ethnicity	Sexual Orientation	Religion or Belief	Pregnancy or Maternity	Other groups
External	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral
Internal	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral

Development within Small Parades of Shops

Name of Policy	Objective Purpose	Relevance to Equalities and Impact
GLDP 60 – Development in Small parades	Covers development of small parades of shops	GLDP 60 is supportive of small scale retail development within small parades of three or more shops in order to help sustain local shopping facilities. The policy is written positively and there is no negative discrimination towards any of the protected characteristics.

Assessment

Protected Group	Gender	Gender Reassignment	Age	Marriage and Civil Partnership	Disability	Race and Ethnicity	Sexual Orientation	Religion or Belief	Pregnancy or Maternity	Other groups
External	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral
Internal	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral

Shopfronts

Name of Policy	Objective Purpose	Relevance to Equalities and Impact
GLDP 61 – Shopfront Development	Covers development of shopfronts.	GLDP 61 provides guidance on shop front development. The policy is written positively and there is no negative discrimination towards any of the protected characteristics.

Chapter 13: Transport

Travel Demand

Name of Policy	Objective Purpose	Relevance to Equalities and Impact
GLDP 62 - Managing Travel demand	To promote sustainable patterns of movement.	GLDP policy seeks to increase the provision of efficient, safe and sustainable public transport networks that offer a range of transport choices for the movement of all people and goods in the Gedling Borough Area. The policy is written positively and is expected to affect all equalities groups in a positive manner, as it will ensure appropriate provision of sustainable transport networks for all.

Assessment

Protected Group	Gender	Gender Reassignment	Age	Marriage and Civil Partnership	Disability	Race and Ethnicity	Sexual Orientation	Religion or Belief	Pregnancy or Maternity	Other groups
External	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive
Internal	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive

Transport Priorities

Name of Policy	Objective Purpose	Relevance to Equalities and Impact
GLDP 63 – Transport priorities	Sets out the measures for transport infrastructure	GLDP policy seeks to ensure all development in the Gedling Borough area is supported by appropriate on-site and off-site transport infrastructure. The policy is written positively and is expected to affect all equalities groups in a positive manner, as it will ensure appropriate provision of transport infrastructure for all.

Assessment

Protected Group	Gender	Gender Reassignment	Age	Marriage and Civil Partnership	Disability	Race and Ethnicity	Sexual Orientation	Religion or Belief	Pregnancy or Maternity	Other groups
External	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive
Internal	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive

Parking

Name of Policy	Objective Purpose	Relevance to Equalities and Impact
GLDP 64 – Parking Standards	Sets out parking standards for new development.	GLDP 64 sets out parking standards for residential and non-residential development. The policy is written positively and there is no negative discrimination towards any of the protected characteristics.

Assessment

Protected Group	Gender	Gender Reassignment	Age	Marriage and Civil Partnership	Disability	Race and Ethnicity	Sexual Orientation	Religion or Belief	Pregnancy or Maternity	Other groups
External	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral
Internal	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral

Cycle Routes, Recreational Routes and Public Rights of Way.

Name of Policy	Objective Purpose	Relevance to Equalities and Impact
GLDP 65 - Cycle Routes, Recreational	Safeguards and protects Public Rights of Way.	GLDP 64 safeguards proposed cycle routes, recreational routes and proposed public rights of way and seeks to prevent development prejudicing existing cycle routes, recreational

Highway Safety

Name of Policy	Objective Purpose	Relevance to Equalities and Impact
GLDP 67 – Highway Safety	Covers Highway Safety	GLDP 67 permits development provided they would not have a detrimental effect on highway safety; patterns of movement and the access needs of all people. The policy is written positively and is expected to affect all equalities groups in a positive manner, as it will ensure that the access needs of all people are taken into account.

Assessment

Protected Group	Gender	Gender Reassignment	Age	Marriage and Civil Partnership	Disability	Race and Ethnicity	Sexual Orientation	Religion or Belief	Pregnancy or Maternity	Other groups
External	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive
Internal	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive

Part B: Site Allocations

Comprehensive Development

Name of Policy	Objective Purpose	Relevance to Equalities and Impact
GLDP 68 – Comprehensive Development	Seeks to ensure development does not compromise the development of allocated sites and requires masterplans.	GLDP 68 The policy seeks to prevent development prejudicing the comprehensive development of allocated sites for the purpose it was allocated and to ensure sites are delivered with appropriate infrastructure in a timely manner. The Policy requires masterplans to be submitted for sites of 100 dwellings or more. The policy is written positively and there is no negative discrimination towards any of the protected characteristics.

