

Greater Nottingham

Broxtowe Borough Council
Erewash Borough Council
Gedling Borough Council
Nottingham City Council

Equality Impact Assessment Phase 2 Report June 2012



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1 Introduction

1.1 Background

1.1.1 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”⁽¹⁾. 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.

1.1.2 Broxtowe Borough Council, Erewash Borough Council, Gedling Borough Council and Nottingham City Council have been jointly preparing Aligned Core Strategies which cover their combined administrative areas and which set out a spatial strategy and key planning policies to guide future development. To make sure that they meet the needs of all members of the community the Equality Impact assessment has been used to identify potential discrimination and opportunities to promote equality. Due to timing issues, Erewash Borough Council are preparing a separate Core Strategy covering their area but will be in full alignment with Broxtowe, Gedling and Nottingham City, and as such this Equality Impact Assessment covers the common elements of their strategy. An addendum will be prepared to cover any changes to policies or additional policies. As Rushcliffe Borough Council are now preparing their own Core Strategy, they are preparing a separate Equality Impact Assessment.

1.2 What is an Equality Impact Assessment?

1.2.1 An Equality Impact Assessment is a management tool that makes sure that policies and working practises do not discriminate against certain groups and that opportunities are taken to promote equality.

1.2.2 Equality Impact Assessments have their origin in the Macpherson Enquiry into the Metropolitan Police Force and the subsequent Race Relations (Amendment) Act 2000. Under the legislation, all public bodies were required to produce Race Equality Schemes to make sure there was no potential for negative differential impact on people from black, Asian or minority ethnic communities. The principles of this legislation have now been extended to require Equality Impact Assessments for other protected characteristics.

1.2.3 The Equality Act 2010 (section 49) sets out the general equality duty for public bodies. Previously the equality duty had related to individual characteristics (such as race, gender and disability). The Equality Act 2010 combined and streamlined these at the same time as widening the range of protected characteristics and the definition of 'discrimination'. The Equality Duty requires that in exercising their functions 'due regard' is given to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.

1 Equality & Human Rights Commission “Equality Impact Assessment Guidance” (Nov 2009) p.3

- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

1.2.4 'Due regard' means that a public body must give weight to the duties outlined above in proportion to its relevance when discharging their functions. As shown in recent case law⁽²⁾ this must be done in a conscious way with focus on the specific requirements of the legislation. However, 'due regard' does not mean that a change needs to be made but that appropriate weight needs to be given. Other issues, such as viability or the need to deliver development for economic or regeneration purposes may outweigh the equality considerations. In these cases the reasons should be robust and transparent. It is clear that this Equality Impact Assessment and the changes that result from it will be an important part of the preparation and decision to adopt the Aligned Core Strategies as part of the development plan for the Local Authorities involved.

1.3 What are the Aligned Core Strategies?

1.3.1 As part of the planning system, Local Authorities have to produce a 'Local Development Framework' which is a folder of different documents which help to deliver sustainable development. Sustainable development was defined by the 'Brundtland Commission' as development that "*meets the needs of the present without compromising the ability of future generations to meet their own needs*"⁽³⁾.

1.3.2 The Aligned Core Strategies together with other documents produced individually by the Local Authorities will form the Development Plan for the area. The Coalition Government has made changes to the planning system through the Localism Act (2011) and the Draft National Planning Policy Framework⁽⁴⁾. The main focus of these has been to introduce a more 'localist' approach to plan making with a greater say for local communities and encouraging growth to support the economic recovery.

1.3.3 In order to produce a consistent and comprehensive strategy for Greater Nottingham, the Local Authorities decided to work together to make sure that administrative boundaries do not get in the way of good planning and service delivery. The strategy is not a formal Joint Core Strategy as decisions relating to it have been made by each council separately; consequently the strategies are known as the Aligned Core Strategies. Each Council is advised by the Greater Nottingham Joint Planning Advisory Board, which is made up of the lead planning and transport councillors from each of the Councils. The Joint Board meets regularly and oversees preparation of the Aligned Core Strategies. The changes to the planning system and different political decisions have resulted in different local authorities deciding to align their work with the others to different degrees however, there will be a consistent approach on a number of key issues.

1.3.4 The Aligned Core Strategies will be the key strategic planning documents and will perform the following functions:

2 R (on the application of Harris) v London Borough of Haringey (Equality and Human Rights Commission intervening) - [2010] All ER (D) 177 (Jun)

3 <http://www.un.org/documents/ga/res/42/ares42-187.htm>

4 <http://www.communities.gov.uk/publications/planningandbuilding/draftframework>

- Define a spatial vision for each council to 2028, within the context of an overall vision for Greater Nottingham;
- Set out a number of spatial objectives to achieve the vision;
- Set out a spatial development strategy to meet these objectives;
- Set out strategic policies to guide and control the overall scale, type and location of new development (including any particularly large or important sites, known as ‘strategic sites’) and infrastructure investment; and
- Indicate the number of new homes to be built over the plan period.

1.3.5 The Aligned Core Strategies have reached the 'Publication Draft' stage. This is the final stage prior to the document being submitted to the Secretary of State and the Planning Inspectorate to be independently examined. The timetable below shows the remaining stages of the process:

May 2012	Consultation on Publication Draft
Summer 2012	Submission of Publication Draft
Autumn 2012	Independent Examination including Hearings
Winter 2012	Inspectors Report
Spring 2013	Adoption of Aligned Core Strategies as part of the Development Plan

Table 1.1 Aligned Core Strategies Timetable

1.3.6 The Publication Draft includes the following policies:

1. Climate Change
2. The Spatial Strategy
3. The Green Belt
4. Employment Provision and Economic Development
5. Nottingham City Centre
6. The Role of Town and Local Centres
7. Regeneration
8. Housing Size, Mix and Choice
9. Gypsies, Travellers and Travelling Showpeople
10. Design and Enhancing Local Identity
11. The Historic Environment
12. Local Services and Healthy Lifestyles
13. Culture, Sport and Tourism
14. Managing Travel Demand
15. Transport Infrastructure Priorities
16. Green Infrastructure, Parks and Open Space
17. Biodiversity
18. Infrastructure
19. Developer Contributions

