****

****

**Local Plan 2023 to 2040:**

**Regulation 19 Pre-Submission Draft**

**Equality Impact Assessment**

May 2023

# Ashfield District Council logo

# Disclaimer

This document or some parts of it may not be accessible when using adaptive technology.

If you require assistance with accessing the content of the document, please contact us and quote the document name and the web page you found it on:

* Email: Forward planning – localplan@ashfield.gov.uk .

Contents

1. Introduction
2. What is an Equalities Impact Assessment?
3. Equality Impact Assessment Methodology
4. Process Undertaken

Stage 1 - Initial Screening

Stage 2 - Scoping and Defining

Stage 3 - Information Gathering

Stage 4 - Making a Judgement

1. The Profile of Ashfield

Population Projections and Gender

Employment

Age Profile

Disability

Gender

Sexual Orientation

Ethnic Group

Vulnerable People

Social Exclusion and Deprivation

Faith

Access to transport

Education and Young people

1. Screening of the Local Plan 2023 – 2040: Regulation 19 Pre-Submission Draft Policies
2. Assessment of the Local Plan Public Consultation

Community Involvement

Evidence Base

1. Consultation

1. Monitoring and Review

1. Appendices

Appendix 1: The Equalities Impact assessment (EqIA) and the Local Plan Process Diagram

 Appendix 2: Local Plan 2023 – 2040: Regulation 19 Pre-Submission Draft Policy Impact Assessment

* 1. **Introduction**
	2. The Council is currently in the process of developing the Ashfield Local Plan 2023 to 2040: Regulation 19 Pre-Submission Draft (known from here on as The Local Plan), as part of this process, the Equality Impact Assessment (EqIA) is produced and acts as a tool to assess the implication of planning policies upon the whole community, with the aim to eliminate discrimination and tackle inequality.
	3. The purpose of this report is to enable a transparent decision-making process. It informs public consultation and assesses the policies within the Local Plan to ensure that they do not discriminate against particular people or groups. This report shows how equality has been taken into account during the preparation of the Local Plan (See Appendix 1). It addresses issues relating to particular groups of people and how any negative impacts of the Local Plan would be mitigated.
	4. The Local Plan is being prepared under the terms of the 2004 Planning and Compulsory Purchase Act and will provide a strategic planning framework for the District, guiding development to 2040.
	5. The Local Plan is the key strategic planning document and performs the following functions:
* Defines a spatial vision for Ashfield to 2040;
* Sets out a number of strategic objectives to achieve the vision;
* Sets out a spatial development strategy to meet these objectives
* Sets out strategic policies to guide and control the overall scale, type and location of new development and infrastructure investment;
* Indicates the numbers and locations of new homes to be built over the plan period; and
* Provides policies which guide the determination of planning applications.
	1. This report considers the likely impact of the Local Plan’s Vision, Objectives and Policies on the nine Protected Characteristic groups identified within the Equality Act 2010:
* Race
* Faith and Belief
* Disability
* Gender
* Sexual orientation
* Age
* Gender Reassignment
* Marriage and civil partnership
* Pregnancy and maternity
	1. This assessment is a management tool that makes sure that policies and working practices do not discriminate against certain groups and ensures that opportunities to enhance equality are taken.
1. **What is an Equality Impact Assessment?**

2.1 An Equality Impact Assessment can be defined as:

*‘A tool that helps public authorities ensure that their policies, and the ways they carry out their functions, do what they are intended to do and for everybody’[[1]](#footnote-1)*

2.2 They should also aim to identify opportunities to promote equality which have been previously used, as well as negative or adverse impact that can be removed or mitigated where they could amount to unlawful discrimination.

2.3 It is important to note they are not just a method for addressing discrimination and the adverse impact of policy delivery, but should also be utilised as a tool to positively promote equal opportunities and to increase access and participation in a good life and good relations.

2.4 The Equalities Impact Assessment is a useful tool to enable local authorities to assess the implications of their decisions upon the whole community and enabling the organisation to:

* eliminate discrimination;
* tackle inequality;
* develop a better understanding of the community served;
* efficiently target resources; and
* adhere to the transparency and accountability element of the Public Sector Equality Duty

2.5 Equality Impact Assessments have their origin in the Macpherson Enquiry[[2]](#footnote-2) into the Metropolitan Police Force and the subsequent Race Relations (Amendment) Act 2000. There is no longer a public duty under the Equality Act 2010 to complete impact assessments, however many authorities have continued to carry out this function.

2.6The Equality Act 2010 was introduced to provide a simple, modern and accessible framework to protect individuals from unfair treatment and promote an equal society. The Equality Act brings together separate pieces of legislation into one single Act simplifying the law and strengthening it in important ways to help tackle discrimination and inequality[[3]](#footnote-3). The legislations which have been replaced are:

* Equal Pay Act 1970
* Sex Discrimination Act 1975
* Race Relations Act 1976
* Disability Discrimination Act 1995
* Employment Equality (Religion or Belief) Regulations 2003
* Employment Equality (Sexual Orientation) Regulations 2003
* Employment Equality (Age) Regulations 2006
* Equality Act 2006, Part 2
* Equality Act (Sexual Orientation) Regulations 2007

2.7 Ashfield District Council has a legal duty[[4]](#footnote-4) to ensure that people have equality of opportunity, and for some groups and individuals this may mean providing adaptations or additional support to enable them to have equality of access.

2.8 The Council assesses the impact of those key areas, service delivery and policies that could have a potential impact on the community representative of the protected characteristics.

2.9 The cross-cutting nature of equality across Planning is widely recognised. National guidance requires that Local Plans take account of the needs of all the community, including particular requirements relating to age, sex, ethnic background, religion, disability or income. In order to create socially inclusive communities, plans should ensure that the impact of development on the social fabric of communities is considered and taken into account.

2.10 An Equality Impact Assessment is not an afterthought and should inform the development of policies. As such there is a requirement to carry out assessments throughout the process of developing the Local Plan.

**3.0 Equality Impact Assessment Methodology**

3.1 In complying with the duty to assess the Local Plan, the Forward Planning Team has followed guidance on preparing Equality Impact Assessment and templates to undertake the assessment, whilst according with the guidance produced by the Equality and Human Rights Commission[[5]](#footnote-5).

3.2 Due to the scope of the Local Plan it is deemed that an Equality Impact Assessment is required. It has been decided to assess each of the policies listed below individually.

|  |  |
| --- | --- |
| **Policy** | **Title** |
| **STRATEGIC POLICES** |
| **Strategic Development in Ashfield – Spatial Strategy and Strategic Policies** |
| S1 | Spatial Strategy to deliver the Vision |
| S2 | Achieving Sustainable Development |
| S3  | Meeting the Challenge of Climate Change |
| S4 | Green Belt |
| S5 | High Quality Buildings and Places through Place Making and Design |
| S6 | Meeting Future Needs - Strategic Employment Allocation Junction 27, M1 Motorway |
| S7 | Meeting Future Housing Provision |
| S8 | Delivering Economic Opportunities |
| S9 | Aligning Growth and Infrastructure |
| S10 | Improving Transport Infrastructure |
| S11 | Vibrant Town Centres |
| S12 | Tackling Health Inequalities and Facilitating Healthier Lifestyles |
| S13 | Protecting and Enhancing Our Green Infrastructure and the Natural Environment |
| S14 | Conserving and Enhancing Our Historic Environment |
| S15 | Safeguarding Mineral Resources |
| **DEVELOPMENT MANAGEMENT POLICIES** |
| **Meeting the challenge of climate change and adapt to its effects** |
| CC1 | Zero & Low Carbon Developments and Decentralised, Renewable and Low Carbon Energy Generation |
| CC2 | Water Resource Management |
| CC3 | Flood Risk and Sustainable Drainage Systems (SuDs) |
| **Protecting and enhancing Ashfield’s character through its natural environment and heritage** |
| EV1 | Green Belt |
| EV2 | Countryside |
| EV3 | Reuse of Buildings in the Green Belt and Countryside |
| EV4 | Green Infrastructure, Biodiversity and Geodiversity |
| EV5 | Protection of Green Spaces and Recreational Facilities |
| EV6 | Trees, Woodlands and Hedgerows |
| EV7 | Provision and Protection of Allotments |
| EV8 | Agricultural Land Quality |
| EV9 | The Historic Environment |
| EV10 | Protection and Enhancement of Landscape Character |
| **Meeting local housing needs and aspirations** |
| H1 | Housing Allocations |
| H2 | Provision for Gypsies, Travellers and Travelling Showpeople |
| H2a | Travelling Showpeople Site Allocations |
| H3 | Affordable Housing |
| H4 | Rural Exceptions Sites |
| H5 | Public Open Space in New Residential Developments |
| H6 | Housing Mix |
| H7 | Housing Density |
| H8 | Houses in Multiple Occupation, Flats and Bedsits |
| **Building a strong economy which provides opportunities for local people** |
| EM1 | Business and Economic Development |
| EM2 | Employment Land Allocations |
| EM3 | Retention of Employment Sites and Allocations |
| EM4 | Rural Development |
| EM5 | Education, Skills and Training |
| **Placing vibrant towns and local centres at the heart of the community** |
| SH1 | Retail, Leisure, Commercial Development Principles and Town Centre Uses |
| SH2 | Local Shopping Centres, Shopping Parades and Single Shops |
| SH4 | Shopfronts |
| **Achieving successful development through well designed places** |
| SD1 | Social Value |
| SD2 | Good Design Considerations for Development |
| SD3 | Amenity |
| SD4 | Recycling and Refuse Provision in New Development |
| SD5 | Developer Contributions |
| SD6 | Assessing Development Viability and Development Demand |
| SD7 | Communications Infrastructure |
| SD8 | Contaminated Land and Unstable Land |
| SD9 | Environmental Protection |
| SD10 | Transport Infrastructure |
| SD11 | Parking |
| SD12 | Advertisements |
| SD13 | Provision and Protection of Health and Community Facilities |

3.3 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 Local Plan was adopted. The first phase scoped and assessed the policies within the Draft Local Plan (October 2021). This phase was subject to specific consultation with those involved with equality within the Council. The actions arising from this first phase informed the development of the Local Plan 2023 – 2040: Regulation 19 Pre-Submission Draft which is the final stage for public consultation. Table 1 below sets out the stage of the Local Plan preparation.

