



**Local Plan Part 2:
Land and Planning Policies**

**Equalities Impact Assessment
Publication Draft**

April 2018

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1. Introduction

- 1.1 The Equality Impact Assessment (EqIA) assesses the impact of the policies and sites within the Local Plan Part 2 with the aim of removing or minimising disadvantages, meeting the needs of people with protected characteristics and encouraging people with protected characteristics to participate in public life.
- 1.2 The Land and Planning Policies (LAPP) document (Local Plan Part 2) forms part of the Local Plan for Rushcliffe along with the Core Strategy which guides future development in Rushcliffe.
- 1.3 The Local Plan Part 2 contains development management planning policies and site allocations against which planning applications for future development proposals in Rushcliffe will be determined.
- 1.4 Consultation on the Local Plan Part 2 Publication Draft will take place in May and June 2018 and comments on the EqIA can also be made during this consultation.
- 1.5 This final draft EqIA will be published alongside the Local Plan Publication Draft. It includes an assessment of planning policies in addition to site allocations.

Background to the Equality Impact Assessment

- 1.6 Legislation relating to equality and diversity has been in existence for many years. Recently much of the existing equality legislation was brought together and strengthened under the Equality Act 2010. This places a number of responsibilities and requirements on Rushcliffe Borough Council.
- 1.2 The Council has a General Equality Duty to:
 - Eliminate unlawful discrimination, harassment and victimisation.
 - Advance equality of opportunity and to foster good relations between people who have protected characteristics (as defined by the Equalities Act 2010) and those who do not.
- 1.4 The purpose of the General Equality Duty is to integrate consideration of equality and good relations into the Council's day-to-day business. It entails giving appropriate weight and priority to the need to:
 - Remove or minimise disadvantages;
 - Take steps to meet the needs of people with protected characteristics; and;
 - Encourage people with protected characteristics to participate in public life.

- 1.5 In order to have due regard to the aims of the General Equality Duty when setting policies, an Equality Impact Assessment (EqIA) of the Local Plan Part 2: Land and Planning Policies Document (LAPP) has been undertaken. The EqIA needs to read alongside the Local Plan Part 2.
- 1.6 The purpose of the EqIA is to highlight the likely impact of the strategy and policies on the target groups and give due consideration to taking action to improve the policies where this is appropriate and achievable.
- 1.7 For the purpose of this assessment, the following equality groups have been considered:
- **Race** - refers to a person's race, colour, nationality and ethnic or national origin.
 - **Gender & Gender Reassignment** – refers to a man or women or a person in the process of transition from one gender to another.
 - **Disability** – refers to a physical or mental impairment which has a substantial and long term adverse effect on the ability to carry out normal day-to-day activities.
 - **Age** – refers to a person belonging to a particular age or range of ages.
 - **Sexual Orientation** – refers to a person's sexual attraction towards their own sex, the opposite sex or both sexes.
 - **Religion or Belief** - religion is the belief in and worship of a god or gods, or a set of beliefs concerning the origin and purpose of the universe. Belief includes religious and other philosophical beliefs which affect life choices or the way people live.
 - **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
- 1.8 The Council's Equality Objectives highlight the importance of equality and sets out how the Council will meet its general and specific duties, how it will assess compliance with the general and specific Duties under the Equality Act, and how it will assess the impact of policies on the promotion of Race Equality.
- 1.9 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".
- 1.10 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.

1.11 The Local Plan Part 2 includes policies on a wide range of topics and site allocations across Rushcliffe. To make sure that the Local Plan Part 2 meets the needs of all members of the community it is important to use the Equality Impact Assessment to identify potential discrimination and opportunities to promote equality.

1.12 There is a requirement to understand the impacts new plans can have on equalities. The public sector equality duty, which came into place in 2011, requires public bodies to have due regard to the need to eliminate discrimination, advance equality opportunity, and foster good relations in the course of developing policies and delivering services.

What is an Equality Impact Assessment?

1.14 The Equality Act came into force in April 2011. This replaces the three previous separate public sector duties relating to Equalities with a single duty covering all protected strands. This general duty will require that public bodies have due regard to the need to:

- Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Act;
- Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- Foster good relations between persons who share a relevant protected characteristic and persons who do not share it;
- ‘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 this must be done in a conscious way with focus on the specific requirements of the legislation. Therefore this Equality Impact Assessment and the changes that result from it will be an important part of the decision to adopt the Local Plan Part 2 as part of the development plan for Rushcliffe.