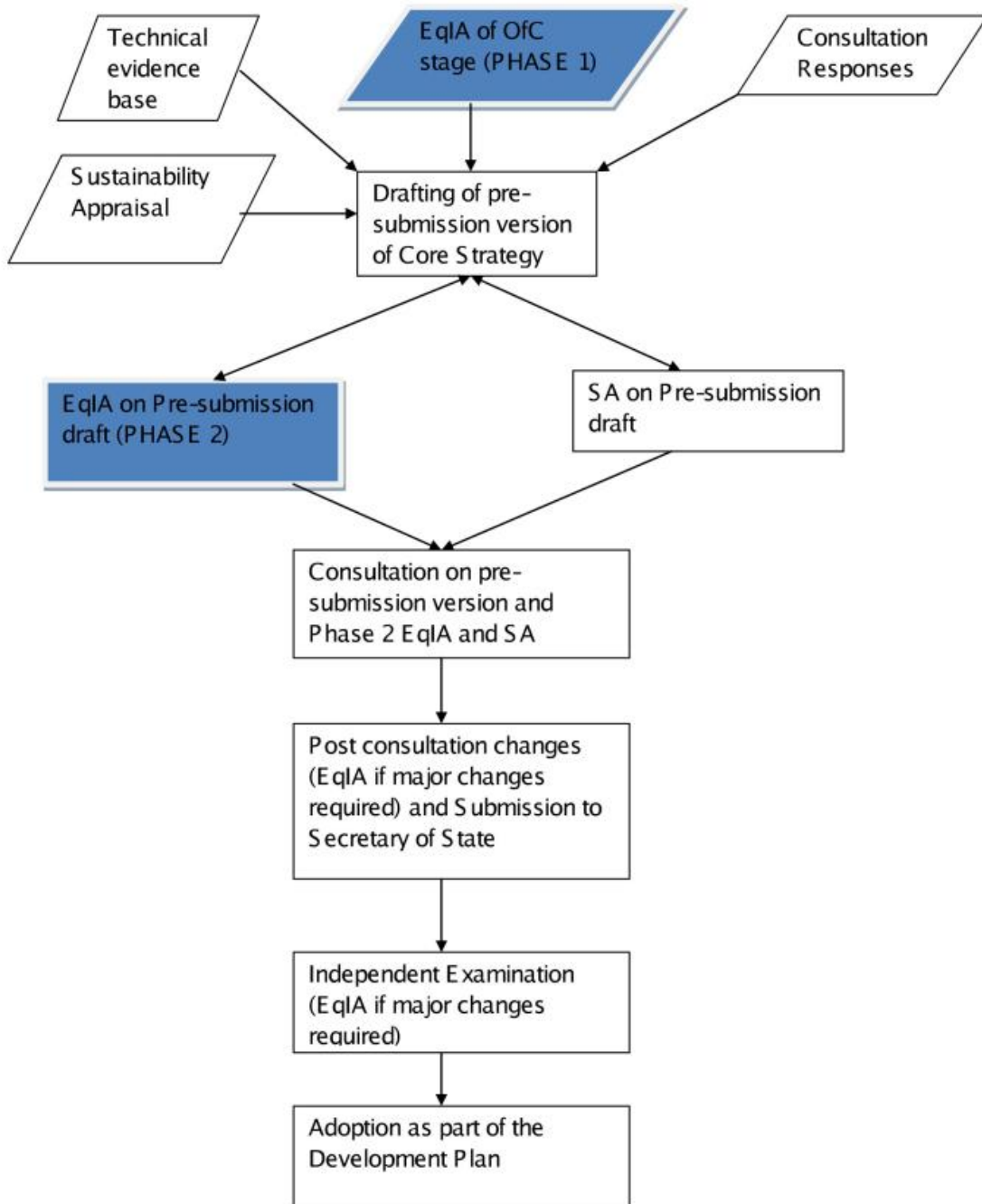
1.4 Methodology

1.4.1 In complying with the duty to assess impact, each of the local authorities involved with the Aligned Core Strategies has produced guidance on preparing Equality Impact Assessments. While according with the guidance produced by the Equality & Human Rights Commission, each of the approaches differs slightly and was designed for the assessment of policies and functions carried out by a single local authority. Given the nature and scope of the Aligned Core Strategies it has been agreed to develop a bespoke methodology for this Equality Impact Assessment based on the guidance produced by the individual Local Authorities and the Equality & Human Rights Commission. The changes to the guidance for Equality Impact Assessments and to the protected characteristics as a result of the Equality Act 2010 have been taken account of in this Phase 2 Report.

1.4.2 Due to the scope of the Aligned Core Strategies it was deemed that an Equality Impact Assessment was required. It has been decided to assess each of the nineteen policies individually. Due to the wide range of issues covered, an Equality Impact Assessment of the Aligned Core Strategies as a whole would prove difficult and could potentially result in masking important impacts on particular groups.

1.4.3 To allow the best use of resources and meet the requirement for Equality Impact Assessments to influence policy development, a two phase approach to assessing the Aligned Core Strategies was adopted. The first phase scoped and assessed the policies within the Option for Consultation stage (February 2010). This phase was the subject of specific consultation with those involved with equality (a separate report is available). The Action Plan arising from this phase informed the development of the Publication Draft which is the final stage for public consultation on the Aligned Core Strategies.

1.4.4 We are required to publicise the findings and recommendations of the Equality Impact Assessments and seek the views of those with knowledge of equality issues on both the methodology and the findings. As part of the consultation discussed above, questionnaires were sent out to those involved in work associated with the protected characteristics. The results of this helped inform the drafting of the Publication Draft policies and also the Phase 2 Equality Impact Assessment. Taken together the two phases can be seen as a learning process allowing the local authorities involved to test the findings and recommendations and take account in the second phase of any issues which have been identified through consultation.



Picture 1.1 How the Equality Impact Assessment fits in with the Aligned Core Strategies

The policies have been tested against the following protected characteristics⁽⁵⁾:

- **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** - Marriage is defined as a 'union between a man and a woman'. Same-sex couples can have their relationships legally recognised as 'civil partnerships'. Civil partners must be treated the same as married couples on a wide range of legal matters.
- **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.

1.4.5 To ensure consistency with the Phase 1 approach Gender, Gender Reassignment and Pregnancy & Maternity have been addressed as a single group although it is acknowledged there are many differences between each of these characteristics.

1.4.6 For the Equality Impact Assessment of the Aligned Core Strategies the following stages will be undertaken, based on the guidance produced by the individual Local Authorities and the Equality & Human Rights Commission:

1. **Evidence Gathering** – this stage pulls together the headline statistics relevant to each of the protected characteristics identified. See Section 1.5 of this document.
2. **Scoping of Relevance** – this stage examines each of the nineteen policies in the Aligned Core Strategies and screens out those that are not considered to be relevant to the protected characteristics. It grades policies in terms of High, Medium or Low relevance to the characteristics. See section 2 of this document.

5 <http://www.equalityhumanrights.com/advice-and-guidance/new-equality-act-guidance/protected-characteristics-definitions/>

3. **Impact Assessment** – this stage examines in detail those policies deemed to be relevant to the protected characteristics and consider the likely impact of each. See section 3 of this document.
4. **Action Plan** – this stage follows on from the full Impact Assessment and identifies what needs to happen to the Aligned Core Strategies policy under consideration in the light of its impact. See paragraph 4.1 of this document.
5. **Continuous Monitoring** – this stage comprises the monitoring and reporting on the effect of the Aligned Core Strategies and planning decisions to inform future plans. See paragraph 4.1.4 of this document.

1.4.7 Detail on each stage of the Equality Impact Assessment is provided in the relevant section. A flow chart that sets out the process and decisions that need to be made is attached as Appendix 1 to this report.

1.5 Statistics

1.5.1 The Equality & Human Rights Commission Guidance promotes the use of statistics and background information to help identify key issues of importance and provide information on the make-up of those using the service or policy that is the subject of the Equality Impact Assessment.

1.5.2 In many cases, the people who will use the service or policy will be a discrete group. An example given is in relation to new forms to be used in the licensing of private hire taxis. Changes to the forms would obviously affect the drivers of the taxis and a significant proportion of them may be from ethnic minority backgrounds. Therefore the form needs to be appropriately designed and worded to allow all taxi drivers to use the form easily.

1.5.3 In contrast, the Aligned Core Strategies will have a wide ranging impact on the whole population of Greater Nottingham. Employment, retail, parks & open space, local services, schools as well as housing are all issues that are addressed by the Aligned Core Strategies in delivering the place-shaping aim of spatial planning. Therefore a broad profile of the population has been used drawing on the information provided by the Office for National Statistics and other sources.

1.5.4 The Phase 1 Report included detailed statistics regarding the protected characteristics. Due to the short period between the Phase 1 and Phase 2 Reports it is not expected that new sources of information will be available which would significantly alter the findings. Details on the number and distribution of the protected characteristics can be found at the following websites:

- <http://www.ons.gov.uk/ons/index.html>
- <http://www.nottinghaminsight.org.uk/>
- <http://observatory.derbyshire.gov.uk/IAS/>

2 Scoping Stage

2.0.1 The purpose of the Scoping Stage is to identify if a specific policy is relevant to equalities. Each policy was discussed in depth to establish the potential it has to impact, positively or negatively, on each of the protected characteristics. Identifying a policy as

relevant does not automatically mean it will have a negative impact and it may be that some of the policies will, without change, lead to an improvement in equalities. Policies which may have a positive impact are still relevant to equalities and require an impact assessment to be carried out to understand if there is the possibility of increasing the positive impact they have.

2.0.2 During Phase 1, two sessions were held by a working group of planners from each of the authorities involved in the Aligned Core Strategies process. To help guide the discussion, a Scoping Sheet was prepared based on guidance from the Equality & Human Rights Commission and from similar sheets used by individual authorities.

2.0.3 For each policy, the group asked a series of questions to establish if the policy was relevant. These included:

- What will the policy do?
- Who are the 'customers' of the policy?
- What evidence or information already exists?
- Does the policy relate to an area where there are already identified inequalities?
- Have there been any issues with the way the current policy works?
- Has the policy been identified as important by one of the local authorities?

2.0.4 The relevance of the policy to each of the protected characteristics at that time was then identified and a conclusion given as to whether a full impact assessment would be required. As part of the public consultation on the Phase 1 Report our conclusions as to the relevance of the Policy were tested. The results of this have fed into the Phase 2 scoping stage.