**Table 1: Timetable for Progression of the Ashfield Local Plan**

|  |  |  |
| --- | --- | --- |
| **Regulation** | **Stage** | **Dates** |
| 18  | Consultation Draft Local Plan – 6 weeks   | Oct. 2021 / Nov. 2021 |
| 19 & 20  | Consult on Local Plan Pre-Submission Draft – 6 weeks   | Nov. 2023 /Feb. 2024 |
| 22  | Submission of Local Plan to Secretary of State  | May 2024 |
| 24  | Examination of Local Plan | June 2024 / Feb. 2025 |
| 25 & 26  | Adoption   | April 2025 |

3.4 This second phase of the Assessment will look at the policies following consultation and as they have developed through to the Local Plan 2023 – 2040: Pre-Submission Draft stage. Consultation on this phase of the Equality Impact Assessment will be combined with the final round of public consultation on the Local Plan. After this stage changes to the policy should only be minor and not materially alter the policy. If significant changes are needed a further phase of Equality Impact Assessments may be required.

3.5 As part of the Equality Impact Assessment, public consultation of the Local Plan will be assessed to gauge how well different members of the community have been made aware and informed of the Local Plan document.

**4.0 Process Undertaken**

* 1. The preparation of this Equality Impact Assessment has followed a four-stage approach:

**Stage 1 – Initial Screening**

**Stage 2 – Scoping and defining**

**Stage 3 - Information gathering**

**Stage 4 - Making a judgment**

Stage 1 - Initial Screening

4.2 Government guidance recommends that initial screening should take place for all policies, strategies, procedures and functions. This stage determines whether or not it is necessary to carry out a full Equality Impact Assessment for the area of work.

* 1. The key questions which need to be assessed at this stage are:
1. What is the Local Plan trying to achieve?
2. Who will benefit?
3. Does the Local Plan have the potential to cause any adverse impact or discriminate against different groups in the community?
4. Does the activity make a positive contribution to equalities?

4.4 If the answer is yes to (c) a full equalities impact assessment is required.

4.5 To help answer this key question it is important to understand the overall scope of the Local Plan. This is set out within the ‘Vision’ for the District.

**Vision**

**Vision: ‘Ashfield, a place to be proud of’’**

Ashfield is a District where people of all ages are proud to live, study, work, visit and aspire to stay.

High quality design and place making will shape the delivery of new development, responding to the infrastructure requirements of new and existing local communities.

New housing will be responsive to local needs, enhancing the built environment and reflecting the distinctive characteristics of Ashfield’s towns and villages. The lifestyle of the community will be enhanced by accessible health, leisure, and education opportunities, which will reduce health and income inequality in the district.

Working in Partnership with other organisations and residents, Ashfield will have taken major steps towards becoming net- zero carbon by 2050. The design and layout of development will reflect the change to drier and hotter summers, including the utilisations of green roofs and green space with extensive tree planting. Green space will be utilised to minimising the increased risk of flooding from all sources. New houses and employment units will be energy efficient, utilising solar and other forms of low carbon energy, reflecting electricity generated from a low carbon grid, combined heat and power plants and local heat sources such as mine water. To minimise the impact of periods of drought, development will be designed to use water efficiently, which facilitate ecosystems with less water being taken out of rivers and aquifers. Vehicles will be substantially powered by electricity resulting in significant local air quality benefits. The emphasis on green infrastructure will facilitate cycling and walking to access local facilities and services, achieving a shift in travel behaviour reducing energy usage and improving the health of residents.

Building on our transport links, a more diverse and thriving economy will encourage higher educational attainment, business enterprise, quality jobs and provide opportunities for a skilled workforce. Improved interchange between transport modes and the use of innovative solutions will help to manage the utilisation of the highway network for all users.

Sutton in Ashfield, Hucknall and Kirkby-in-Ashfield will have thriving, vibrant town centres, offering local products from local sources.  They will provide a mix of retail, cultural, employment and local services, being places where people want to visit and live.

The District’s rich heritage, scenic countryside and biodiversity are valued resources which will be protected and enhanced for residents to discover and provide opportunities for tourism and recreation.

**The Objectives for realising the Vision:**

The following strategic objectives have been identified as central to achieving the delivery of the Vision for Ashfield:

|  |  |  |
| --- | --- | --- |
| **The Community** | **SO1**  | **Facilitate Place Making**Ensure that place making is at the heart of the delivery of high-quality well-designed neighbourhoods and developments by:1. Creating, safe, welcoming and adaptable places that enhance local character and support communities.
2. Providing attractive and accessible green spaces to encourage healthy lifestyles.
3. Identifying strategic gaps between settlements to prevent coalescence.
4. Creating sustainable places that contribute to people’s health and wellbeing and function well for the purpose they were designed.
5. Reducing energy needs by adopting sustainable energy measures.
6. Promoting greater community pride and ownership in an area.
 |
| **SO2** | **Promote socially cohesive, healthy and active communities**Promote social inclusion, healthier lifestyles and improve the health and wellbeing of the population by:1. Working with healthcare partners to deliver improved and, where required, new health and social care facilities.
2. Facilitating involvement for all in the social and economic life of the community through the location and design of development and supporting infrastructure.
3. Improving community safety, reduce crime and the fear of crime through the development of good quality well planned environments.
4. Improving access to the countryside, recreational, leisure and cultural facilities.
5. Addresses issues of air quality.
6. Facilitating walking and cycling to work, to services and for leisure.

  |
| **SO3** | **Meeting Local Housing Needs and Aspirations**To meet local housing needs and aspirations by:1. Supporting the delivery of well-designed good quality, new homes at densities, which respect local character.
2. Ensuring that development delivers a range of housing types and tenures to meet the needs of Ashfield’s existing and future households.
3. Enabling people to live independently longer including provision of adaptable, accessible and specialist homes.
4. Increasing the supply of quality affordable homes to provide inclusive and mixed communities.
5. Meeting the accommodation needs of Gypsies, Travellers and Travelling Showpeople in appropriate locations.
 |
| **SO4** | **Timely and Viable Infrastructure**Ensure necessary infrastructure is provided on a timely basis as part of new development for the benefit of new and existing residents. This includes:1. Working with partners to secure education, training, community and health facilities in appropriate locations.
2. The provision of green and blue infrastructure.
3. Supporting the provision of an accessible, energy efficient and integrated transport network including links to regional and national destinations.
4. Enhancing the digital infrastructure of broadband and mobile networks to ensure that benefits to economic growth and social wellbeing for Ashfield are fully realised in the future.
 |
| **SO5** | **Strong and Vibrant Rural Communities**Protecting the character of rural settlements and ensuring that development respects the size of villages, whilst sustaining local services, supporting diversification of rural businesses and making provision for affordable housing.Supporting enhancing and improving the sustainability, vibrancy and vitality of the larger villages of Selston, Jacksdale and Underwood by providing: 1. Access to a range of quality housing providing for the needs of all sectors of the communities, while ensuring that any development relates positively in form and function of the village.
2. Development, which sustain and where appropriate, enhances local facilities including retail capacity and community facilities such as health and education.
3. An environment that is attractive to small businesses and home working.
4. For the extension and enhancement of public space and recreational facilities.
 |

|  |  |  |
| --- | --- | --- |
| **The Economy** | **SO6**  | **Economic Opportunity for All**To be ambitious for economic growth and productivity in Ashfield while recognising the requirements of environmental capacity and amenity by: 1. Creating a climate for business and enterprise growth with an emphasis on making investment happen.
2. To encourage economic development and regeneration of the District and diversification of the local economy by ensuring the provision of a range and choice of employment sites in terms of size, quality and location.
3. Promoting a higher wage and higher skilled economy.
4. Supporting the growth of a diverse range of economic sectors, promoting development to parts of the district where it is needed to build and strengthenvibrant and cohesive communities.
5. Facilitating access to a skilled and educated labour force.
6. Facilitating the wider transport network and local rail links to integrate with key transport hubs.
7. Expanding the leisure, tourism and visitor offer to inspire and encourage the exploration of Ashfield.
 |
| **SO7** | **Sutton-in-Ashfield Town Centre**Refocus Sutton as an attractive and vibrant Town Centre by:1. Encouraging a high quality mix of retail, health, culture, housing, employment and leisure that will enhance the opportunity for people to live, work and visit the town centre;
2. Creating a town centre environment which residents are proud of;
3. Strengthening connections across the town centre through linking key destinations and promoting activity;
4. Enhancing the townscape character by ensuring that new development respects the town’s heritage particularly around Brook Street, Market Square (Conservation Area), Portland Square and Fox Street, and provides high quality design.
 |
| **SO8** | **Hucknall Town Centre**Promote Hucknall as a lively and prosperous Town Centre that is proud of its past by:1. Protecting and making the most of the town centre’s rich heritage and strong links to Lord Byron as part of the District’s visitor economy;
2. Enhancing the townscape character and historic environment through ensuring that new development respects the town’s Conservation Area and provides high quality design;
3. Encouraging a high quality mix of retail, tourism, health, culture, leisure, housing and employment that will enhance the opportunity for people to live, work and visit the town centre;
4. Strengthening connections between the NET Station and the town centre;
5. Creating a town centre environment, which is the focus for the life of the community.
 |
| **SO9** | **Kirkby-in-Ashfield Town Centre**Continue Kirkby’s regeneration as a vibrant and successful District Centre by:1. Reinvigorating the town centre leisure offer and health provision through the provision of a state-of-the-art flagship leisure centre and swimming pool;
2. Encouraging a high quality mix of retail, culture, health, housing and employment that will enhance the opportunity for people to live, work and visit the town centre;
3. Enhancing the townscape character by ensuring that new development offers high quality design;
4. Creating a town centre environment which is the focus for the life of the community;
5. Strengthening connections across the town centre through linking key destinations and promoting activity.
 |
| **SO10** | **Local Shopping Areas**Ensure local shopping areas provide appropriate services to satisfy local consumer needs by:1. Protecting and promoting a diverse mix of uses, which cater for the day-to-day needs of the community.
2. Supporting sensitive redevelopments and new developments where they contribute to the vitality and viability of the area and enhance the retail, service and leisure offer;
3. Enhancing the environment to make local shopping areas attractive place to visit at any time of the day.
 |