What is the Local Plan Part 2: Land and Planning Policies Document (LAPP)?

1.15 The Local Plan Part 2 forms part of Rushcliffe’s Local Plan which, alongside the Core Strategy (adopted in 2014) will replace the saved policies of the Local Plan (1996) and those within the Non-Statutory Replacement Local Plan. These two documents will be the key planning documents for the Borough Council.

1.16 The document is Borough-wide in coverage and includes development management policies as well as non-strategic site allocations. Views expressed

at the Preferred Housing Sites stage, as well as site appraisals and the Sustainability Appraisal process has informed these.

Methodology

1.17 The Equality Act (October 2010) identifies equality in terms of people's "protected characteristics". Equality is now looked at in terms of certain headings and the impacts of the policies in the Local Plan Part 2 are assessed against these.

2. The Approach to the Equality Impact Assessment

2.1 The following stages have been undertaken, based on the guidance produced by 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 2 of this document.
2. **Screening the Allocations & Planning Policies** – this stage examines each of the allocations in the Local Plan Part 2 and screens out those that are not considered to be relevant to the protected characteristics. It grades allocations against each group in terms of positive, neutral, negative or not applicable. Development management planning policies will also be graded against each group.
3. **Assessment of the Allocations & Planning Policies** – this stage examines in detail those allocations deemed to be relevant to the protected characteristics and consider the likely impact of each. See section 4 of this document.
4. **Considerations of Alternatives and Mitigation** – this stage follows on from the full Impact Assessment and identifies what needs to happen to those Local Plan policies and allocations being considered in the light of the impacts identified.
5. **Continuous Monitoring** – this stage comprises two elements. The first being the identification of monitoring indicators, which will be incorporated into the Local Plan's Annual Monitoring Report. The second stage will be monitoring and reporting on the effect of the Local Plan Part 2 and planning decisions to inform future plans.

3. Evidence Gathering

3.1 The following sources of information have been used and are referred to where appropriate:

- Census data;
- National and Local Statistics;
- Indices of Multiple Deprivation 2010;
- National Survey of Sexual Attitudes and Lifestyle (NSSAL) 2012

3.2 Using the information gathered from the sources listed above, the following gives a profile of what is known about each of the equality categories in the Borough.

Population, Age and Gender Profile

3.3 According to the 2011 Census, the population of Rushcliffe is 111,129 people. This is roughly one third of the population of the neighbouring City of Nottingham. Whilst the largest proportion of the population lives within West Bridgford (within the Main Urban Area of Nottingham), overall 56% of the population live within the rural area of Rushcliffe beyond West Bridgford.

Table 1: Age groups within Rushcliffe

Age	Rushcliffe Total		England a and Wales
	Number	%	%
Age 0 to 4	6,392	5.8	6.2
Age 5 to 7	3,790	3.4	3.4
Age 8 to 9	2,443	2.2	2.2
Age 10 to 14	6,621	6.0	5.8
Age 15	1,332	1.2	1.2
Age 16 to 17	2,716	2.4	2.5
Age 18 to 19	2,562	2.3	2.6
Age 20 to 24	6,174	5.6	6.8
Age 25 to 29	5,320	4.8	6.8
Age 30 to 44	22,178	20.0	20.5
Age 45 to 59	23,767	21.4	19.4
Age 60 to 64	7,411	6.7	6.0
Age 65 to 74	10,627	9.6	8.7

Age	Rushcliffe Total		England a and Wales
Age 75 to 84	6,966	6.3	5.6
Age 85 to 89	1,931	1.7	1.5
Age 90 and over	899	0.8	0.8

Source: ONS 2017

- 3.4 The age profile of Rushcliffe indicates that the Borough has a larger proportion of residents who are over 60 years of age (25%) than the national average (22%). There are also a larger proportion of residents between the ages of 45 and 59 within Rushcliffe (21%) than nationally (19%).
- 3.5 Conversely there are fewer younger residents between 16 and 29 (15%) than nationally (18%), with the largest disparity within the 25 to 29 year old age group (4.8% and 6.8%).
- 3.6 In May 2016 the Office for National Statistics released 2014-based population projections to 2039. The projections take into account births, deaths, and migration, but are based on past trends. As such, they do not take into account the capacity of the Borough to accommodate an increase in population or policy decisions by the authority that influence population numbers, so should be used as indicative rather than as a *prediction* of the future population.
- 3.7 The population of Rushcliffe is projected to increase from 114,000 in 2014 to 126,000 in 2028 (the end of the Local Plan period), an increase of 12,000 (11%), and to 134,000 in 2039, an increase of 20,000 (18%). The increases projected for England are 7% to 2022 and 16% to 2037.
- 3.8 The over 65 population in Rushcliffe is projected to increase significantly, from 19% in 2014 to 24% in 2028 and 27% in 2037.
- 3.9 The 2011 census indicated that of the 111,129 residents within Rushcliffe, 54,703 (49.2%) were male and 56,426 (50.8%) were female. This reflects the national averages.