2.0.5 The Scoping Stage for Phase 2 involved an assessment of the changes that had been made to the policy since the Phase 1 Scoping Stage. These changes took account of a number of factors including the Sustainability Appraisal, the public consultation on the 'Option for Consultation' and additional public consultation on the Climate Change policy and approach to housing numbers. The recommendations of the Phase 1 Equality Impact Assessment have also been taken into account.

2.0.6 For each Policy, an assessment was made as to whether the changes altered the level of relevance to the protected characteristics. The relevance of the Policies to the new protected characteristics was also assessed.

2.0.7 Some of the main changes to the policies as they stood in the 'Option for Consultation' document included the removal of certain policies and the addition of new ones. In some cases, the issues addressed by the deleted policies have been absorbed into existing policies. Where this has occurred, consideration has been given to the retained elements of the original policy and how the relevance of them may have altered. Policies which are entirely new have been subject to the full scoping of relevance.

2.0.8 Table 2.1 below is a summary of the Scoping Stage and shows the policies which have been identified as relevant to each of the protected characteristics.

Policy	Relevance after Phase 1 consultation	Do changes to the policy affect the relevance to equality issues?	Phase 2 Relevance
<p>1 Climate Change</p>	<p>Climate change is a global issue and will affect everybody in Greater Nottingham. Issues relating to evacuation plans should be addressed by the Emergency Services</p>	<p>The policy has been significantly redrafted. These changes do not alter the relevance of the policy to Equalities</p>	<p>Climate change is a global issue and will affect everybody in Greater Nottingham. Issues relating to evacuation plans should be addressed by the Emergency Services.</p> <p>New information suggests that some protected characteristics will be more vulnerable to the effects of climate change than others. This includes the very young, the elderly and those with disabilities.</p> <p>Medium Relevance:</p> <ul style="list-style-type: none"> ● Age ● Disability
<p>2 Spatial Strategy</p>	<p>Policy acts as a broad over-arching policy, the effects will be more apparent in the individual policies. Need to cross reference to other policies and ensure that detailed proposals for areas/sites take account of equalities issues.</p>	<p>Changes have been made to the sites/areas identified and to the format. These changes do not alter the relevance of the policy to Equalities</p>	<p>Policy acts as a broad over-arching policy, the effects will be more apparent in the individual policies. Need to cross reference to assessments of other policies and ensure that detailed proposals for areas/sites take account of equalities issues.</p> <p>No Impact Assessment required.</p>
<p>3 Green Belt</p>	<p>New Policy – not previously assessed</p>	<p>n/a</p>	<p>This policy is a technical Planning Policy related to the review of the Green Belt and how it will be carried out. As such it is not relevant to equalities.</p>

<p>4 Employment Provision and Economic Development</p>	<p>High Relevance:</p> <ul style="list-style-type: none"> ● Race ● Gender <p>Medium relevance:</p> <ul style="list-style-type: none"> ● Disability 		<p>Changes have been made to the policy to more clearly identify the requirement in terms of jobs/floorspace. These changes do not alter the relevance of the policy to Equalities</p>	<p>No Impact Assessment required.</p> <p>High Relevance:</p> <ul style="list-style-type: none"> ● Race ● Gender/Gender Reassignment/Pregnancy and Maternity <p>Medium relevance:</p> <ul style="list-style-type: none"> ● Disability <p>Low Relevance</p> <ul style="list-style-type: none"> ● Age ● Religion ● Sexual Orientation ● Marriage and Civil Partnership
<p>5 Nottingham City Centre</p>	<p>Medium relevance:</p> <ul style="list-style-type: none"> ● Gender ● Age ● Race ● Disability ● Religion ● Sexual Orientation 	<p>The changes are minor and reflect the recommendations of the Phase 1 EqIA Report. The Policy retains the aims to make the City Centre more attractive to pedestrians, provide new facilities for young people and improve public transport. These changes do not alter the relevance of the policy to Equalities</p>	<p>Medium relevance:</p> <ul style="list-style-type: none"> ● Gender/Gender Reassignment/Pregnancy and Maternity ● Age ● Race ● Disability ● Religion ● Sexual Orientation <p>Low Relevance</p> <ul style="list-style-type: none"> ● Marriage and Civil Partnership 	

<p>6 The Role of Town and Local Centres</p>	<p>Medium relevance:</p> <ul style="list-style-type: none"> ● Gender ● Age ● Race ● Disability ● Religion ● Sexual Orientation 	<p>The changes are minor and reflect the recommendations of the Phase 1 EqIA Report. As noted in the Policy schemes for specific centres will be required to take account of equality issues. These changes do not alter the relevance of the policy to Equalities</p>	<p>Medium relevance:</p> <ul style="list-style-type: none"> ● Gender/Gender Reassignment/Pregnancy and Maternity ● Age ● Race ● Disability ● Religion ● Sexual Orientation <p>Low Relevance</p> <ul style="list-style-type: none"> ● Marriage and Civil Partnership
<p>7 Regeneration</p>	<p>While relevant to a number of equality themes this policy ties together elements from other policies and will look to apply them to large regeneration sites. The impact of these policies will be assessed through the issue specific policies (i.e. housing mix and choice)</p>	<p>The changes are minor and the purpose of the policy to tie together other policies and identify priorities for regeneration is continued. These changes do not alter the relevance of the policy to Equalities</p>	<p>While relevant to a number of equality themes this policy ties together elements from other policies and will look to apply them to large regeneration sites. The impact of these policies will be assessed through the issue specific policies (i.e. housing mix and choice).</p> <p>No Impact Assessment required.</p>
<p>8 Housing Size, Mix and Choice</p>	<p>High Relevance:</p> <ul style="list-style-type: none"> ● Gender ● Disability ● Age <p>Medium relevance:</p>	<p>The Policy continues the aim of ensuring that new homes are appropriate in terms of design and tenure. The needs of the elderly population are specifically identified. These</p>	<p>High Relevance:</p> <ul style="list-style-type: none"> ● Gender/Gender Reassignment/Pregnancy and Maternity ● Disability ● Age

	<ul style="list-style-type: none"> ● Race ● Religion 	<p>changes do not alter the relevance of the policy to Equalities</p>	<p>Medium relevance:</p> <ul style="list-style-type: none"> ● Race ● Religion <p>Low Relevance</p> <ul style="list-style-type: none"> ● Sexual Orientation ● Marriage and Civil Partnership
<p>9 Gypsies, Travellers and Travelling Showpeople</p>	<p>High Relevance:</p> <ul style="list-style-type: none"> ● Race 	<p>The changes to the policy are minor and as the Policy is directly related to a specific group it remains highly relevant. These changes do not alter the relevance of the policy to Equalities</p>	<p>High Relevance:</p> <ul style="list-style-type: none"> ● Race <p>Low Relevance</p> <ul style="list-style-type: none"> ● Gender/Gender Reassignment/Pregnancy and Maternity ● Age ● Disability ● Religion ● Sexual Orientation ● Marriage and Civil Partnership
<p>10 Design, the Historic Environment and Enhancing Local Identity</p>	<p>High Relevance:</p> <ul style="list-style-type: none"> ● Gender ● Disability ● Age <p>Medium relevance:</p>	<p>The policy continues the aim of achieving a high quality of design and layout for new development. This would include addressing the needs of equality groups. These changes do not alter the relevance of the policy to Equalities</p>	<p>High Relevance:</p> <ul style="list-style-type: none"> ● Gender/Gender Reassignment/Pregnancy and Maternity ● Disability ● Age <p>Medium relevance:</p>

<ul style="list-style-type: none"> ● Race ● Religion ● Sexual Orientation <p>Low Relevance</p> <ul style="list-style-type: none"> ● Marriage and Civil Partnership 		<ul style="list-style-type: none"> ● Race ● Religion ● Sexual Orientation 	
<p>Low Relevance:</p> <ul style="list-style-type: none"> ● Age ● Disability ● Gender/Gender Reassignment/Pregnancy and Maternity ● Religion ● Race ● Sexual Orientation ● Marriage and Civil Partnership <p>Access to heritage assets requires careful consideration to allow access but not to damage the value or significance of the asset. Places of Worship may also be heritage assets and will require sensitive consideration. However these are site specific issues that are not addressed by the Aligned Core Strategies.</p> <p>No Impact Assessment required.</p>	n/a	New Policy – not previously assessed	11 Historic Environment