|  |  |  |
| --- | --- | --- |
| **The Environment** | **SO11** | **To meet the global challenge of climate change**To rise to the global challenge of climate change, which at a local level presents risks to people, property, infrastructure and natural resources by:1. Supporting the delivery of low carbon renewable energy and local energy networks;
2. Shaping places to help secure cuts in greenhouse gas emissions with location for new developments that allows for efficient use of resources;
3. Facilitating the integration of sustainable building design principles in new development, improve the resilience of buildings and places to cope with a changing climate, ensuring flood risk is managed by encouraging nature based solutions and potential problems of extreme weather are minimised;
4. Reducing the amount of waste that ends up in landfill, particularly biodegradable waste, and increase self-sufficiency;
5. Supporting the infrastructure to provide for zero emission vehicles;
6. Ensuring that there are opportunities to take positive action on climate change by encouraging community-led initiatives such as the promotion of decentralised renewable energy use;
7. Moving away from the extraction of fossil fuels, the burning of which is carbon intensive.
 |
| **SO12** | **Transport and Accessibility**Improving movement and accessibility through: 1. Make efficient use of the existing transport infrastructure,
2. Reduce the need to travel by car and improves accessibility.
3. Working with others to promote quality public transport.
4. Encouraging cycling and walking opportunities.
5. Improve access to jobs, homes and services.
 |
| **SO13** | **Minimising our Impact on the Environment**Promote the efficient use of resources by embracing sustainable patterns of development including:1. Maximising the use of previously developed land unless it conflicts with other strategic objectives and policies.
2. Ensuring development proposals fully consider the coal mining legacy issues to ensure the stability of the land and to optimise the potential for the use of mine water heating.
3. Avoiding the impacts of new development on natural resources wherever possible and minimise, mitigate and compensate where it cannot be avoided.
4. Improving water quality, ensuring that development safeguards the water supply in the principal limestone and sandstone aquifers.

e) Minimising pollution including air, noise, water, soil and light pollution. |
| **SO14** | **Protecting and Enhancing the Quality of the Local Environment**Enrich the quality of the natural, historic, geological and built environment enhancing the District’s distinctiveness and sense of place by:1. Protecting and enhancing geological sites, natural habitats, ecological networks and the biodiversity they support.
2. Safeguarding Ashfield’s scenic and distinct countryside, heritage and valued landscapes.
3. The provision of connected quality green and blue spaces that are multifunctional, accessible to all, supporting wildlife and human health.
4. Conserving, and enhancing the District’s distinct historic environment and cultural heritage including locally valued non-designated heritage assets.
 |

Stage 2 - Scoping and Defining

4.6 An Equality Impact Assessment must be completed before the formal implementation of the policy; it is recommended that different perspectives, experiences and challenges are used from inside and outside the Council.

4.7 This EqIA has been led by the Forward Planning Team who are responsible for preparation of the Local Plan. The EqIA will be consulted on by those involved in Equality and Diversity within the Council.

Stage 3 - Information gathering

4.8 The third stage of the process is to identify sources of information which will be used in the determination of whether the Local Plan is likely to have an adverse impact to discriminate against different groups within the community.

4.9 The groups considered, are set out in the Communities and Local Government publication Diversity and Equality in Planning: A good practice guide, which identifies the following standard groups:

* Age
* People with disabilities
* Gender (Women)
* Sexual Orientation
* BME (Black and Minority Ethnic)
* Gypsies and Travellers
* Vulnerable People e.g. people without permanent residence, homeless, habitual street drinkers and drug uses, asylum seekers.

Standard Groups and Planning Impact Groups

4.10 The Standard Groups within Ashfield were identified taking into account specific groups of people that maybe more disadvantaged, excluded or marginalised because of their particular characteristics e.g. they may have a low income, physical disabilities, and caring responsibilities or are marginalised due to different lifestyles or cultural behaviours. Often these people fall within larger groups than defined by gender, race, disability, sexual orientation or age. Therefore, the Council has developed its own Planning Impact Groups grouping people together who are affected by a particular planning related disadvantage e.g. affect of low income, lack of access to public transport. Equality Impact Assessments are assessing how planning impacts certain groups of the community. Therefore, planning impact groups seem more appropriate than using the protected characteristic groups alone.

4.11 The Planning Impact Groups, based on planning needs and potential disadvantage are as follows:

* Low Access to private transport;
* People with low income;
* People requiring personal support services (and carers);
* People with physical / mental disabilities;
* Young children;
* Young people;
* Cultural minority; and
* The elderly.

**Matrix showing relationship between Standard Groups and Planning Impact Groups**

|  |  |
| --- | --- |
| **Standard Groups** | **Planning Impact Groups** |
| **Low access to private transport** | **People with low income** | **People Requiring Personal Support Services** | **People with Physical Disabilities or Mental Health Illness** | **Young Children** | **Young People** | **Cultural Minority Group** | **The Elderly** |
| Race | **** | **** |  | **** | **** | **** | **** | **** |
| Gender | **** | **** |  | **** | **** | **** | **** | **** |
| Disability |  | **** | **** | **** |  |  |  |  |
| Age | **** | **** | **** | **** |  |  |  |  |
| Faith and Belief  |  |  |  |  |  |  | **** |  |
| Sexual Orientation |  |  |  |  |  |  | **** |  |
| Gender Reassignment |  |  | **** |  |  |  | **** |  |
| Marriage and Civil Partnership |  |  |  |  |  |  | **** |  |
| Pregnancy and Maternity |  |  | **** |  |  |  | **** |  |

4.12 The table above shows that all Standard Groups are taken into account in the Planning Impact Groups. The columns show the Planning Impact Groups and the rows show the Standard Groups. The ticks show where some people with a Standard Group have an aspect of disadvantage that can be impacted by planning, and which is best appraised in relation to the appropriate Planning Impact Group.

4.13 Spatial data on Planning Impact Groups is available for the Ashfield District, but for some purposes of the assessment it is necessary to use data for the standard equality and diversity group.

4.14 Best practice highlights the need to use the most recent information sources. The following sources of information have been used as background information for the development of this assessment:

* Office of National Statistics (ONS);
* Data.gov.uk;
* Mori;
* Census data; and
* Indices of Multiple Deprivation.

Stage 4 – Making a Judgement

4.15 This is the most important element of an EqIA. Information gathered in the earlier stages is used to decide whether or not there is a potential for the policy, strategy, procedure or function to result in a less favourable outcome on any group within the community or unlawful discrimination of any kind.

4.16 The EqIA will provide an overall judgement of the impact that the Local Plan will have upon the residents of Ashfield District. This assessment will be available for public comment to test whether the outcomes of this process are supported by the residents, communities and stakeholders who will be affected by the Local Plan.

**5.0 The Profile of Ashfield**

5.1 Using the information gathered from the sources listed above, the following chapter gives a profile of what is known about each of the equality categories and Planning Impact Groups within the District.

Population Projections and Gender

5.2 The Office for National Statistics has produced a range of population projections based on modelling techniques applied to mid-year population estimates. Births, deaths and other factors such as migration are taken into account when the data is modelled. As these projections are based on models they should only be used as a guide for future population trends.

5.3 The table below shows that between mid-year estimates between 2015 and 2019, Ashfield has seen one of the largest changes in population in Nottinghamshire.

**Population change in resident population (mid 2015- mid 2019) - Nottinghamshire Districts**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **District**  | **Mid 2015** | **Mid 2016** | **Mid 2017** | **Mid 2018** | **Mid 2019** |
| **Ashfield**  | **123,600** | **124,500** | **126,200** | **127,200** | **127,900** |
| **Bassetlaw**  | **114,500** | **114,800** | **116,300** | **116,800** | **117,400** |
| **Broxtowe**  | **112,200** | **112,700** | **112,700** | **113,300** | **114,000** |
| **Gedling**  | **115,900** | **116,500** | **117,100** | **117,800** | **117,900** |
| **Mansfield**  | **106,600** | **107,400** | **108,600** | **108,800** | **109,000** |
| **Newark and Sherwood**  | **118,600** | **119,600** | **121,000** | **121,600** | **122,400** |
| **Rushcliffe**  | **114,500** | **115,200** | **116,000** | **117,700** | **119,200** |
| **Nottingham**  | **319,000** | **325,800** | **329,200** | **331,069** | **332,900** |
| **Nottinghamshire**  | **805,800** | **810,700** | **817,900** | **823,100** | **828,200** |

**Source:** [**https://www.nottinghamshire.gov.uk/business-community/economic-data/population-estimates**](https://www.nottinghamshire.gov.uk/business-community/economic-data/population-estimates)

* + 1. The 2021 census showed the District to have a population of 126,300; an increase of 6800 on 2011 Census (119,500). Of this population approximately 61,800 are male and 64,500 are female.