Table 2: Average pay in Rushcliffe compared to Nottinghamshire, East Midlands and England (2016)

Area	Male Full Time Workers (Weekly Wage)	Female Full Time Workers (Weekly Wage)	Full Time Workers (Weekly Wage)
Rushcliffe	716.1	571.8	644.1
Nottinghamshire	572.4	435.9	515.8
East Midlands	549.1	433.1	501.7
England and Wales	582.7	481.0	541.8

Source: ONS

- 3.10 Whilst on average full time female workers in Rushcliffe earn more than the average female worker in Nottinghamshire, the East Midlands and England and Wales, they still earn significantly less than males within the Borough (- £144 per week). Female workers earn more than the average male worker within the East Midlands however (+ £22 per week).

Race and Equality

Table 3: Ethnicity of Rushcliffe population

Ethnic Group	Rushcliffe	%
Total Population	111,129	100
White	103,504	93.12
White: English/Welsh/Scottish/Northern Irish/British	100,363	90.31
White: Irish	810	0.72
White: Gypsy or Irish Traveller	23	0.02
White: Other White	2,308	2.07
Mixed	1,949	1.75
Mixed/multiple ethnic group: White and Black Caribbean	736	0.66
Mixed/multiple ethnic group: White and Black African	159	0.14
Mixed/multiple ethnic group: White and Asian	723	0.65
Mixed/multiple ethnic group: Other Mixed	331	0.29
Asian	4,614	4.15
Asian/Asian British: Indian	2,361	2.12
Asian/Asian British: Pakistani	1,072	0.96
Asian/Asian British: Bangladeshi	40	0.03
Asian/Asian British: Chinese	558	0.50
Asian/Asian British: Other Asian	583	0.52
Black	627	0.56

Ethnic Group	Rushcliffe	%
Black/African/Caribbean/Black British: African	202	0.18
Black/African/Caribbean/Black British: Caribbean	349	0.31
Black/African/Caribbean/Black British: Other Black	76	0.06
Other	435	0.39
Other ethnic group: Arab	153	0.13
Other ethnic group: Any other ethnic group	282	0.26

Source: ONS Census Data

3.11 A significant majority of residents within Rushcliffe identify themselves as white British (90.31%). This is noticeably higher than the neighbouring City of Nottingham (64%) and England and Wales (80%), but lower than the response across Nottinghamshire as a whole (92%).

3.12 The second largest ethnic group are those with an Asian ethnicity. However this group only totalled 4.15% of Rushcliffe's population. White other (which is likely to include residents from the EU) comprises 2.07% of the population.

3.13 Black residents and those from the gypsy or traveller community make up a very small percentage of the population (0.56 and 0.02 respectively).

3.14 Given the significant proportion of residents with white British ethnicity and the limited number of those from minority groups, Rushcliffe is not particularly diverse. Especially when compared to the neighbouring City of Nottingham.

Disabled People

3.15 Data from the 2011 Census shows that 7,540 people (6.78% of the population) in Rushcliffe have a long term health problem or disability which limits their daily activities a lot. A further 9,939 (8.94%) are limited a little. These are lower than the percentages for England and Wales which are 8.50% (a lot), and 9.41% (a little).

3.16 Whilst the proportion of people with long term health problems increases with age (and Rushcliffe has a greater proportion of elderly residents), the reduced number of those with long term health problems or disability is a likely reflection of the Borough's greater wealth and the benefits this has for public health directly (through access to healthcare) and indirectly (through improved diet and leisure activities).

Sexual Orientation

- 3.17 There is no national data on the number of people who are lesbian, gay or bisexual. The National Survey of Sexual Attitudes and Lifestyle in 2010-12 estimates that approximately 5% of men and 8% of women in Britain have ever had a same-sex partner.
- 3.18 National government estimates that around 6% of the UK population is gay, lesbian or bisexual. Stonewall, a national charity involved in gay, lesbian and bisexual issues consider 5-7% to be a reasonable estimate.
- 3.19 The 2011 Census did not ask questions relating to sexual orientation – only asking about marital status, including if a person was in a registered same sex civil partnership. For England and Wales this gave a percentage of 0.2% of adults (the same percentage as Rushcliffe), so is unlikely to be an accurate figure for the proportion of lesbian, gay or bisexual people.