<p>12 Local Services and Healthy Lifestyles</p>	<p>High Relevance:</p> <ul style="list-style-type: none"> ● Gender ● Disability ● Age ● Religion <p>Medium relevance:</p> <ul style="list-style-type: none"> ● Race ● Sexual Orientation 	<p>There have been minor changes to the policy and the addition to the supporting text regarding the need for flexibility in applying this policy. These changes do not alter the relevance of the policy to Equalities</p>	<p>High Relevance:</p> <ul style="list-style-type: none"> ● Gender/Gender Reassignment/Pregnancy and Maternity ● Disability ● Age ● Religion <p>Medium relevance:</p> <ul style="list-style-type: none"> ● Race ● Sexual Orientation <p>Low Relevance</p> <ul style="list-style-type: none"> ● Marriage and Civil Partnership
<p>13 Culture, Sport and Tourism</p>	<p>Medium relevance:</p> <ul style="list-style-type: none"> ● Race ● Religion 	<p>The changes are minor and reflect the recommendations of the Phase 1 EqIA Report. These changes do not alter the relevance of the policy to Equalities</p>	<p>Medium relevance:</p> <ul style="list-style-type: none"> ● Race ● Religion <p>Low Relevance</p> <ul style="list-style-type: none"> ● Gender/Gender Reassignment/Pregnancy and Maternity ● Age ● Disability ● Sexual Orientation ● Marriage and Civil Partnership

<p>14 Managing Travel Demand</p>	<p>High Relevance:</p> <ul style="list-style-type: none"> ● Gender ● Disability ● Age <p>Medium relevance:</p> <ul style="list-style-type: none"> ● Race ● Religion ● Sexual Orientation 	<p>The changes are minor and reflect the recommendations of the Phase 1 EqIA Report. These changes do not alter the relevance of the policy to Equalities</p>	<p>High Relevance:</p> <ul style="list-style-type: none"> ● Gender/Gender Reassignment/Pregnancy and Maternity ● Disability ● Age <p>Medium relevance:</p> <ul style="list-style-type: none"> ● Race ● Religion ● Sexual Orientation <p>Low Relevance</p> <ul style="list-style-type: none"> ● Marriage and Civil Partnership
<p>15 Transport Infrastructure Provision</p>	<p>A full EqIA is not required. As the Core Strategy is not the deliverer of these transport schemes it is considered that it is not appropriate for this EqIA to undertake the assessment. Implementation through the spatial planning is considered more important. The Comprehensive Spending Review currently underway will impact on the proposals listed.</p>	<p>Changes have been made to the transport schemes identified and to the format. These changes do not alter the relevance of the policy to Equalities</p>	<p>A full EqIA is not required. As the Core Strategy is not the deliverer of these transport schemes it is considered that it is not appropriate for this EqIA to undertake the assessment. Implementation through the spatial planning is considered more important. The Comprehensive Spending Review currently underway will impact on the proposals listed.</p> <p>No Impact Assessment required.</p>

<p>16 Green Infrastructure, Parks and Open Space</p>	<p>Medium relevance:</p> <ul style="list-style-type: none"> ● Gender ● Race ● Disability ● Age ● Religion ● Sexual Orientation 	<p>The changes are relatively minor in nature and do not alter the relevance. These changes do not alter the relevance of the policy to Equalities</p>	<p>Medium relevance:</p> <ul style="list-style-type: none"> ● Gender/Gender Reassignment/Pregnancy and Maternity ● Age ● Race ● Disability ● Religion ● Sexual Orientation <p>Low Relevance</p> <ul style="list-style-type: none"> ● Marriage and Civil Partnership
<p>17 Biodiversity</p>	<p>No full EqIA required as this policy is designed to protect environmental site of biodiversity value such as SINC. Provision of new biodiversity for public access is considered under Policy 15.</p>	<p>The Policy has been significantly redrafted but remains a policy to protect environmentally important sites from adverse impacts. These changes do not alter the relevance of the policy to Equalities</p>	<p>No full EqIA required as this policy is designed to protect environmental site of biodiversity value such as SINC. Provision of new biodiversity for public access is considered under Policy 16.</p> <p>No Impact Assessment required.</p>
<p>18 Infrastructure</p>	<p>Full EqIA is not required as this policy is technical policy with relevance to planners and developers. The infrastructure provided, especially community infrastructure, can be assessed under other policies or through site specific details</p>	<p>There have been a number of minor changes to the policy. These changes do not alter the relevance of the policy to Equalities</p>	<p>Full EqIA is not required as this policy is technical policy with relevance to planners and developers. The infrastructure provided, especially community infrastructure, can be assessed under other policies or through site specific details.</p> <p>No Impact Assessment required.</p>

<p>19 Developer Contributions</p>	<p>Full EqIA is not required as this policy is technical policy with relevance to planners and developers. The policy's purpose is to create a mechanism for delivery of infrastructure</p>	<p>There have been a number of minor changes to the policy. These changes do not alter the relevance of the policy to Equalities</p>	<p>Full EqIA is not required as this policy is technical policy with relevance to planners and developers. The policy's purpose is to create a mechanism for delivery of infrastructure No Impact Assessment required.</p>
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Table 2.1 Summary of Scoping Stage

3 Impact Assessment Stage

3.0.1 For each of the protected characteristics, those policies that were deemed to be of high or medium relevancy were assessed for their impact. Identifying a policy as relevant does not automatically mean it will have a negative impact and it may be that many of the policies will, without change, lead to an improvement in equality. It is also important to remember that one of the purposes of the Equality Impact Assessment is also to identify where opportunities to further promote equalities could be taken.

3.0.2 The key issues identified for each characteristic in the Scoping Stage were considered and the way the policy impacts on these issues was assessed. The key issues may be impacted upon by several of the policies. Personal safety, for example, was identified as a key issue for a number of the protected characteristics. An important way the planning system can address this is in making areas safer to use by careful design and layout. Policy 10 addresses urban design issues while Policy 14 (Managing Travel Demand) deals with use of public transport.

3.0.3 Each protected characteristic is now considered in turn and a table is included under each setting out a summary of the impact assessment, the outcome of the assessment and (if needed) how the policy can be amended to remove potential and actual discrimination or promote equality. These outcomes are then combined into a final Action Plan which sets out what changes should be included in the Aligned Core Strategies and who will be responsible for considering their inclusion. The following outcomes identified by the Equality & Human Rights Commission have been used:

1. No major change – the impact assessment demonstrates that the policy is robust and that the evidence shows no potential for discrimination and that all opportunities to promote equality have been taken.
2. Adjust the policy to remove the barriers or better promote equality – the impact assessment demonstrates that the policy can be amended by either removing the elements which cause the discrimination or adding elements to mitigate any negative impact or further promote equality.
3. Continue with the policy despite potential for adverse impact or missed opportunities to promote equality – in some cases there may be other reasons which outweigh the adverse impact on equality caused by the policy. However there is no justification for direct discrimination.
4. Stop and remove the policy – if the policy shows actual or potential unlawful discrimination it must be stopped and removed or changed.

3.0.4 In all cases the outcome should be justified. This will be especially important in relation to policies which are retained despite the potential for adverse impact. As noted above, 'due regard' must be given to the recommendations of the Equality Impact Assessment. However, 'due regard' does not mean that a change needs to be made but that appropriate weight needs to be given to the matter. Other issues, such as viability or the need to deliver development for economic or regeneration purposes may outweigh the equality considerations. In these cases the reasons should be robust and transparent.

3.1 Race

3.1.1 Race refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins. The following issues have been identified as important for this characteristic:

- Employment and training opportunities;
- Housing needs
- Local services
- Personal safety
- Health and green spaces

3.1.2 Associated with this there are a number of issues related specifically to Gypsies, Travellers and Travelling Showpeople. This has resulted in a separate policy to address the provision of pitches for these groups.

Policy	Impact on Race	Outcome of Impact Assessment	Suggested Action
Policy 4 – Employment Provision and Economic Development	Positive impact on access to employment and training opportunities across Greater Nottingham.	No change.	No change
Policy 5 - Nottingham City Centre	Positive impact on personal safety and access to services	No change.	No change.
Policy 6 – The role of Town and Local Centres	Positive impact on personal safety and access to services	No change.	No change.
Policy 8 – Housing Size, Mix and Choice	Positive impact from provision of affordable housing and delivery of mix of housing sizes although delivery issues due to economic climate.	No change.	No change
Policy 9 – Gypsies, Travellers and Travelling Showpeople	Positive impact from delivery of suitable sites. The justification text highlights that the consultation into specific sites will require sensitive and appropriate consultation with the groups	No change.	No change

	that will use the sites along with the community in the surrounding area		
Policy 10 – Design and Enhancing Local Identity	Positive impact from high design standards including reducing opportunities for crime and ensuring new developments are inclusive	No change.	No change.
Policy 13 – Culture, Tourism and Sport	Positive impact from amendment to ensure flexibility in application of policy to allow needs of communities to be met within those communities.	No change.	No change.
Policy 16 – Green Infrastructure, Parks and Open Space	Positive impact from increased provision of GI. Positive impact from reference in policy to ensuring that GI is as “ <i>inclusive as possible</i> ” although monitoring this will be important.	No change.	No change.