Assessment

Protected Group	Gender	Gender Reassignment	Age	Marriage and Civil Partnership	Disability	Race and Ethnicity	Sexual Orientation	Religion or Belief	Pregnancy or Maternity	Other groups
External	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral
Internal	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral

Infrastructure

Name of Policy	Objective Purpose	Relevance to Equalities and Impact
GLDP 69 – Developer Contributions for Infrastructure	Seeks to ensure development is supported by appropriate	GLDP 69 seeks to ensure that Gedling Borough, working alongside neighbouring Local Authorities and infrastructure partners, deliver the necessary infrastructure in proportion to the proposed growth in the Gedling Borough area in a timely manner. The policy also sets out how developer contributions for new or improved infrastructure to support development will be sought. The policy is written positively and is expected to affect all equalities groups in

Name of Policy	Objective Purpose	Relevance to Equalities and Impact
	infrastructure at the right time.	a positive manner, as it will ensure the appropriate provision of infrastructure across Gedling Borough.

Assessment

Protected Group	Gender	Gender Reassignment	Age	Marriage and Civil Partnership	Disability	Race and Ethnicity	Sexual Orientation	Religion or Belief	Pregnancy or Maternity	Other groups
External	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive
Internal	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive

Site Allocations

Housing

Name of Policy	Objective Purpose	Relevance to Equalities and Impact
GLPD 70 Housing allocations	Proposed site allocations to accommodate housing growth in sustainable locations.	Policy 20 sets out key principles that will support the delivery of housing sites across Gedling Borough. The policies written positively and there is no positive or negative discrimination of any of the protected characteristics.

Employment

Name of Policy	Objective Purpose	Relevance to Equalities and Impact
GLPD 71 Employment allocations	Proposed site allocations to accommodate employment growth in sustainable locations.	GLDP policy 71 sets out key principles that will support the delivery of employment sites across Gedling Borough. The policies written positively and there is no positive or negative discrimination of any of the protected characteristics.

Assessment

Protected Group	Gender	Gender Reassignment	Age	Marriage and Civil Partnership	Disability	Race and Ethnicity	Sexual Orientation	Religion or Belief	Pregnancy or Maternity	Other groups
External	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral
Internal	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral

Summary of assessment

<p>Is there is any evidence of a high disproportionate adverse or positive impact on any groups?</p>	<p>Yes</p>		<p>Comment No negative impacts on protected groups have been identified.</p> <p>There are considered to be positive impacts for all protected groups in relation to a number of policy areas. These include pursuing the agreed vision and objectives that seek opportunities for all. Addressing climate change is also assessed as benefitting all protected groups as it will ensure mitigation and adaption to climate change, providing a sustainable and greener living environment for all. Policies aimed at providing local services in accessible locations, promoting the provision of culture, tourism and sport is also seen as beneficial to all protected groups. Adopting a transport strategy that seeks to reduce the need to travel, promote public transport, cycling and walking is also assessed as beneficial for all protected groups.</p> <p>Housing policy that seeks to provide a mix of market and affordable housing and specialist housing is seen as a high positive for older people, younger people and disabled persons.</p>
<p>Is there an opportunity to mitigate or alleviate any such impacts?</p>	<p>Yes</p>	<p>No</p>	<p>Comment No negative impacts on protected groups have been identified. However, it may be possible to improve policy outcomes through evidence gathered during the consultation on the Publication Draft Local Plan.</p>

Are there any gaps in information available (e.g. evidence) so that a complete assessment of different impacts is not possible?	Yes		Comment Monitoring and targets will be identified as part of policy formulation to ensure policy outcomes can be measured.
In response to the information provided above please provide a set of proposed actions including any consultation that is going to be carried out:			
Planned Actions	Timeframe	Success Measure	Responsible Officer
Consultation on Regulation 19 Publication Draft Gedling Borough Local Development Plan	July 2026	Quantity and quality of responses including from protected groups and/or organisations/communities representing them.	Planning Policy Manager
Publication of Submission Document	December 2026	Publication according to timetable.	Planning Policy Manager
Independent Hearings (if required)	March 2027	Plan is found sound by Inspector.	Planning Inspectorate
Adoption	Spring 2028	Adoption on time.	
Monitoring of the Gedling Borough Local Development Plan	From adoption onwards	Monitoring indicators and targets achieved.	Planning Policy

Conclusion and Next Steps

- 3.1 The emerging Gedling Borough Local Development Plan is intended to be inclusive of all ethnic groups. Overall, the assessment shows that the Gedling Borough Local Development Plan is likely to result in positive outcomes including for

people with protected characteristics. The Publication Draft Local Plan is subject to consultation with a wide range of stakeholders and the Council 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 and non-strategic planning policy.

Authorisation and Review

Completing Officer	
Authorising Head of Service/Director	
Date	
Review date (if applicable)	