Religion/Belief

- 3.20 The 2011 Census showed that the dominant religion in Rushcliffe is Christian, with low proportions of people with a Muslim faith, Sikh faith and Hindu faith. The percentage of residents of other faiths is however lower than across the County and England.
- 3.21 While religion is often linked to ethnic background, it is important to note that this is not automatically true. However, the religious make-up of the population does follow a similar pattern to the ethnic background within Rushcliffe.

Table 4: Religious beliefs within Rushcliffe, Nottinghamshire and England

Religion	Rushcliffe	Nottinghamshire	England
Christian	58%	61.3%	59.4%
Buddhist	0.3%	0.2%	0.5%
Hindu	1.1%	0.4%	1.5%
Jewish	0.3%	0.1%	0.5%
Muslim	1.5%	0.9%	4.9%
Sikh	0.9%	0.4%	0.8%
Other religion	0.4%	0.3%	0.4%
No religion	29.6%	29.3%	24.7%
Religion not stated	7.1%	7.0%	7.2%

Source: ONS

4. Screening the Allocations and Planning Policies

- 4.1 The screening exercise examined each proposed allocation and policy's likely effects on the groups identified within the assessment (see Appendix A and Appendix B).
- 4.2 These effects were rated accordingly:

Symbol	Likely impact
+	Positive
0	Neutral
-	Negative
N/A	Not applicable

- 4.3 The screening of proposed allocations and policies within the Land and Planning Policies (Local Plan Part 2) publication draft did not identify any allocation which would significantly affect or discriminate against the groups that have protected characteristics in this assessment.
- 4.4 Whilst some sites could, due to their location within smaller villages, disadvantage both younger and older residents, disabled people, pregnant women or on maternity who may not have access to a car or no longer able to drive. This potential negative was off-set by the delivery of affordable housing units which would most likely benefit these groups.
- 4.5 The screening of planning policies in the Local Plan Part 2 publication draft was completed in the same principle as the sites, assessing each against any positive or negative likely impacts they will have on groups with protected characteristics.

5. Assessment of the Allocations and Planning Policies

- 5.1 No further assessment of the proposed policies is required. However should comments on the Local Plan Part 2 publication draft indicate that individual groups may be affected by a proposed policy – and the plan therefore not legally compliant with the Equality Act – the assessment of the policy will be reviewed and if necessary mitigation measures incorporated into the plan.
- 5.2 Following from the previous Local Plan Part 2 Preferred Housing Sites EqIA, this version will additionally assess planning policies, if required.

Consideration of Alternatives

- 5.3 Following the detailed assessment, if adverse effects are identified, the consideration of alternatives will be examined in this EqIA.

Mitigation

- 5.4 If, having re-assessed an allocation or identified a policy that would adversely affect a group – and alternative solutions, that avoid adverse effects, cannot be achieved – mitigation measures will be set out within this EqIA to accompany the Local Plan Part 2 publication draft.

7. Conclusions

- 7.1 Subject to representations made on this EqIA, it is concluded that the allocation policies proposed within the emerging Local Plan Part 2 (publication draft) would overall have a neutral or positive impact on groups that have protected characteristics.
- 7.2 Similarly, subject to representations made, it is concluded that the development management policies within the emerging Local Plan Part 2 (publication draft) would overall have a neutral or positive impact on groups that have protected characteristics.

Appendix A: Full Assessment of Planning Policies

Note: age groups comprise young people including students (Y) or older people (O).

Local Plan Part 2 Policy	Equalities Group							Commentary
	Age	Gender	Race	Disabled People	Sexual Orientation	Religion	Pregnancy/ Maternity	
Policy 1 – Development Requirements	0	0	0	0	0	0	0	This policy will ensure there are no significant negative impacts upon amenity in the surrounding area of any development. It is not anticipated that any equalities groups will be impacted by this policy.
Policy 11 – Housing Developments on Unallocated Sites within Settlements	0	0	0	0	0	0	0	This policy will ensure there are no significant negative impacts upon amenity in the surrounding area of any development. It is not anticipated that any equalities groups will be impacted by this policy.
Policy 12 – Housing Standards	+O	0	0	+	0	0	0	Developments of over 10 dwellings will meet accessibility standards which will result in a proportion of new dwellings being accessible and adaptable for wheelchair users.
Policy 13 – Self-Build and Custom Housing Provision	0YO	0	0	0	0	0	0	It is not anticipated that any equalities groups will be impacted by this policy.
Policy 14 – Specialist Residential Accommodation	+O	0	0	0	0	0	0	The provision of specialist accommodation such as residential care homes and nursing homes will have positive impacts to the members of the elderly equalities group who require specialist care.