Table 3.1 Impact Assessment - Race

3.2 Gender, Gender Reassignment and Pregnancy and Maternity

3.2.1 To ensure consistency with the Phase 1 approach Gender, Gender Reassignment and Pregnancy & Maternity have been addressed as a single group although it is acknowledged there are many differences between each of these characteristics.

3.2.2 Gender identifies whether an individual is a man or a woman while gender reassignment is the process of transitioning from one gender to another. 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.

3.2.3 The following issues have been identified as important to these characteristics:

- Public transport
- Personal safety
- Access to services and employment
- Housing and design

Policy	Impact on Gender, Gender Identity and Pregnancy & Maternity	Outcome of Impact Assessment	Suggested Action
Policy 4 – Employment Provision and Economic Development	<p>Positive impact on access to employment through provision of a range of sites and focus for offices development in City and town centres.</p> <p>Positive impacts in association with Policy 11 employment as opportunities in centres offers ability to link trips and access services and facilities.</p> <p>Positive impact from identification in justification text that associated facilities (such as childcare) can also be provided alongside employment sites.</p>	No change	No change
Policy 5 - Nottingham City Centre	<p>Positive impact on personal safety and access to services and employment.</p> <p>Positive impact for those with children and young babies from the support for family orientated leisure development.</p>	No change	No change
Policy 6 – The role of Town and Local Centres	<p>Positive impact on personal safety and access to services and employment.</p> <p>Positive impact from reference to access improvements taking account of equality issues</p>	No change	No change

<p>Policy 8 – Housing Size, Mix and Choice</p>	<p>Positive impact from provision of affordable housing although delivery issues due to economic climate.</p> <p>Only providing a proportion of lifetime homes may not sufficiently promote equalities</p>	<p>Amend Policy</p>	<p>Amend policy to provide all new dwellings to the lifetime homes standard</p>
<p>Policy 10 – Design and Enhancing Local Identity</p>	<p>Positive impact from high design standards including reducing opportunities for crime and ensuring new developments are inclusive.</p>	<p>No change</p>	<p>No change</p>
<p>Policy 12 – Local Services and Healthy Lifestyles</p>	<p>Positive impact from provision of accessible services</p>	<p>No change</p>	<p>No change</p>
<p>Policy 14 – Managing Travel Demand</p>	<p>Positive impact from increase in frequency and routes likely to outweigh any negative impacts from increase in use.</p> <p>Reference to “<i>people with mobility issues</i>” will include consideration of issues related to pregnancy/maternity and the use of push chairs etc.</p>	<p>No change</p>	<p>No change</p>
<p>Policy 16 – Green Infrastructure, Parks and Open Space</p>	<p>Positive impact from increased provision of GI.</p> <p>Positive impact from reference in policy to ensuring that GI is as “<i>inclusive as possible</i>” although monitoring this will be important.</p>	<p>No change</p>	<p>No change</p>

Table 3.2 Impact Assessment - Gender, Gender Reassignment and Pregnancy & Maternity

3.3 Disability

3.3.1 A person has a disability if they have 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. The following issues have been identified as important to this characteristic:

- Public transport
- Access to services, facilities and employment opportunities
- Housing choice and design
- Personal safety

Policy	Impact on Disability	Outcome of Impact Assessment	Suggested Action
Policy 1 - Climate Change	Positive impact from adapting and tackling Climate Change. Potentially more could be done to protect those with disabilities from the impacts of Climate Change	Amend the Policy	Ensure the design of buildings for use by disabled people mitigates against any specific impacts of climate change.
Policy 4 – Employment Provision and Economic Development	Positive impact on access to employment through provision of a range of suitable sites. Positive impact from provision of employment opportunities within centres which will ensure linked access to other services and facilities.	No change	Ensure that detailed policies or plans for specific centres take account of equality issues
Policy 5 - Nottingham City Centre	Positive impact on personal safety and access to services and employment.	No change	Ensure that detailed policies or plans take account of equality issues
Policy 6 – The role of Town and Local Centres	Positive impact on personal safety and access to services and employment. Details will be included in centre specific local development documents and will take account of equality issues as identified in the supporting text.	No change	Ensure that detailed policies or plans for specific centres take account of equality issues

Policy 8 – Housing Size, Mix and Choice	Positive impact arising from amount of affordable housing as well as from a proportion of homes that should be capable of being adapted to suit the lifetime of occupants. Only providing a proportion of 'life time' homes may not sufficiently promote equalities.	Amend policy	Amend to policy to provide all new dwellings to the lifetime homes standard
Policy 10 – Design and Enhancing Local Identity	Positive impact arising from the requirement that all new developments should be designed to create an inclusive environment.	No change	No change
Policy 14 – Managing Travel Demand	The need to fully address existing accessibility deficiencies as part of the prioritisation of new development process will result in positive improvement	No change	Ensure that the implementation of the approach has regard to the needs of people with mobility difficulties.
Policy 16 – Green Infrastructure, Parks and Open Space	Positive impact from improved provision of green infrastructure. A requirement that new or enhanced Green Infrastructure corridors and assets should be as inclusive as possible will have a positive impact	No change	No change

Table 3.3 Impact Assessment - Disability

3.4 Age

3.4.1 Age refers to a person belonging to a particular age (e.g. 32 year olds) or range of ages (e.g. 18 - 30 year olds). Our assessment has considered the impact of the policy on broad groups such as the 'young' and the 'elderly'. The following key issues have been identified:

- Provision of affordable and decent housing
- Access to services and facilities
- Personal safety

Policy	Impact on Age	Outcome of Impact Assessment	Suggested Action
Policy 1 - Climate Change	Positive impact from adapting and tackling Climate Change. Potentially more could be done to protect the very young and the elderly from the impacts of Climate Change	Amend the Policy	Ensure the design of buildings for use by the very young and the elderly mitigates against any specific impacts of climate change.
Policy 5 - Nottingham City Centre	<p>Positive impact on personal safety and access to services and employment. However the role of the City Centre as a hub should not be at expense of other centres across the conurbation.</p> <p>The support for a night time economy potentially causes divisions between younger and older generations. However, the policy will have regard to crime and disorder issues through the regulation of licensed premises.</p> <p>Positive design/layout of developments will help decrease crime and the fear of crime.</p> <p>Positive impact from support for family orientated leisure and facilities for young people.</p>	No change	No change
Policy 6 – The role of Town and Local Centres	<p>Positive impact on personal safety and access to services and employment. Details will be included in centre specific work.</p> <p>The support for a night time economy potentially causes</p>	No change	Ensure that detailed policies or plans for specific centres take account of age issues.