Employment

**Average Earnings**

**Gross Weekly Pay**

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Ashfield (£)** | **East Midlands (£)** | **Great Britain (£)** |
| Full- Time Workers | 564.2 | 603.7 | 642.2 |
| Male Full-Time Workers | 602.5 | 648.9 | 687.5 |
| Female Full-Time Workers | 478.8 | 536.6 | 584.5 |

**Hourly Pay – Excluding Overtime**

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Ashfield (£)** | **East Midlands (£)** | **Great Britain (£)** |
| Full-Time Workers | 14.27 | 15.06 | 16.37 |
| Male Full-Time Workers | 15.09 | 15.77 | 16.97 |
| Female Full-Time workers | 12.71 | 14.09 | 15.49 |

Source – Nomis 2022

https://www.nomisweb.co.uk/reports/lmp/la/1946157162/report.aspx?town=ashfield#tabearn

5.5 Average earnings in Ashfield are significantly below the average for England, the median Hourly pay for Great Britain in 2022 is £16.37, East Midlands is £15.06 and Ashfields is £14.27. In common with the national picture there is a wide disparity between pay for males and females. The Local Plan policies, including EM1 ‘Business and Economic Development’ seeks to help strengthen employment opportunities within the District and therefore contribute to addressing this issue.

Age Profile

5.6 The age profile of the District based on the 2021 mid-year estimate is shown in the table below.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Population Aged 0 - 14** | **Population Aged 15 - 64** | **Population Aged 65 and over** | **Population Total** |
| **Ashfield** | 21,977 | 79,379 | 25,016 | 126,372 |
| **Nottinghamshire** | 136,728 | 513,299 | 176,230 | 826,257 |
| **East Midlands** | 825,311 | 3,097,054 | 957,729 | 4,880,094 |
| **England** | 9,818,449 | 36,249,817 | 10,468,153 | 56,536,419 |

Sources – Office for National Statistics, Mid Year Population Estimates 2021 - <https://www.ons.gov.uk/peoplepopulationandcommunity/populationandmigration/populationestimates/datasets/populationestimatesforukenglandandwalesscotlandandnorthernireland>

5.7 As can be seen from the table above, and through national and regional studies, Ashfield, as with many areas of the country has an ageing population. The Local Plan document takes this into account through policy HG6 ‘Housing Mix’ which states that all new residential developments will contain adequate internal living space, based upon recognised national guidelines, in order that new homes are adaptable for the lifetime of the occupants.

Disability

5.8 Overall Ashfield performs poorly in the Indices of Multiple Deprivation, but it has risen within the overall indices from 63rd in 2010 to 70th in 2015 and then dropped to 63rd out of 317 Local Authority district in England (IMD 2019). However, it remains one of the most deprived local authority areas in England. The IMD rank local authorities based on a combination of factors relating to a range of different criteria including health, income, employment, and crime.

Information within the Indices of Multiple Deprivation provides an indication of disability within the District and this illustrated in the table below. The index of multiple deprivation 2019 combines a number of Indicators, chosen to cover a range of economic, social and housing issues into a single deprivation score for each small area in England. This allows each area to be ranked relative to one another according to their level of deprivation (the higher the number, the more deprived the area).

**Indices of Deprivation**

|  |  |  |
| --- | --- | --- |
| **District** | **Health Deprivation and Disability – Average Score 2019** | **Health Deprivation and Disability – Rank of Average Score 2019** |
| Nottingham City  | 0.861 | 18 |
| Broxtowe  | -0.286 | 184 |
| Rushcliffe | -1.135 | 302 |
| Gedling | -0.256 | 179 |
| Ashfield | 0.542 | 54 |
| Mansfield | 0.740 | 30 |
| Newark & Sherwood | -0.070 | 146 |
| Bassetlaw | 0.419 | 68 |

**Source Office for National Statistics 2019**

5.9 The figures shown in the above table represent the level of Health Deprivation and Disability. The score provides a weighted average of the scores for the entire Super Output Areas within the District.

5.10 There are a number of ways in which the Local Plan can help people affected by such inequalities including housing provision, access to employment opportunities, service provision, health and well-being, green infrastructure and accessibility. These matters are addressed in a number of policies including:

* S1 – Spatial Strategy to Deliver the Vision
* S2 – Achieving Sustainable Development
* EV4 - Green Infrastructure, Biodiversity and Geodiversity
* HG6 - Housing Mix
* EM1 - Business and Economic Development

5.11 The health of people in Ashfield is generally worse than the England average. Life expectancy is significantly lower for both males and females living in Ashfield compared to the national average. There are inequalities within Ashfield by gender and level of deprivation. For example, men from the least deprived areas can expect to live 5 years longer than those in the most deprived areas (ONS, 2022).

**Benefit Claimants**

Under Universal Credit a broader span of claimants are required to look for work than under Jobseeker's Allowance. As Universal Credit Full Service is rolled out in particular areas, the number of people recorded as being on the Claimant Count is therefore likely to rise.

Claimant Count by age – not seasonally adjusted (August 2023)

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Ashfield****(Numbers)** | **Ashfield****(%)** | **East Midlands****(%)** | **Great Britain****(%)** |
| Aged 16+ | 3020 | 3.9 | 3.3 | 3.7 |
|  Aged 16 to 17  | 5 | 0.2 | 0.2 | 0.2 |
|  Aged 18 to 24 | 635 | 7.2 | 4.5 | 4.9 |
|  Aged 18 to 21 | 380 | 8.0 | 4.4 | 5.0 |
|  Aged 25 to 49 | 1720 | 4.3 | 3.9 | 4.2 |
|  Aged 50+ | 655 | 2.5 | 2.3 | 2.7 |

Source: ONS Claimant count by sex and age
Notes:   % is a proportion of resident population of area aged 16-64

**Source** <https://www.nomisweb.co.uk/reports/lmp/la/1946157162/report.aspx?town=ashfield#tabwab>

5.12 The table above shows that the District has a higher proportion of benefit claimants than both the regional and national averages.

Sexual Orientation

5.14 In Britain there is relatively little national research on the lives of lesbians, gays and bisexuals. The only nationwide surveys that have already provided information on sexual orientation are the Census and the National Survey of Sexual Attitudes and Lifestyle (NSSAL).

5.15 The NSSAL conducted between 2010-2012 (Natsal-3) found that approximately 6% of men respondents and 5% of women respondents stated that they had ever had same-sex partners.

5.16 The Census 2021 voluntarily asked people of 16 years or over what they identified their sexual orientation as. The responses are available by local authority area and indicates that 1.41% of Ashfield’s population identified as gay or lesbian, and 0.96% as bisexual.

5.17 It is considered that improvements under all elements of the Local Plan will have a positive or neutral outcome to members of this equalities group.

Ethnic Groups

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | Residents who are White | Residents who are Mixed/ multiple ethnic groups | Residents who are Asian/Asian British/Asian Welsh | Residents who are Black/ African/ Caribbean/ Black British/Black Welsh | Residents who are Other ethnic group |
| 2021 | 2021 | 2021 | 2021 | 2021 |
| % of residents | % of residents | % of residents | % of residents | % of residents |
| **Ashfield** | 95.1 | 1.6 | 1.2 | 1.6 | 0.4 |
| **East Midlands** | 85.7 | 2.4 | 8.0 | 2.7 | 1.3 |
| **England** | 81.0 | 3.0 | 9.6 | 4.2 | 2.2 |

 **Source: Census 2021**

5.18 The above table shows that Ashfield has a larger proportion of White persons and therefore a much lower proportion of other ethnic groups than that of the regional or national averages.

Vulnerable People

Number of households by initial assessment of homelessness circumstances and needs

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Total Initial Assessments** | **Total Owed a Prevention or relief Duty** | **Not homeless nor threatened with homelessness within 56 days – no duty owed** |
| **Ashfield** | 433 | 432 | 1 |
| **East Midlands** | 22,180 | 21,760 | 420 |
| **England** | 290,180 | 278,110 | 12,060 |

**Source -** <https://www.gov.uk/government/statistics/statutory-homelessness-in-england-financial-year-2021-22>

5.20 Ashfield has a slightly lower proportion of people homeless than the neighbouring (and demographic comparisons), but it is an important issues that needs to be addressed. Homelessness is addressed within the Local Plan document through policies HG3 and HG6. These policies aim to provide and contribute a mix of housing tenures, types and sizes in order to create mixed and balanced communities with all new residential developments. All new residential led developments should contain a proportion of affordable housing.

Social Exclusion and Deprivation

5.21 In the 2019 English Index of Multiple Deprivation, Ashfield was ranked the 63rd deprived District out of 317 Local Authority districts in England (IMD, 2019).