Local Plan Part 2 Policy	Equalities Group							Commentary
	Age	Gender	Race	Disabled People	Sexual Orientation	Religion	Pregnancy/ Maternity	
Policy 15 – Employment Development	+Y	0	+	+	0	0	0	The allocation and provision of land for employment will benefit all members of the community. Race, age and disability inequalities have potential to be addressed through the improvement to access to employment opportunities. The provision of employment sites in accessible locations will benefit members of the community who do not have access to a private car.
Policy 16 – Renewable Energy	0	0	0	0	0	0	0	It is not anticipated that any equalities groups will be impacted by this policy.
Policy 17 – Managing Flood Risk	0	0	0	0	0	0	0	It is not anticipated that any equalities groups will be impacted by this policy.
Policy 18 – Surface Water Management	0	0	0	0	0	0	0	It is not anticipated that any equalities groups will be impacted by this policy.
Policy 19 – Development affecting Watercourses	0	0	0	0	0	0	0	It is not anticipated that any equalities groups will be impacted by this policy.
Policy 20 – Managing Water Quality	0	0	0	0	0	0	0	It is not anticipated that any equalities groups will be impacted by this policy.
Policy 21 – Green Belt	+Y	0	0	0	0	0	0	The use of Green Belt land for outdoor sports and recreation positively impacts the health and well-being of the community. The preservation of historic towns and villages as part of Green Belt policy may negatively impact on the disabled equalities group conflict may arise when adding alterations to

Local Plan Part 2 Policy	Equalities Group							Commentary
	Age	Gender	Race	Disabled People	Sexual Orientation	Religion	Pregnancy/ Maternity	
								buildings to improve access.
Policy 22 – Development within the Countryside	+Y	0	+	+	0	0	0	The expansion and growth of businesses in the countryside provides opportunities for young people in rural areas to find employment. Community services and facilities are also permitted under this policy – these developments will positively impact all members of a community.
Policy 25 – Development within District Centres and Local Centres	+YO	0	0	+	0	0	+	Good access and close proximity to a range of town centre uses (including retail, office, entertainment, cultural and leisure) will positively impact all members of a community. All development must consider the needs of individual equalities groups to achieve full accessibility and total inclusivity.
Policy 26 – Development within Centres of Neighbourhood Importance	+YO	0	0	+	0	0	+	Ensuring that Centres of Neighbourhood Importance continue to provide a range of retail uses will positively impact all members of the surrounding community; especially those who find travelling long distances difficult (disabled and pregnant) and those who do not have access to a private car (people on low incomes).
Policy 27 – Main Town Centre Uses Outside District Centres or Local Centres	0	0	0	0	0	0	0	It is not anticipated that any equalities groups will be impacted by this policy.

Local Plan Part 2 Policy	Equalities Group							Commentary
	Age	Gender	Race	Disabled People	Sexual Orientation	Religion	Pregnancy/ Maternity	
Policy 28 – Conserving and Enhancing Heritage Assets	-O	0	0	-	0	0	0	Historic street patterns, topography, buildings and monuments worth protecting may negatively impact equality groups who find mobility difficult – including the elderly and disabled. Conflict may arise when buildings of historic significance are proposed to be altered with features to improve accessibility.
Policy 29 – Development affecting Archaeological Sites	0	0	0	0	0	0	0	It is not anticipated that any equalities groups will be impacted by this policy.
Policy 30 – Protection of Community Facilities	+YO	+	+	+	+	+	+	Community facilities are often important to a range of groups.
Policy 31 – Sustainable Tourism and Leisure	+YO	0	0	+	0	0	+	Criteria 1(d) of this policy supports developments which are well connected by public transport, walking and cycling. This range of accessibility options will allow groups which find traveling difficult to access tourism and leisure facilities.
Policy 32 – Recreational Open Space	+Y	0	0	+	0	0	+	Ensuring all settlements have an adequate amount of accessible, quality recreational open space will benefit all members of the community, particularly young children, those who are disabled and others who find travelling long distances difficult.
Policy 33 – Local Green Space	+Y	0	0	+	0	0	+	Depending on the character of the Local Green Space, they can provide opportunity for outdoor activities which will positively