	<p>divisions between younger and older generations. However, the policy will have regard to crime and disorder issues through the regulation of licensed premises.</p> <p>Positive design/layout of developments will help decrease crime and the fear of crime.</p> <p>Positive impact from access to local services, the range of uses and environmental improvements will be improved through this policy approach; all of which will take account of equality issues.</p>		
Policy 8 – Housing Size, Mix and Choice	<p>Positive impact from provision of affordable housing although delivery issues due to economic climate.</p> <p>Only providing a proportion of lifetime homes may not sufficiently promote equalities</p> <p>Positive impact from provision of a mix of dwelling types including starter homes and homes to allow downsizing.</p>	No change	Amend policy to provide all new dwellings to the lifetime homes standard
Policy 10 – Design and Enhancing Local Identity	<p>Positive impact from high design standards including reducing opportunities for crime and ensuring new developments are inclusive.</p>	No change	No change
Policy 12 – Local Services and Healthy Lifestyles	<p>Positive impact from provision of accessible services</p>	No change	No change

Policy 14 – Managing Travel Demand	The need to fully address existing accessibility deficiencies as part of the prioritisation of new development process will result in positive improvement	No change	Ensure that the implementation of the approach has regard to the needs of people with mobility difficulties.
Policy 16 – Green Infrastructure, Parks and Open Space	Positive impact from increased provision of GI. Positive impact from reference in policy to ensuring that GI is as “ <i>inclusive as possible</i> ” although monitoring this will be important.	No change	No change

Table 3.4 Impact Assessment - Age

3.5 Religion

3.5.1 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. The following issues have been identified as important:

- Local services
- Personal safety
- Design and tourism

Policy	Impact on Religion	Outcome of Impact Assessment	Suggested Action
Policy 5 - Nottingham City Centre	Positive impact on personal safety and access to services.	No change	No change
Policy 6 – The role of Town and Local Centres	Positive impact on personal safety and access to services. Positive impact from reference to access improvements taking account of equality issues	No change	No change

Policy 8 – Housing Size, Mix and Choice	The ability to deliver affordable housing alongside other requirements, taking into account broad assessments of viability, may impact on religious developments	No change	Ensure religious considerations are part of design considerations
Policy 10 – Design and Enhancing Local Identity	Greater emphasis on the influence of religion on character of place could result in a more positive impact.	Amend policy	Consider criteria for impact of religious character on place, including building types, design and views.
Policy 13 – Culture, Sport and Tourism	Positive impact from provision of cultural assets	No change	No change
Policy 16 – Green Infrastructure, Parks and Open Space	Positive impact from increased provision of religious GI, for example, churchyards. Positive impact from reference in policy to ensuring that GI is as “ <i>inclusive as possible</i> ” although monitoring this will be important.	No change	No change

Table 3.5 Impact Assessment - Religion

3.6 Sexual Orientation

3.6.1 Sexual Orientation refers to whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes. The following issues have been identified:

- Public transport
- Personal safety

Policy	Impact on Sexual Orientation	Outcome of Impact Assessment	Suggested Action
Policy 5 - Nottingham City Centre	Positive impact on personal safety and access to services and employment through continued reference to safety throughout the policy.	No change	No change

Policy 6 – The role of Town and Local Centres	Positive impact on personal safety and access to services and employment. Positive impact from reference to access improvements taking account of equality issues	No change	No change
Policy 10 – Design and Enhancing Local Identity	Positive impact from high design standards including reducing opportunities for crime and ensuring new developments are inclusive	No change	No change
Policy 16 – Green Infrastructure, Parks and Open Space	A requirement that new or enhanced Green Infrastructure corridors and assets should be as inclusive as possible will have a positive impact	No change	No change

Table 3.6 Impact Assessment - Sexual Orientation

3.7 Marriage and Civil Partnership

3.7.1 During the scoping stage consideration was given to the way in which the planning system in general and the Aligned Core Strategies in particular could impact on marriage and civil partnership as a protected characteristic. However, there is no evidence of any spatial element to the distribution of this characteristic and no impacts resulting from the built environment were identified. As such no Policies in the Publication Draft were considered relevant and no impact assessment has been carried out.

4 Results

4.1 Action Plan

4.1.1 The Action Plan stage pulls together the suggested changes from the impact assessments carried out for each of the policies relevant to the protected characteristics and provides details of who is responsible for considering the change.

4.1.2 The following outcomes identified by the Equality & Human Rights Commission have been used:

1. No major change – the impact assessment demonstrates that the policy is robust and that the evidence shows no potential for discrimination and that all opportunities to promote equality have been taken.
2. Adjust the policy to remove the barriers or better promote equality – the impact assessment demonstrates that the policy can be amended by either removing the

elements which cause the discrimination or adding elements to mitigation any negative impact or further promote equality.

3. Continue with the policy despite potential for adverse impact or missed opportunities to promote equality – in some cases there may be other reasons which outweigh the adverse impact on equality caused by the policy. However there is no justification for direct discrimination.
4. Stop and remove the policy – if the policy shows actual or potential unlawful discrimination it must be stopped and removed or changed.

4.1.3 As noted above, 'due regard' must be given to the recommendations of the Equality Impact Assessment. However, 'due regard' does not mean that a change needs to be made but that appropriate weight needs to be given to the matter. Other issues, such as viability or the need to deliver development for economic or regeneration purposes may outweigh the equality considerations. In these cases the reasons should be robust and transparent.

4.1.4 The Action Plan includes suggestions for indicators which could be used to assess the impact of the policies. As the monitoring framework for the Aligned Core Strategies is refined it will be necessary to consider how best to monitor the impact of the policies on equality groups. 'Traditional' indicators used in planning may not be appropriate and new or the innovative use of indicators collected for other purposes may be required.

Policy	Summary of Scoping Stage	Outcome of Impact Assessment	Action	Responsibility for Actions	Timescale for Actions	Recommended targets and/or monitoring indicators
1 Climate Change	Medium Relevance: <ul style="list-style-type: none"> • Age • Disability 	Amend the Policy	Ensure that Buildings which will serve these groups should be designed to take account of any specific impacts from climate change	Growth Point	Feb/March 2012	None specific to Equalities
2 Spatial Strategy	No Impact Assessment required.	N/a	None	Growth Point	Feb/March 2012	Site/area specific assessments
3 Green Belt	No Impact Assessment required.	N/a	None	Broxtowe Borough Council	Feb/March 2012	None specific to Equalities
4 Employment Provision and Economic Development	High Relevance: <ul style="list-style-type: none"> • Race • Gender, Gender Reassignment, Pregnancy and Maternity 	No Change	None	Erewash Borough Council	Feb/March 2012	Improvement in accessibility of employment sites. Improvement in economic activity by ethnic group, gender and

	<p>Medium relevance</p> <ul style="list-style-type: none"> Disability <p>Low Relevance</p> <ul style="list-style-type: none"> Age Religion Sexual Orientation Marriage and Civil Partnership 						disability (available through Census but only every ten years)
5 Nottingham City Centre	<p>Medium relevance:</p> <ul style="list-style-type: none"> Gender, Gender Reassignment, Pregnancy and Maternity Age Race Disability Religion Sexual Orientation <p>Low Relevance</p> <ul style="list-style-type: none"> Marriage and Civil Partnership 	No change	None	Nottingham City Council	Feb/March 2012	Equality assessment of centre specific work. Purple Flag status	
6 The Role of Town and Local Centres	<p>Medium relevance:</p> <ul style="list-style-type: none"> Gender, Gender Reassignment, 	No change	None	Erewash Borough Council	Feb/March 2012	Equality assessment of centre specific work.	

	<p>Pregnancy and Maternity</p> <ul style="list-style-type: none"> ● Age ● Race ● Disability ● Religion ● Sexual Orientation <p>Low Relevance</p> <ul style="list-style-type: none"> ● Marriage and Civil Partnership 					<p>% of Town Centres gaining Purple Flag status</p>
7 Regeneration	No Impact Assessment required.	N/a	None	Nottingham City Council	Feb/March 2012	Site/area specific assessments
8 Housing Size, Mix and Choice	<p>High Relevance:</p> <ul style="list-style-type: none"> ● Gender, Gender Reassignment, Pregnancy and Maternity ● Disability ● Age <p>Medium relevance</p> <ul style="list-style-type: none"> ● Race ● Religion <p>Low Relevance</p>	Amend the policy	Ensure that all new dwellings are built to Lifetime Homes Standard	Rushcliffe Borough Council	Feb/March 2012	<p>Number of Affordable Homes built.</p> <p>% of Homes built to Lifetimes Homes standard</p>

	<ul style="list-style-type: none"> Sexual Orientation Marriage and Civil Partnership 								
9 Gypsies, Travellers and Travelling Showpeople	<p>High Relevance:</p> <ul style="list-style-type: none"> Race <p>Low Relevance</p> <ul style="list-style-type: none"> Gender, Gender Reassignment, Pregnancy and Maternity Age Disability Religion Sexual Orientation Marriage and Civil Partnership 	No change	None	Rushcliffe Borough Council	Feb/March 2012	Number of additional pitches provided.			
10 Design and Enhancing Local Identity	<p>High Relevance:</p> <ul style="list-style-type: none"> Gender, Gender Reassignment, Pregnancy and Maternity Disability Age <p>Medium relevance:</p> <ul style="list-style-type: none"> Race 	No change	None	Nottingham City Council	Feb/March 2012	% of new dwellings meeting required standards			