Economic Deprivation

**Economic Activity**

**Employment and Unemployment (Apr 2022 – Mar 2023)**

**All People**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Ashfield** **(Numbers)** | **Ashfield** **(%)** | **East Midlands****(%)** | **Great Britain** **(%)** |
| Economically Active † | 56,700  | 70.6 | 77.7 | 78.4 |
| In Employment † | 54,700 | 68.0 | 75.1 | 75.5 |
| Employees † | 49,200 | 61.6 | 66.3 | 66.0 |
| Self Employed † | 5,400 | 6.5 | 8.6 | 9.2 |
| Unemployed (Model-Based) § | 2,400 | 4.3 | 3.2 | 3.6 |

**Males**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Ashfield** **(Numbers)** | **Ashfield** **(%)** | **East Midlands****(%)** | **Great Britain** **(%)** |
| Economically Active † | 32,600 | 73.7 | 82.2 | 82.1 |
| In Employment † | 30,500 | 69.1 | 79.4 | 78.9 |
| Employees † | 26,300 | 59.6 | 67.1 | 66.7 |
| Self Employed † | # | # | 12.1 | 11.9 |
| Unemployed § | # | # | 3.3 | 3.8 |

**Females**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Ashfield** **(Numbers)** | **Ashfield** **(%)** | **East Midlands****(%)** | **Great Britain** **(%)** |
| Economically Active † | 24,100 | 66.7 | 73.1 | 74.7 |
| In Employment † | 24,100 | 66.7 | 70.8 | 72.1 |
| Employees † | 22,900 | 64.0 | 65.4 | 65.2 |
| Self Employed † | ! | ! | 7.2 | 7.1 |
| Unemployed § | ! | ! | 4.2 | 4.2 |

Source: ONS annual population survey

#   Sample size too small for reliable estimate [(see definitions)](https://www.nomisweb.co.uk/reports/lmp/la/1946157162/report.aspx#supply)

!   Estimate is not available since sample size is disclosive [(see definitions)](https://www.nomisweb.co.uk/reports/lmp/la/1946157162/report.aspx#supply)

†   -   numbers are for those aged 16 and over, % are for those aged 16-64

§   -   numbers and % are for those aged 16 and over. % is a proportion of economically active

**Source -** [https://www.nomisweb.co.uk/reports/lmp/la/1946157162/report.aspx?#ls](https://www.nomisweb.co.uk/reports/lmp/la/1946157162/report.aspx#ls)

5.22 Between April 2022 and March 2023 70.6% of the population of Ashfield were economically active compared to 77.7% in the East Midlands and 78.4% in Great Britain (NOMIS, 2023). However, as illustrated below the District has a large proportion of the population who are suffering with long-term sickness.

**Economic Inactivity (Apr 2022 – Mar 2023)**

**All People**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Ashfield** **(Level)** | **Ashfield** **(%)** | **East Midlands (%)** | **Great Britain (%)** |
| **Total** | 23,300 | 29.4 | 22.3 | 21.6 |
| **Student** | # | # | 26.7 | 26.3 |
| **Looking After Family/Home** | # | # | 20.0 | 19.7 |
| **Temporary Sick** | ! | ! | 1.7 | 2.3 |
| **Long-Term Sick** | 11,400 | 49.0 | 26.6 | 26.5 |
| **Discouraged** | ! | ! | ! | 0.3 |
| **Retired** | # | # | 15.6 | 13.3 |
| **Other** | # | # | 9.2 | 11.6 |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Ashfield** **(Level)** | **Ashfield** **(%)** | **East Midlands (%)** | **Great Britain (%)** |
| **Wants a Job** | # | # | 15.0 | 18.0 |
| **Does Not Want a Job** | 21,300 | 91.5 | 85.0 | 82.0 |

Source: ONS annual population survey

#   Sample size too small for reliable estimate [(see definitions)](https://www.nomisweb.co.uk/reports/lmp/la/1946157162/report.aspx#supply)

!   Estimate is not available since sample size is disclosive [(see definitions)](https://www.nomisweb.co.uk/reports/lmp/la/1946157162/report.aspx#supply)

Notes:   numbers are for those aged 16-64.

 % is a proportion of those economically inactive, except total, which is a proportion of those aged 16-64

**Source -** [https://www.nomisweb.co.uk/reports/lmp/la/1946157162/report.aspx?#ls](https://www.nomisweb.co.uk/reports/lmp/la/1946157162/report.aspx#ls)

5.23 The Gross weekly pay for full-time workers in Ashfield is lower than the rest of the Region and Great Britain at £564 compared to £604 for the East Midlands and £642 for the rest of the country (Nomis, 2023).

5.24 Unemployment is higher with Ashfield than the rest of the East Midlands, but less than Great Britain. The Local Plan document addresses this with the following policies:

* S1 – Spatial Strategy to Deliver the Vision
* EM1 - Business and Economic Development
* EM4 - Rural Development
* SD5 - Developer Contributions

Faith

5.25 As can be seen from the table below a majority of people in the district express no religion, followed by Christian with all the other groups having a lower representation. The Local Plan can help the needs of these faith groups by promoting the development of infrastructure that meets their needs. There are a number of polices in the Local Plan that help address this including:

* S1 - Spatial Strategy to Deliver the Vision
* S2 – Achieving Sustainable Development
* SD5 - Developer Contributions

 **Source: Census 2021**

Access to transport

5.26 Journey time statistics from the Department for Transport 2019 indicate the following average minimum travel times to nearest key services:

* Public transport/walking: 15.5 minutes
* Cycling: 13.1 minutes
* Car: 9.3 minutes

**Ownership of Cars and Vans**

****

**Source: Census 2021**

5.27 Ashfield has a higher proportion of residents without access to a car within the County. However, overall the District’s households with access to a cars or vans is high compared to other authorities. Policy S10 ‘Improving Transport Infrastructure’ encourages the improvement of transport infrastructure with the objective of promoting travel choices and reducing the reliance on the private car.

Education and Young people

5.28 As can be seen from the table below, Ashfield has a lower than average population with NVQ1 to 4 levels of education. It also has considerably higher levels of people with no qualifications that the East Midlands and National average.

5.29 The levels are as follows:

Level 1 – Foundation skills in occupations.

Level 2 – Operative or semi-skilled occupations.
Level 3 – Technician, craft, skilled and supervisory occupations.

Level 4 + – First degree or higher.

**Education and Skills**

**Qualifications (Jan 2021 – Dec 2021)**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Ashfield****(Level)** | **Ashfield** **(%)** | **East Midlands** **(%)** | **Great Britain****(%)** |
| **NVQ4 and above** | 23,300 | 29.9 | 35.7 | 43.6 |
| **NVQ3 and above** | 39,200 | 50.2 | 55.9 | 61.5 |
| **NVQ2 and above** | 55,100 | 70.6 | 74.7 | 78.1 |
| **NVQ1 and above** | 67,500 | 86.5 | 86.5 | 87.5 |
| **Other Qualifications** | # | # | 6.0 | 5.9 |
| **No Qualifications** | # | # | 7.5 | 6.6 |

Source: ONS annual population survey

#   Sample size too small for reliable estimate [(see definitions)](https://www.nomisweb.co.uk/reports/lmp/la/1946157162/report.aspx#supply)

Notes:   For an explanation of the qualification levels see the definitions section.
  Numbers and % are for those of aged 16-64
  % is a proportion of resident population of area aged 16-64

Source - [https://www.nomisweb.co.uk/reports/lmp/la/1946157162/report.aspx?#ls](https://www.nomisweb.co.uk/reports/lmp/la/1946157162/report.aspx#ls)

5.30 Ashfield has lower levels of its population educated to NVQ3 & NVQ4 than the wider East Midlands average and the National average. Policy EM5: ‘Education, Skills and Training’ encourages investment into education and training at existing facilities or new facilities to the north or west of Mansfield Ashfield Regeneration Route, promoting training and employment agreements, where appropriate to facilitate increased opportunities for employment and development of local people.

**6.0 Screening of the Local Plan Regulation 19 Pre-Submission Draft Policies**

6.1 The Local Plan contains policies which aim to deliver the Vision and Objectives of the Plan. These policies have been assessed and the tables below outline the key characteristics of each individual policy within the Plan and summarises whether there is the potential for each policy option to have an adverse impact on each of the standard equality and diversity and planning impact groups.

6.2 The key below identifies the other symbols used to summaries the impact on a group.

|  |  |
| --- | --- |
| **Symbol** | **Likely Impact** |
| **** | Positive |
| **0** | Neutral/ Negligible |
| **-** | Negative |
| **N/A** | Not Applicable |

Key Findings

6.3 The Ashfield Local Plan contains policies which have been tested and analysed against the assessment key questions identified in paragraph 4.3 of this report, and positive and negative effects have been identified in order to determine whether there are likely to be any equality impacts as a result of the Plan.

6.4 The assessment (see Appendix two) found that there was sufficient evidence to conclude that the Local Plan did not require any amendments or mitigation measures to address equality impacts and therefore the Council has fulfilled its duties under Equalities Act 2010.

6.5 Overall the process of EqIA has helped to critically appraise the likely impacts on the Local Plan, in order that the Council may eliminate discrimination, advance equality of opportunity and foster good relations and promote social cohesion within the District.

**7.0 Assessment of the Local Plan Public Consultation**

**Community Involvement**

7.1 The policies within the Local Plan document have been developed in partnership with a number of consultees and key stakeholders through previous consultation exercises and continued community involvement, the consultees include:

* Residents
* Resident groups
* Landowners
* Transport bodies
* The business community
* Organisations representing the local community e.g. elderly and disabled people
* Statutory bodies
* Special interest groups e.g. environmental groups, conservation societies, nature conservation bodies and voluntary organisations

7.2 The Statement of Community Involvement provides a doorway in which the community can become involved in planning for the future of the District. Valuable contributions can come in many different forms ranging from verbal comments within discussion groups to formal written statements or proposals.

7.3 The planning system is aimed at maximising the exchange of relevant information between the community and other stakeholders, and the Council. Clearly the Council’s decision cannot represent the views of the whole community and the Council will have to act in accordance with legal requirements and Government policy. However, it will allow planning to be more transparent and will allow all views to be considered.