Local Plan Part 2 Policy	Equalities Group							Commentary
	Age	Gender	Race	Disabled People	Sexual Orientation	Religion	Pregnancy/ Maternity	
								impact young people, those who are disabled and others who find travelling long distances difficult. Ensuring there are protected green spaces at a local scale is a positive for those who do not have access to a private car.
Policy 34 – Green Infrastructure and Open Space Assets	+Y	0	0	+	0	0	0	This policy protects a wide range of green infrastructure assets (such as allotments, green space, parks, nature conservation sites) from being adversely impacted by development. The protection of some of these assets will positively affect children and young people and those who are disabled.
Policy 35 – Green Infrastructure Network and Urban Fringe	+Y	0	0	+	0	0	0	This policy encourages the creation of new green infrastructure assets to increase the size of the network; including parks and open spaces. This will benefit several equalities groups including young children and those who are disabled.
Policy 36 – Designated Nature Conservation Sites	0	0	0	0	0	0	0	It is not anticipated that any equalities groups will be impacted by this policy.
Policy 37 – Trees and Woodlands	0	0	0	0	0	0	0	Protection and provision of trees and woodlands will contribute to better air quality which may help those with respiratory health conditions. It is not anticipated that any particular equality group will be impacted by this policy.

Local Plan Part 2 Policy	Equalities Group							Commentary
	Age	Gender	Race	Disabled People	Sexual Orientation	Religion	Pregnancy/ Maternity	
Policy 38 – Non-Designated Biodiversity Assets and the Wider Ecological Network	0	0	0	0	0	0	0	It is not anticipated that any equalities groups will be impacted by this policy.
Policy 39 – Health Impacts of Development	+YO	0	0	+	0	0	+	This policy ensures that large developments do not cause adverse health impacts for residents. Equality groups which are more vulnerable in terms of health, such as young children, elderly, disabled, and pregnant people, will be positively affected by this policy.
Policy 40 – Pollution and Land Contamination	+YO	0	0	+	0	0	+	This policy ensures that development proposals will not result in unacceptable exposure to, or increase in, levels of pollution. Equality groups which are more vulnerable in terms of health, such as young children, elderly, disabled, and pregnant people, will be positively affected by this policy.
Policy 41 – Air Quality	+YO	0	0	+	0	0	+	This policy ensures that development proposals will not cause adverse impacts on air quality. Equality groups which are more vulnerable to air pollution and respiratory health issues, such as young children, elderly, disabled, and pregnant people, will be positively affected by this policy.
Policy 42 – Safeguarding Minerals	0	0	0	0	0	0	0	It is not anticipated that any equalities groups will be impacted by this policy.

Local Plan Part 2 Policy	Equalities Group							Commentary
	Age	Gender	Race	Disabled People	Sexual Orientation	Religion	Pregnancy/ Maternity	
Policy 43 – Planning Obligations Threshold	+YO	+	+	+	+	+	+	Developments of more than 10 dwellings or 1,000m ² of floor space will be expected to provide or maintain infrastructure. This includes community, sports, education and health facilities which will positively impact all members of a community.

Appendix B: Full Assessment of Site Allocations

Note: age groups comprise young people including students (Y) or older people (O).

Proposed Allocation	Equalities Group							Commentary
	Age	Gender	Race	Disabled People	Sexual Orientation	Religion	Pregnancy/ Maternity	
Policy 2.1 - Land rear of Mill Lane/The Old Park, Cotgrave	+YO	0	+	+	0	0	+	<p>Within walking distance of shopping area and most main facilities. Also within walking distance of main bus route in Cotgrave. Majority of the site is relatively flat. These factors will positively assist those who have less access to a car and /or less mobility, most notably young people, the elderly and those with a disability. Access to community facilities will benefit pregnant women/families.</p> <p>Affordable housing provision will be required as part of a development. This will benefit those on low incomes and may also bring benefits to disabled people, BME groups and older and younger people, as these groups tend to have a higher need for affordable housing.</p> <p>The development will be subject to accessibility standards, therefore contributing toward a positive impact on access to housing for the disabled people equalities group.</p>