	<ul style="list-style-type: none"> Religion Sexual Orientation <p>Low Relevance</p> <ul style="list-style-type: none"> Marriage and Civil Partnership 								
11 Historic Environment	<p>Low Relevance:</p> <ul style="list-style-type: none"> Age Disability Gender/Gender Reassignment/Pregnancy and Maternity Religion Race Sexual Orientation Marriage and Civil Partnership 	N/a	None	Gedling Borough Council	Feb/March 2012	None specific to Equalities			
12 Local Services and Healthy Lifestyles	<p>High Relevance:</p> <ul style="list-style-type: none"> Gender, Gender Reassignment, Pregnancy and Maternity Disability Age Religion <p>Medium relevance:</p>	No change	None	Gedling Borough Council	Feb/March 2012	Improved accessibility of identified services/facilities			

	<ul style="list-style-type: none"> ● Race ● Sexual Orientation <p>Low Relevance</p> <ul style="list-style-type: none"> ● Marriage and Civil Partnership 								
13 Culture, Sport and Tourism	<p>Medium relevance</p> <ul style="list-style-type: none"> ● Race ● Religion <p>Low Relevance</p> <ul style="list-style-type: none"> ● Gender, Gender Reassignment, Pregnancy and Maternity ● Age ● Disability ● Sexual Orientation ● Marriage and Civil Partnership 	No change	None	Nottingham City Council	Feb/March 2012	Accessibility of identified services/facilities improved			
14 Managing Travel Demand	<p>High Relevance:</p> <ul style="list-style-type: none"> ● Gender, Gender Reassignment, Pregnancy and Maternity ● Disability ● Age 	No change	None	Broxtowe Borough Council	Feb/March 2012	Equality assessment work on specific transport schemes			

	<p>Medium relevance</p> <ul style="list-style-type: none"> • Race • Religion • Sexual Orientation <p>Low Relevance</p> <ul style="list-style-type: none"> • Marriage and Civil Partnership 								None specific to Equalities	Equality assessment of GI Asset specific work. % of parks gaining Green Flag status	
15 Transport Infrastructure Provision	No Impact Assessment required.	N/a	None	Broxtowe Borough Council	Feb/March 2012	None	None	None	Broxtowe Borough Council	Feb/March 2012	None
16 Green Infrastructure, Parks and Open Space	<p>Medium relevance</p> <ul style="list-style-type: none"> • Gender, Gender Reassignment, Pregnancy and Maternity • Age • Race • Disability • Religion • Sexual Orientation <p>Low Relevance</p> <ul style="list-style-type: none"> • Marriage and Civil Partnership 	No change	None	Gedling Borough Council	Feb/March 2012	None	None	Gedling Borough Council	Feb/March 2012	None	Equality assessment of GI Asset specific work. % of parks gaining Green Flag status

17 Biodiversity	No Impact Assessment required.	N/a	None	Gedling Borough Council	Feb/March 2012	None specific to Equalities
18 Infrastructure	No Impact Assessment required.	N/a	None	Growth Point	Feb/March 2012	None specific to Equalities
19 Developer Contributions	No Impact Assessment required.	N/a	None	Growth Point	Feb/March 2012	None specific to Equalities

Table 4.1 Phase 2 Action Plan

4.1.5 After the Phase 2 Action Plan there were two suggested changes to the Publication Draft which needed to be considered. These were:

- Policy 1 (Climate Change) - Ensure that Buildings which will serve these groups should be designed to take account of any specific impacts from climate change
- Policy 8 (Housing Size, Mix and Choice) - Ensure that all new dwellings are built to Lifetime Homes Standard

4.1.6 In relation to Policy 1 (Climate Change) it was decided to make the change. Paragraph 3.1.6 of the Publication Draft has been amended to include reference to this issue.

4.1.7 In relation to Policy 8 after consideration it was decided not to make this change. Requiring the Lifetime Homes standard increases the build cost of a new dwelling. This may have an impact on the viability of development and will need to be considered along with the other factors which affect cost and viability such as the requirements for the Code for Sustainable Homes, S106 requirements, Community Infrastructure and other costs. These matters will be dealt with by the individual authorities involved in the Aligned Core Strategies work through later work they undertake. Given that viability and priorities will differ between the Local Authorities and also within their areas it was decided that it was not appropriate for the Aligned Core Strategy to set specific targets for the provision of Lifetime Homes or other similar issues.

4.1.8 However, policy does require new housing to provide a proportion of homes capable of being adapted to suit the lifetime of its occupants, to be defined in subsequent Development Plan Documents. This locally-based approach will be able to take account of local evidence of the viability impacts.

4.1.9 A table has been included at Appendix 2 which sets out the changes that were made as a result of the Phase 1 Equality Impact Assessments.

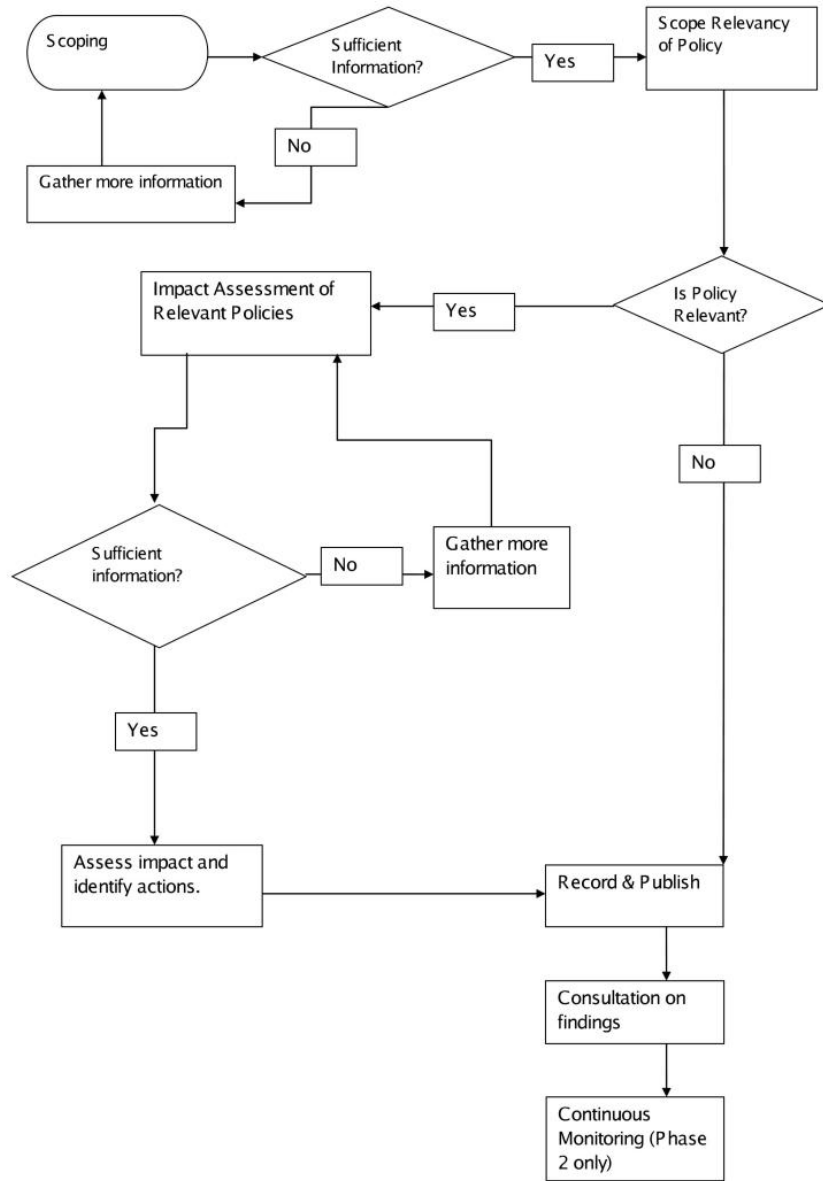
4.2 Consultation

4.2.1 As noted above, the guidance on carrying out Equality Impact Assessments requires the findings of assessments to be published. Consultation with those involved in work with the protected characteristics was undertaken on the Phase 1 Report. The results of this are available as a separate document and were used to inform the preparation of the Publication Draft of the Aligned Core Strategies and the second stage of the Equality Impact Assessment.