7.4 Ashfield’s Statement of Community Involvement (August 2020) is used to work towards promoting equal opportunities and good community relations in planning matters. It also aims to increase the participation of hard to reach groups, such as ethnic minorities and young people in the planning process.

7.5 Ashfield District Council has been establishing a number of links in order to ensure that the level of community involvement is as high as possible. The main focus for community involvement is through the Mansfield and Ashfield Local Strategic Partnership (LSP), which represents the key stakeholders in the District.

Evidence Base

7.6 The Local Plan draws upon other evidence and key data relating to particular community groups within the District, for example the Greater Nottingham and Ashfield Housing Needs Assessment (2020), which outlines the future housing needs of this District. The includes the different types of houses needed across District, together with the overall housing target for private market housing.

7.7 Additional information focusing on particular groups within the District such as the Greater Nottingham and Ashfield District Council Traveller Accommodation Assessment’ (2021), which presents to accommodation needs of the Traveller communities.

7.8 Consultation methods targeted at the wider community may be indirectly benefited to a particular equality group. The Ashfield Statement of Community Involvement (August 2020) outlines the different methods of consultation to be used for the Local Plan.

 **8.0 Consultation**

8.1 As set out in chapter seven of this assessment, the Council is proposing to undertaken a period of consultation, using a variety of methods to engage different communities and organisations. It is considered that the methods employed in consulting the public will not have any adverse impact.

8.2 In preparing the emerging Local Plan and the relevant EqIA, it is suggested that the EqIA is reviewed by relevant officers within Equality and Diversity who have specialist knowledge who can provide an overview of the EqIA procedure.

**9.0 Monitoring and Review**

9.1 The Council will continue to monitor and review the impact of its Local Plan policies on different groups to ensure that it conforms with its Statement of Community Involvement to consult widely with individuals, groups and organisations across the District.

Appendix 1:

The Equalities Impact Assessment and Local Plan

Process Diagram

The EqIA and Local Plan Process Diagram

Adoption

THE PROJECT:

EqIA of Local Plan

Consultation Responses

Technical Evidence Base

Drafting of Local Plan

EqIA on Draft Local Plan Policies

Consultation on Publication EqIA (same time as Draft Local Plan)

Post consultation changes – Action Plan (Further EqIA if major changes required)

Submission to Secretary of State

Independent Examination (Further EqIA if major changes) required)

Appendix 2:

Local Plan 2023 – 2040: Regulation 19 Pre-Submission Draft Policy Impact Assessments on:

1: Standard Groups; and

2: Planning Impact Groups

**1. Standard Groups**

| **Policy** | **Equality Groups** | **Commentary** |
| --- | --- | --- |
|  **Race**  |  **Gender**  |  **Disability** |  **Age** |  **Faith and Belief** |  **Sexual Orientation** |  **Gender Reassignment** |  **Marriage and Civil Partnership** |  **Pregnancy and Maternity** |
| **S1:** Spatial Strategy to Deliver the Vision | 0 | 0 |  |  |  | 0 | 0 | 0 | 0 | Focusing future development within or adjacent to the District’s existing settlements will support sustainable development and enable people to assess existing and new services. This will help those with mobility issues, those on low incomes, and those with limited access these facilities in concentrated locations reducing the need to travel between locations. |
| **S2:** Achieving Sustainable Development  |  |  |  |  |  | 0 | 0 | 0 | 0 | The promotion of sustainable development across the District should ensure future development aids the social, economic and environmental wellbeing of our residents. It should ensure residents can access facilities and services within reasonable travel times, not have to rely on car based travel and be able to access employment opportunities.  |
| **S3:** Meeting the Challenge of Climate Change | 0 | 0 |  |  | 0 | 0 | 0 | 0 | 0 | Better energy efficient buildings, sustainable construction methods and the use if renewable energy should help reduce the running costs of a home i.e. heating bills etc. In particular this will benefit the elderly and those on low incomes who are more likely to suffer from fuel poverty. Research has indicated that climate change has a disproportionate impact on the vulnerable. |
| **S4:** Green Belt | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | Protection of the Green Belt against inappropriate development will help ensure new development is located in sustainable locations which will benefit all equality groups.  |
| **S5:** High Quality Buildings and Places through Place Making and Design | 0 |  |  |  | 0 | 0 | 0 | 0 | 0 | High standards of accessibility and inclusion in design should create environments that in particular benefit the mobility impaired such as the disabled, the elderly and those with children in prams/buggies. |
| **S6:** Strategic Employment Allocation Junction 27, M1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | Supporting the growth of employment opportunities within the District will enhance opportunities for all groups. |
| **S7:** Meeting Future Housing Provision | 0 | 0 |  |  | 0 | 0 | 0 | 0 | 0 | The development of new housing within the District will enable all equality groups to access a range of housing to meet their varied needs. The development will provide market housing and will also aid the delivery of health and education infrastructure, together with affordable housing products through the negotiation of section 106 agreements. |
| **S8:** Delivering Economic Opportunities | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | Supporting the growth of employment opportunities within the District will enhance opportunities for all groups. New employment and job opportunities will allow people who are geographically excluded, to enter the workplace including homeworking. |
| **S9:** Aligning Growth and Infrastructure | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | The delivery of appropriate infrastructure to support development will help ensure appropriate transport, education and health infrastructure is provided. This could lead to benefits to wide range of equality groups. |
| **S10:** Improving Transport Infrastructure | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | The delivery of appropriate transport infrastructure to support development will benefit a wide range of equality groups. |
| **S11:** Vibrant Town Centres | 0 | 0 |  |  | 0 | 0 | 0 | 0 | 0 | Sustaining the Districts Town Centre’s and encouraging new facilities within them, helping those with mobility issues, those on low incomes, and those with limited access to access facilities within the town and public transport facilities to travel beyond. |
| **S12:** Tackling Health Inequalities & Facilitating Healthier Lifestyles |  |  |  |  |  | 0 | 0 | 0 | 0 | The Policy looks to reduce health inequalities, which can be defined as differences in health status or in the distribution of health determinants between different population groups. Development has an important role in providing the necessary infrastructure to encourage physical exercise and health, including accessible open space, vegetation and landscaping, sport and recreation facilities, cultural facilities and safe, well promoted, walking and cycling routes. |
| **S13:** Protecting and Enhancing Our Green Infrastructure and the Natural Environment | 0 |  |  |  | 0 | 0 | 0 | 0 | 0 | The development of open spaces provides places for the young and old, it gives people spaces to undertake leisure and aid wellbeing. Appropriately accessible space and routes can aid access by those within impaired movement and those wishing to undertake active travel.  |
| **S14:** Conserving & Enhancing Our Historic Environment | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | This policy has no impact on the identified groups |
| **S15:** Safeguarding Mineral Resources | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | This policy has no impact on the identified groups |
| **CC1:** Zero & Low Carbon Developments & Decentralised, Renewable & Low Carbon Energy Generation | 0 | 0 |  |  | 0 | 0 | 0 | 0 | 0 | Better energy efficient buildings, sustainable construction methods and the use if renewable energy should help reduce the running costs of a home i.e. heating bills etc. In particular this will benefit the elderly and those on low incomes who are more likely to suffer from fuel poverty. Research has indicated that climate change has a disproportionate impact on the vulnerable. |
| **CC2:** Water Resource Management | 0 | 0 |  |  | 0 | 0 | 0 | 0 | 0 | Ensure that the District’s water resource is maintained/enhanced will ensure that the District’s residents and visitors are catered for.  |
| **CC3:** Flood Risk and SuDs | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | Restricting new development in areas of Flood Risk will ensure that the population, and all equality groups are not be subjected to flooding. |
| **EV1 & EV2:** Green Belt and Countryside | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | Protection of the Green Belt and Countryside against inappropriate development will help ensure new development is located in sustainable locations which will benefit all equality groups.  |