Proposed Allocation	Equalities Group							Commentary
	Age	Gender	Race	Disabled People	Sexual Orientation	Religion	Pregnancy/ Maternity	
Policy 2.2 - Land south of Hollygate Lane, Cotgrave	+YO	0	+	+	0	0	+	<p>Within walking distance of shopping area and most main facilities. Also within walking distance of main bus route in Cotgrave and Grantham Canal, an 'easy-going' accessible recreational route. These factors will positively assist those who have less access to a car and/or less mobility, most notably young people, pregnant women/families, the elderly and those with a disability.</p> <p>Affordable housing provision will be required as part of a development. This will benefit those on low incomes and may also bring benefits to disabled people, BME groups and older and younger people, as these groups tend to have a higher need for affordable housing.</p> <p>The development will be subject to accessibility standards, therefore contributing toward a positive impact on access to housing for the disabled people equalities group.</p>
Policy 3.1 – Land north of Rempstone Road, East Leake	0YO	0	+	0	0	0	0	<p>The site is a 20 minute walk to the centre of East Leake to access shops and facilities by foot; however this may not be suitable for</p>

Proposed Allocation	Equalities Group							Commentary
	Age	Gender	Race	Disabled People	Sexual Orientation	Religion	Pregnancy/ Maternity	
								<p>some equalities groups including the elderly, disabled people and those who are pregnant – therefore contributing towards a negative impact.</p> <p>Affordable housing provision will be required as part of a development. This will benefit those on low incomes and may also bring benefits to disabled people, BME groups and older and younger people, as these groups tend to have a higher need for affordable housing.</p> <p>The development will be subject to accessibility standards, therefore contributing toward a positive impact on access to housing for the disabled people equalities group.</p> <p>There is an overall neutral effect on equality groups.</p>
Policy 4.1 - Land off Nicker Hill, Keyworth	+YO	0	+	+	0	0	+	<p>Site is within walking distance of local centre on Wolds Drive, Leisure Centre and Secondary School. It is also within walking distance of bus services to Nottingham. These factors will positively assist those who</p>

Proposed Allocation	Equalities Group							Commentary
	Age	Gender	Race	Disabled People	Sexual Orientation	Religion	Pregnancy/ Maternity	
								<p>have less access to a car and/or less mobility, most notably young people, pregnant women/families, the elderly and those with a disability.</p> <p>Affordable housing provision will be required as part of a development. This will benefit those on low incomes and may also bring benefits to disabled people, BME groups and older and younger people, as these groups tend to have a higher need for affordable housing.</p> <p>The development will be subject to accessibility standards, therefore contributing toward a positive impact on access to housing for the disabled people equalities group.</p>
Policy 4.2 - Land between Platt Lane and Station Road, Keyworth	+YO	0	+	+	0	0	+	<p>Site is within walking distance of local centre on Wolds Drive, the Leisure Centre and Secondary School. It is also served by bus services to Nottingham. These factors will positively assist those who have less access to a car, most notably young people, pregnant women/families, the elderly and those with a disability.</p>

Proposed Allocation	Equalities Group							Commentary
	Age	Gender	Race	Disabled People	Sexual Orientation	Religion	Pregnancy/ Maternity	
								<p>Affordable housing provision will be required as part of a development. This will benefit those on low incomes and may also bring benefits to disabled people, BME groups and older and younger people, as these groups tend to have a higher need for affordable housing.</p> <p>The development will be subject to accessibility standards, therefore contributing toward a positive impact on access to housing for the disabled people equalities group.</p>
Policy 4.3 - Land south of Debdale Lane, Keyworth	+YO	0	+	+	0	0	+	<p>Keyworth is served by regular public transport services (including Keyworth Connections) and there are three stops on Manor Road within a 5 -10 minute walk of the site. The village centre is within a 10 minute walk of the site. The site's accessible location to key services will benefit young people, pregnant women/families, elderly residents and the disabled.</p> <p>Affordable housing provision will be required as part of a development. This will benefit</p>

Proposed Allocation	Equalities Group							Commentary
	Age	Gender	Race	Disabled People	Sexual Orientation	Religion	Pregnancy/ Maternity	
								<p>those on low incomes and may also bring benefits to disabled people, BME groups and older and younger people, as these groups tend to have a higher need for affordable housing.</p> <p>The development will be subject to accessibility standards, therefore contributing toward a positive impact on access to housing for the disabled people equalities group.</p>
Policy 4.4 - Hillside Farm, Keyworth	+YO	0	+	+	0	0	+	<p>Keyworth is served by regular public transport services (including Keyworth Connections) and there are three stops on Manor Road within a 5 -10 minute walk of the site. The village centre is within a 10 minute walk of the site. The site's accessible location to key services will benefit young people, pregnant women/families, elderly residents and the disabled.</p> <p>Affordable housing provision will be required as part of a development. This will benefit those on low incomes and may also bring benefits to disabled people, BME groups and older and younger people, as these groups</p>