4.2.2 As the Publication Draft of the Aligned Core Strategies are the version of the document that the Local Authorities believe is 'sound' and should be adopted as part of the Development Plan, opportunities to amend it after this stage are limited and are changes likely to be minor in nature. Due to this it is proposed not to run a separate stage of consultation on the Phase 2 Equality Impact Assessment Report. The Phase 2 Report will be issued alongside the Publication Draft and any comments submitted regarding it will be considered and where necessary changes will be made.

4.2.3 Comments on the Phase 2 Report can be submitted during the period the Publication Draft is available for comment. For Broxtowe Borough Council, Gedling Borough Council and Nottingham City Council this will 11th June - 23rd July 2012. Erewash Borough Council will be consulting later in the summer.

Appendix 1- Equality Impact Assessment Process Flowchart



Equality Impact Assessment Process Flowchart

Appendix 2 - Summary of Phase 1 Recommendations and Outcomes

Phase 1 Report		Outcome
Policy	Recommended Action	Outcome
Policy 1 – Climate Change	The Equalities Impact Assessment has shown that the policy is considered not to have any adverse impact on equalities issues.	N/a
Policy 2 – Spatial Strategy	The Equalities Impact Assessment has shown that the policy is considered not to have any adverse impact on equalities issues.	N/a
Policy 3 – Sustainable Urban Extensions	Ensure that detailed policies or plans for specific centres take account of equality issues.	This policy has since been deleted
Policy 4 – Employment Provisions and Economic Development	Add paragraph to subtext of policy to state that facilities that support or do not conflict with the main use of a site may be acceptable as part of employment sites.	Additional wording has been added within the justification text at Paragraph 3.4.2 of Policy 4 to state that uses such as crèches or joint places of worship/conference centre may also be appropriate as part of an employment site providing they do not conflict with the overall site's use.
Policy 5 – Nottingham City Centre	That Policy 5(3) be amended to “a range of cultural facilities to appeal to the full range of the conurbations population”.	Policy 5.1c (iii) has been amended to ‘a range of cultural facilities to appeal to the full range of the conurbations population’.
	Add paragraph to subtext of policy to state that public transport focus on City Centre is not at the expense of orbital routes around the conurbation.	Para 3.5.8 of the justification text has been amended to read ‘The City Centre is the most accessible part of the conurbation, and maintaining that accessibility will be essential

<p>Policy 6 – The Role of Town and Local Centres</p>	<p>Ensure that detailed policies or plans for specific centres take account of equality issues.</p>	<p>A requirement has been added to Policy 6.5 which states that as part of ensuring a centre's ongoing vitality and viability, any plans which involve the widening of retail uses, environmental enhancements and improvements to access should all take account of equality issues when being devised and implemented.</p>	<p><i>to the ongoing vitality and viability of the City Centre, however, this should be part of a wider accessibility strategy including orbital and cross City movements'</i></p>
<p>Policy 7 - Regeneration</p>	<p>Amend Policy 7 to ensure that detailed policies or plans for specific sites take account of equality issues</p>	<p>As a result of the recommendation para 3.7.5 of the justification text has been amended to add... <i>'Where relevant, addressing issues in relation to equalities matters'</i>.</p>	
<p>Policy 8 – Housing Size, Mix and Choice</p>	<p>Add paragraph to sub-text to expand on lifetime homes concept and ensure that as many homes as possible comply with the standard as will have benefits beyond 'older people'</p>	<p>In response, the policy provides that a proportion of homes should be capable of being adapted to suit the lifetime of its occupants, it is considered that to include further details on lifetime homes is too much detail at this stage and will be included in later Local Development Documents or Development Briefs.</p>	

<p>Policy 9 – Gypsies, Travellers and Travelling Showpeople</p>	<p>Ensure that detailed policies or plans for specific sites take account of race-related issues</p> <p>Amend sub-text to policy to ensure that appropriate consultation is undertaken</p>	<p>In response the paragraph 3.9.4 has been amended to provide that in seeking to allocate traveller sites, appropriate local consultation will be undertaken to ensure, as far as is possible, that the views and needs of both settled and traveller communities are taken into account.</p>
<p>Policy 10 – Design, the Historic Environment and Enhancing Local Identity</p>	<p>Add paragraph to subtext of policy to provide more details as to what ‘designing out crime’ could involve and achieve.</p> <p>Amend bullet point 4 to support provision of Lifetime Neighbourhoods.</p> <p>Amend bullet point 2 to include reference to “building on the character that residents have provided to areas such as religious or cultural character</p>	<p>In response, description of how using good design can lead to reductions in opportunities for and the fear of crime has been included in the justification text (paragraph 3.10.2). It is thought that to include details of the Lifetime Neighbourhoods is too much detail at this stage and will be included in later Local Development Documents. Equally it is also thought that the inclusion of reference to religious or cultural character in the text of the policy is too much detail. However, references to this have been included in the justification text (paragraph 3.10.5).</p>
<p>Policy 11 – Local Services and Healthy Lifestyles</p>	<p>Add places of religious instruction and church halls to list of community facilities in paragraph 3.11.8</p>	<p>Places of religious instruction and church halls have been added to paragraph 3.12.8 while reference to services required by a specific section of the population has been added to paragraph 3.12.2.</p>

<p>(Now Policy 12)</p>	<p>Add paragraph to sub-text to identify that account will be taken of population and/or catchment to be served by services and any specific requirements of that community when applying the policy.</p>	
<p>Policy 12 – Culture, Sport and Tourism (Now Policy 13)</p>	<p>Add paragraph to sub-text to identify that account will be taken of population and/or catchment to be served by facilities. Add paragraph to subtext to identify importance of religion to culture and require sensitive development at places of worship which serve other purposes.</p>	<p>Justification text (paragraph 3.15.5) supplemented with the extended paragraph on religious/cultural facilities which it is considered addresses the issues raised through the EqIA: ‘... In some instances, it may be that new facilities need to be located outside of local centres in order to serve the catchment for the proposed facilities. In addition, proposals in and around existing religious and cultural facilities needs to be dealt with sensitively. Where relevant, such issues will be picked up in subsequent Development Plan Documents or more likely be dealt with in Development Management decisions.’</p>
<p>Policy 13 – Managing Travel Demand (now Policy 14)</p>	<p>The Equality Impact Assessment made suggestions to amend the justification to highlight need to address inequality issues in public transport and highlight need to consider impact of modal shift on disabled people.</p>	<p>These suggestions have been incorporated into the justification text of the policy at Paragraph 3.14.1.</p>

<p>Policy 14 – Transport Infrastructure Provisions (now Policy 15)</p>	<p>The Equality Impact Assessment made suggestions to ensure that detailed proposals take account of equality issues</p>	<p>These suggestions, whilst not directly within the remit of the Core Strategy, will be incorporated in proposals from public transport providers including NET and bus companies, transport infrastructure providers such as the HA and Network Rail and individual site developers through negotiations and conditions on specific proposals.</p> <p>In particular the following text has been added to the justification text (paragraph 3.15.4):</p> <p><i>“Transport improvements can have positive impacts on access opportunities for many groups who currently experience access problems. The detailed design and implementation of all transport schemes will ensure equalities issues are taken into account”</i></p>
<p>Policy 15 – Green Infrastructure, Parks and Open Space (now Policy 16)</p>	<p>Amend Policy 15(4) to ensure that where parks or open spaces are underused or undervalued that positive management is attempted to bring them back into full use.</p> <p>Add new policy 15(5) to state that all green infrastructure (new and updated) should be designed to be as inclusive as possible.</p>	<p>A requirement has been added to Policy 16.4 that positive management should be used before considering alternative uses for a park or open space. It was not felt to be proportionate to add a separate policy regarding the design of green infrastructure especially give the diverse nature of GI. However, a requirement to ensure that GI is designed to be as “inclusive as possible” has been added to 16.3.</p>

Policy 16 – Biodiversity (now Policy 17)	The Equalities Impact Assessment required no change to policy but protection criteria have been strengthened and made more explicit.	N/a
Policy 17 – Landscape Character	The Equalities Impact Assessment required no change to policy	This Policy has been deleted
Policy 18 - Infrastructure	A full EqIA is not required as this policy is technical policy with relevance to planners and developers. The infrastructure provided, especially community infrastructure, can be assessed under other policies or through site specific details.	N/a
Policy 19 – Developer Contributions	Full EqIA is not required as this policy is technical policy with relevance to planners and developers. The policy’s purpose is to create a mechanism for delivery of infrastructure.	N/a

Table .1 Summary of Phase 1 Recommendations and Outcomes