| **EV3:** Reuse of Existing Buildings in the Green Belt & Countryside | 0 | 0 |  |  | 0 | 0 | 0 | 0 | 0 | Enabling appropriate re-use or adaptation of building may aid disability and age groups, through adaption works.  |
| **EV4:** Green Infrastructure, Biodiversity and Geodiversity | 0 | 0 |  |  | 0 | 0 | 0 | 0 | 0 | The development of Green Infrastructure provides places for the young and old, it gives people spaces to undertake leisure and aid wellbeing. Appropriately accessible space and routes can aid access by those within impaired movement and those wishing to undertake active travel. |
| **EV5:** Protection of Green Spaces and Recreational Facilities | 0 | 0 |  |  | 0 | 0 | 0 | 0 | 0 | Green spaces provide places for recreation and relaxation for everyone. In particular it allows play space for the young and recreation space for other groups such as the elderly. Public open space should help community cohesion by being open to all and help reduce social exclusion. |
| **EV6:** Trees, Woodland and Hedgerows | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | This policy has no impact on the identified groups |
| **EV7:** Provision and Protection of Allotments | 0 | 0 | 0 |  | 0 | 0 | 0 | 0 | 0 | Allotments provide places for recreation and relaxation for groups such as the elderly. Allotments should help community cohesion and reduce social exclusion. |
| **EV8:** Agricultural Land Quality | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | This policy has no impact on the identified groups |
| **EV9:** The Historic Environment | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | This policy has no impact on the identified groups |
| **EV10:** Protection and Enhancement of Landscape Character | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | This policy has no impact on the identified groups |
| **H1:** Housing Allocations | 0 | 0 |  |  | 0 | 0 | 0 | 0 | 0 | The development of new housing within the District will enable all equality groups to access a range of housing to meet their varied needs. The development of provide market housing will also aid the delivery of health and education infrastructure, together with affordable housing products through the negotiation of section 106 agreements. |
| **H2:** Provision for Gypsies, Travellers and Travelling Showpeople |  | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | The policy will help to provide living accommodation for Gypsy and travellers and showpeople.  |
| **H2a:** Gypsy,Traveller and Travelling Showpeople Site Allocations |  | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | The development of new sites will help to provide living accommodation for travelling showpeople.  |
| **H3:** Affordable Housing | 0 | 0 |  |  | 0 | 0 | 0 | 0 | 0 | By ensuring a supply of affordable housing, those unable to afford to buy a new home should be able to have a home. This will help reduce social exclusion across a range of equality groups. |
| **H4:** Rural Exceptions Sites | 0 | 0 |  |  | 0 | 0 | 0 | 0 | 0 | Opportunities for delivery of affordable housing under Policy H3 will be limited where there is less potential for large sites to come forward, typically in the smaller settlements. Any development schemes coming forward under Policy H4 will therefore contribute towards the overall level of affordable housing whilst supporting the District’s more rural communities. |
| **H5:** Public Open Space and New Residential Developments | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | Provision of appropriate green space within new residential developments will aid health and wellbeing of all residents within the development.  |
| **H6:** Housing Mix  | 0 | 0 |  |  | 0 | 0 | 0 | 0 | 0 | Ensuring development delivers a range of housing types, will increase the potential benefits to equality groups, particularly those who require specialist housing.  |
| **H7:** Housing Density | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | This policy has no impact on the identified groups |
| **H8:** Houses in Multiple Occupation, Flats and Bedsits | 0 | 0 |  |  | 0 | 0 | 0 | 0 | 0 | Ensuring development delivers a range of housing types, will increase the potential benefits to equality groups, particularly those who require specialist housing.  |
| **EM1:** Business and Economic Development | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | This policy allows for the provision of employment opportunities to aid all the District’s communities. Home working is encouraged this would impact positively on the mobility impaired giving them easier access to employment. Increasing skills and the number of jobs would positively impact on deprivation and social inclusion.  |
| **EM2:** Employment Land Allocations | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | Supporting the growth of employment opportunities within the District will enhance opportunities for all groups. New employment and job opportunities will allow people who are geographically excluded, to enter the workplace including homeworking. |
| **EM3:** Retention of Employment Sites and Allocations | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | The policy supports the retention of existing employment opportunities within the District will enhance opportunities for all groups.  |
| **EM4:** Rural Development | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | New employment and job opportunities will allow people who are geographically excluded to enter the workplace including homeworking. |
| **EM5:** Education Skills and Training |  |  |  |  | 0 | 0 | 0 | 0 | 0 | The policy supports development that will aid education and skill enhancement. In turn this will aid a number of equality groups, providing education opportunities than in turn could help enhance people’s quality of life / economic prosperity.  |
| **SH1:** Retail, Leisure and Commercial and Town Centre Uses | 0 | 0 |  |  | 0 | 0 | 0 | 0 | 0 | By maintaining and improving the shopping areas will ensure community cohesion. By having services that are accessible reduces deprivation and social exclusion in monetary terms or by geographical location.  |
| **SH2:** Local Shopping Centres and Single Shops | 0 | 0 |  |  | 0 | 0 | 0 | 0 | 0 | By maintaining and improving the shopping areas will ensure community cohesion. By having services that are accessible reduces deprivation and social exclusion in monetary terms or by geographical location.  |
| **SH3:** Shopfronts | 0 | 0 |  | 0 | 0 | 0 | 0 | 0 | 0 | This policy seeks to ensure high quality shop fronts are developed. Through this it may have a positive impact on disability access to retail units. |
| **SD1:** Social Value |  |  |  |  |  | 0 | 0 | 0 | 0 | This policy sets out the Council’s commitment to social value and the added benefits that can be gained from projects and public procurement, specifically for the social, economic and environmental benefit of all groups living in the local area. |
| **SD2:** Design Considerations for Development | 0 |  |  |  | 0 | 0 | 0 | 0 | 0 | High standards of accessibility and inclusion in design should create environments that in particular benefit the mobility impaired such as the disabled, the elderly and those with children in prams/buggies. |
| **SD3:** Amenity | 0 |  |  |  | 0 | 0 | 0 | 0 | 0 | Ensuring the amenity of existing and new communities is maintained should create environments that in particular benefit the mobility impaired, the elderly and those with children in prams/buggies. |
| **SD4:** Recycling and Refuse Provision in New Development | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | This policy has no impact on the identified groups |
| **SD5:** Developer Contributions | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | The delivery of appropriate infrastructure to support development will help ensure appropriate transport, education and health infrastructure is provided. This could lead to benefits to wide range of equality groups. |
| **SD6:** Assessing Development Viability & Development Demand | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | The delivery of appropriate infrastructure to support development will help ensure appropriate transport, education and health infrastructure is provided. This could lead to benefits to wide range of equality groups. |
| **SD7:** Communicati-ons Infrastructure | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | This policy has no impact on the identified groups |
| **SD8:** Contaminated Land and Unstable Land | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | This policy has no impact on the identified groups |
| **SD9:** Environmental Protection | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | This policy has no impact on the identified groups |
| **SD10:** Transport Infrastructure | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | By ensuring that traffic management and highway safety is considered with all new development is not going to have an impact on any particular group. |
| **SD11:** Parking | 0 | 0 |  |  | 0 | 0 | 0 | 0 | 0 | Design and provision of appropriate car parking will ensure specialist parking provision is provided for disabled and elderly users where required.  |
| **SD12:** Advertise-ments | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | This policy has no impact on the identified groups |
| **SD13:**Provision and Protection of Health and Community Facilities | 0 |  |  |  |  | 0 | 0 |  |  | The policy focuses on protection and enhancement of health & community facilities. This could provide health and community benefits a wide number of groups. |

| **2. Planning Impact Groups** |
| --- |
| **Policy**  | **Planning Impact Group** | **Commentary**  |
|  **Low access to transport**  |  **People requiring personal**  **support and services plus carers**  |  **Low Income**  |  **People with physical and mental**  **illness** |  **Young Children** |  **Young people**  |  **Cultural Minority**  |  **Elderly**  |
| **S1:** Spatial Strategy &Location of Development |  | 0 |  | 0 | 0 | 0 | 0 |  | Focusing new development within or adjacent to existing settlements will allow people with little income, limited access to transport and mobility problems to access facilities within these existing centres and the new facilities to be provided within the new settlements. |
| **S2:** Achieving Sustainable Development | NA | NA | NA | NA | NA | NA | NA | NA | Sustainable Development will indirectly benefit the whole community  |
| **S3:** Meeting the Challenge of Climate Change | NA | NA | NA | NA | NA | NA | NA | NA | Better energy efficient buildings, sustainable construction methods and the use of renewable energy will indirectly benefit the whole community. |
| **S4:** Green Belt |  |  |  |  |  |  |  |  | This policy will benefit the whole community particularly young people and young children, this will allow for recreational activities. The Green Belt also provides for physical and mental well- being.  |
| **S5:** High Quality Buildings and Places through Place Making and Design |  | 0 |  |  | 0 |  |  |  | Ensuring future development creates high quality design will have wider social and environmental development for a range of groups, through the provision of adaptable homes and high quality public realm.  |
| **S6:** Strategic Employment Allocation Junction 27, M1 |  | 0 |  | 0 |  | 0 | 0 | 0 | Improving the economy in the District will help to provide jobs with people who have no access to public transport in an accessible location. People on low incomes and young people will have the opportunity for on the job training. There will also be the opportunity to develop a knowledge based economy to retain those members of the community that are highly skilled. |
| **S7:** Meeting Future Housing Provision |  | 0 |  |  |  |  |  |  | The allocation of housing sites will enable the District to meet its future housing needs. This will benefit a wide range of groups / communities, providing a range of homes to meet the differing needs of occupants |
| **S8:** Delivering Economic Opportunities |  | 0 |  | 0 |  | 0 | 0 | 0 | Improving the economy in the District will help to provide jobs with people who have no access to public transport in an accessible location. People on low incomes and young people will have the opportunity for on the job training. There will also be the opportunity to develop a knowledge based economy to retain those members of the community that are highly skilled. |
| **S9:** Aligning Growth and Infrastructure | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | Improvements to transport, education and health infrastructure will benefit all of the community. |
| **S10:** Improving Transport Infrastructure | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | Improvements to transport infrastructure will benefit all of the community. |
| **S11:** Vibrant Town Centres | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | The improvements to the town centre will benefit all of the community. |
| **S12:** Tackling Health Inequalities & Facilitating Healthier Lifestyles |  |  |  |  |  |  |  |  | This policy has an important role in providing the necessary infrastructure to encourage physical exercise and health, including accessible open space, vegetation and landscaping, sport and recreation facilities, cultural facilities and safe, well promoted, walking and cycling routes. |
| **S13:** Protecting and Enhancing Our Green Infrastructure and the Natural Environment |  |  |  |  |  |  |  |  | This policy will benefit the whole community particularly young people and young children, this will allow for recreational activities. Open space also provides for physical and mental well- being. Open space and parks are free and can be used by any member of the community. Open spaces are place which can be an expression of culture and a place where people from different backgrounds can participate and get along together. Sustainable movement corridors will allow for an alternative to travelling by private transport, by having a pleasant walking environment. By having green spaces will reduce the need and cost of travel if people can easily access them. |
| **S14:** Conserving & Enhancing Our Historic Environment | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | All members of the community will benefit from this policy in an indirect way. |
| **S15:** Safeguarding Mineral Resources | NA | NA | NA | NA | NA | NA | NA | NA | Safeguarding minerals will benefit the whole community indirectly. |
| **CC1:** Zero & Low Carbon Developments & Decentralised, Renewable & Low Carbon Energy Generation | NA | NA | NA | NA | NA | NA | NA | NA | Adapting to climate change will benefit the whole community indirectly |
| **CC2:** Water Resource Management | NA | NA | NA | NA | NA | NA | NA | NA | Ensuring water quality is adequate will benefit the whole community indirectly |
| **CC3:** Flood Risk & SuDs | NA | NA | NA | NA | NA | NA | NA | NA | Ensuring flood risk is mitigated will benefit the whole community indirectly |
| **EV1 & EV2:** Green Belt and Countryside |  |  |  |  |  |  |  |  | This policy will benefit the whole community particularly young people and young children, this will allow for recreational activities. The Green Belt and Countryside also provides for physical and mental well- being.  |
| **EV3:** Reuse of Existing Buildings in the Green Belt and Countryside | NA | NA | NA | NA | NA | NA | NA | NA | Protecting the Green Belt and Countryside will benefit the whole community indirectly |
| **EV4:** Green Infrastructure, Biodiversity and Geodiversity |  |  |  |  |  |  |  |  | This policy will benefit the whole community particularly young people and young children, this will allow for recreational activities. Open space also provides for physical and mental well- being. Open space and parks are free and can be used by any member of the community. Open spaces are place which can be an expression of culture and a place where people from different backgrounds can participate and get along together. Sustainable movement corridors will allow for an alternative to travelling by private transport, by having a pleasant walking environment. By having green spaces will reduce the need and cost of travel if people can easily access them. |
| **EV5:** Protection of Green Spaces and Recreational Facilities |  |  |  |  |  |  |  |  | This policy will benefit the whole community particularly young people and young children, this will allow for recreational activities. Open space also provides for physical and mental well- being. Open space and parks are free and can be used by any member of the community. Open spaces are place which can be an expression of culture and a place where people from different backgrounds can participate and get along together. Sustainable movement corridors will allow for an alternative to travelling by private transport, by having a pleasant walking environment. By having green spaces will reduce the need and cost of travel if people can easily access them. |
| **EV6:** Trees, Woodland and Hedgerows | NA | NA | NA | NA | NA | NA | NA | NA | Protecting Trees, Woodland and hedgerows will benefit the whole community. |
| **EV7:** Provision and Protection of Allotments |  |  |  |  |  |  |  |  | This policy will benefit the whole community this will allow for recreational activities. Allotments also provide for physical and mental well- being.  |
| **EV8:** Agricultural Land Quality | NA | NA | NA | NA | NA | NA | NA | NA | This policy has no impact on the identified groups |
| **EV9:** The Historic Environment | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | All members of the community will benefit from this policy in an indirect way. |
| **EV10:** Protection and Enhancement of Landscape Character | NA | NA | NA | NA | NA | NA | NA | NA | Protecting and enhancing the Landscape Character will benefit the whole community. |
| **H1:** Housing Allocations |  | 0 |  |  |  |  |  |  | The allocation of housing sites will enable the District to meet its future housing needs. This will benefit a wide range of groups / communities, providing a range of homes to meet the differing needs of occupants. |
| **H2:** Provision for Gypsies, Travellers and Travelling Showpeople | 0 | 0 | 0 | 0 | 0 | 0 |  | 0 | Allows people from different backgrounds and cultures to integrate with one another  |
| **H2a:** Gypsy, Travellers andTravelling Showpeople Site Allocations | 0 | 0 | 0 | 0 | 0 | 0 |  | 0 | New sites will help to provide living accommodation for travelling showpeople. |
| **H3:** Affordable Housing |  | 0 |  |  | 0 |  |  |  | Provision of affordable housing will enable a range of different people / groups access housing.  |
| **H4:** Rural Exception Sites |  | 0 |  |  | 0 |  |  |  | Rural exception sites will contribute towards the provision of affordable housing which will enable a range of different people / groups access housing.  |
| **H5:** Public Green Space and New Residential Developments |  |  |  |  |  |  |  |  | This policy provide extended or improved green spaces across the District. This will promote healthy lifestylesand aid well-being, benefiting all community members. |
| **H6:** Housing Mix  |  | 0 |  |  |  |  |  |  | Ensuring a range / mix of housing is delivered to meet the varied needs of the District will have benefits to range of groups seeking housing.  |
| **H7:** Housing Density | NA | NA | NA | NA | NA | NA | NA | NA | This policy has no impact on the identified groups |
| **H8:** Conversions to Houses in Multiple Occupation, Flats and Bedsits |  | 0 |  |  |  |  |  |  | Ensuring a range / mix of housing is delivered to meet the varied needs of the District will have benefits to range of groups seeking housing.  |
| **EM1:** Business and Economic Development |  | 0 |  | 0 | 0 |  | 0 | 0 | Improving the economy in the District will help to provide jobs with people who have no access to public transport in an accessible location. People on low incomes and young people will have the opportunity for on the job training. There will also be the opportunity to develop a knowledge based economy to retain those members of the community that are highly skilled. |
| **EM2:** Employment Land Allocations |  | 0 |  | 0 |  | 0 | 0 | 0 | The allocation of business and economic development sites will benefit a wide range of groups / communities, providing a range of job opportunities to meet the differing needs of the community. |
| **EM3:** Retention of Employment Sites and Allocations |  | 0 |  | 0 | 0 |  | 0 | 0 | Protecting existing and allocated employment sites will help to provide jobs in the District.  |
| **EM4:** Rural Development |  | 0 |  | 0 | 0 |  | 0 | 0 | Small amounts of economic development will promote sustainable communities , it will reduce the need to travel for residents within rural area, address low wage jobs and unemployment  |
| **EM5:** Education Skills and Training |  | 0 |  | 0 |  |  | 0 | 0 | By supporting education and skill development, will enhance employment opportunities for a range of groups, including young people and those currently on low incomes.  |
| **SH1:** Retail, Leisure and Commercial and Town Centre Uses |  | 0 |  | 0 | 0 | 0 | 0 |  | Improved town centres will have an overall positive impact upon the districts population. By encouraging new development within town centres will allow people with low income, access to transport and mobility problems reach facilities and services. |
| **SH2:** Local Shopping Centres, Parades and Single Shops |  | 0 |  |  | 0 | 0 |  |  | Local and minor shopping areas have a positive impact upon the communities they serve. By protecting these uses it will ensure that all residents have access to the facilities. |
| **SH3:**Shopfronts | NA | NA | NA | NA | NA | NA | NA | NA | This policy is consider to have no impact on identified groups |
| **SD1:** Social Value |  |  |  |  |  |  |  |  | This policy will benefit the whole community by ensuring social, environmental and economic benefits are gained from projects and public procurement. |
| **SD2:** Design Considerations for Development |  | 0 |  |  | 0 |  |  |  | Ensuring future development creates high quality design will have wider social and environmental development for a range of groups, through the provision of adaptable homes and high quality public realm.  |
| **SD3:** Amenity | NA | NA | NA | NA | NA | NA | NA | NA | This policy has no impact on the identified groups |
| **SD4:** Recycling and Refuse Provision in New Development | NA | NA | NA | NA | NA | NA | NA | NA | This policy has no impact on the identified groups |
| **SD5:** Developer Contributions | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | This policy will have a positive impact upon Ashfield’s Population, ensuring appropriate infrastructure is delivered to support development.  |
| **SD6:** Assessing Viability and Development Demand | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | This policy will have a positive impact upon Ashfield’s Population, ensuring appropriate infrastructure is delivered to support development.  |
| **SD7:** Communication Infrastructure | NA | NA | NA | NA | NA | NA | NA | NA | This policy has no impact on the identified groups |
| **SD8:** Contaminated Land and Unstable Land | NA | NA | NA | NA | NA | NA | NA | NA | This policy has no impact on the identified groups |
| **SD9:** Environmental Protection | NA | NA | NA | NA | NA | NA | NA | NA | This policy has no impact on the identified groups |
| **SD10:** Transport Infrastructure | NA | NA | NA | NA | NA | NA | NA | NA | This policy has no impact on the identified groups |
| **SD11:** Parking | NA | NA | NA | NA | NA | NA | NA | NA | This policy has no impact on the identified groups |
| **SD12:** Advertisements | NA | NA | NA | NA | NA | NA | NA | NA | This policy has no impact on the identified groups |
| **SD13:**Provision and Protection of Health and Community Facilities |  |  |  |  |  |  |  |  | The policy seeks to retain and enhance community & health facilities across the District. This could have benefits for all groups |

1. Equality and Human Rights Commission: Equality Impact Assessment Guidance (2009) [↑](#footnote-ref-1)
2. Macpherson Enquiry (1999) The Stephen Lawrence Inquiry at: <http://www.archive.official-documents.co.uk/document/cm42/4262/sli-00.htm> [↑](#footnote-ref-2)
3. Government Equalities Office (2010) Equality Act 2010 at: http://www.equalities.gov.uk/equality\_act\_2010/equality\_act\_2010\_what\_do\_i\_n.aspx [↑](#footnote-ref-3)
4. Government Equalities Office (2010) Equality Act 2010 at: <http://www.equalities.gov.uk/equality_act_2010/equality_act_2010_what_do_i_n.aspx> [↑](#footnote-ref-4)
5. Equality and Human Rights Commission (2010) General Guidance Equality Impact Assessments at: <http://www.equalityhumanrights.com/advice-and-guidance/public-sector-duties/guidance-and-codes-of-practice/general-guidance/index.html> [↑](#footnote-ref-5)