Proposed Allocation	Equalities Group							Commentary
	Age	Gender	Race	Disabled People	Sexual Orientation	Religion	Pregnancy/ Maternity	
								<p>tend to have a higher need for affordable housing.</p> <p>The development will be subject to accessibility standards, therefore contributing toward a positive impact on access to housing for the disabled people equalities group.</p>
Policy 5.1 - Land north of Nottingham Road, Radcliffe on Trent	+YO	0	+	+	0	0	+	<p>Radcliffe is served by public transport, including rail and bus services. The southern boundary of the site is adjacent to the main bus route to Nottingham (every 10 minutes). The site is flat. The centre of Radcliffe on Trent (Library, Schools and Medical Centre) is within a 10 minute walk. The site's accessible location to key services will benefit young people, pregnant women/families, elderly residents and the disabled.</p> <p>Affordable housing provision will be required as part of a development. This will benefit those on low incomes and may also bring benefits to disabled people, BME groups and older and younger people, as these groups tend to have a higher need for affordable housing.</p>

Proposed Allocation	Equalities Group							Commentary
	Age	Gender	Race	Disabled People	Sexual Orientation	Religion	Pregnancy/ Maternity	
								The development will be subject to accessibility standards, therefore contributing toward a positive impact on access to housing for the disabled people equalities group.
Policy 5.2 - Land adjacent Grooms Cottage, Radcliffe on Trent	+YO	0	+	+	0	0	+	<p>There are bus stops located adjacent to the site on Shelford Road. The Rushcliffe Villager service provides hourly services during the day to Nottingham and Bingham or Newton. More regular bus service available from the village centre, which is within walking distance of the site. The site's accessible location to key services will benefit young people, pregnant women/families, elderly residents and the disabled.</p> <p>Affordable housing provision will be required as part of a development. This will benefit those on low incomes and may also bring benefits to disabled people, BME groups and older and younger people, as these groups tend to have a higher need for affordable housing.</p> <p>The development will be subject to</p>

Proposed Allocation	Equalities Group							Commentary
	Age	Gender	Race	Disabled People	Sexual Orientation	Religion	Pregnancy/ Maternity	
								accessibility standards, therefore contributing toward a positive impact on access to housing for the disabled people equalities group.
Policy 5.3 - Land off Shelford Road, Radcliffe on Trent	+YO	0	+	+	0	0	+	<p>There are bus stops located adjacent to the site on Shelford Road. The Rushcliffe Villager service provides hourly services during the day to Nottingham and Bingham or Newton. More regular bus service available from the village centre, which is within walking distance of the site. The site's accessible location to key services will benefit young people, pregnant women, families, elderly residents and the disabled.</p> <p>Affordable housing provision will be required as part of a development. This will benefit those on low incomes and may also bring benefits to disabled people, BME groups and older and younger people, as these groups tend to have a higher need for affordable housing.</p> <p>The development will be subject to accessibility standards, therefore contributing toward a positive impact on access to</p>

Proposed Allocation	Equalities Group							Commentary
	Age	Gender	Race	Disabled People	Sexual Orientation	Religion	Pregnancy/ Maternity	
								housing for the disabled people equalities group.
Policy 5.4 - Land north of Grantham Road, Radcliffe on Trent	+YO	0	+	+	0	0	0	<p>Radcliffe is served by public transport, including rail and bus services. Whilst the site is adjacent to the main bus route to Nottingham (with every 10 minutes), it is further from the centre of Radcliffe on Trent and the services and community facilities that are located there. The provision of public transport in close proximity results in a neutral impact on those who do not have access to a car.</p> <p>Affordable housing provision will be required as part of the development. This will benefit those on low incomes and may also bring benefits to disabled people, BME groups and older and younger people, as these groups tend to have a higher need for affordable housing.</p> <p>The development will be subject to accessibility standards, therefore contributing toward a positive impact on access to housing for the disabled people equalities group.</p>

Proposed Allocation	Equalities Group							Commentary
	Age	Gender	Race	Disabled People	Sexual Orientation	Religion	Pregnancy/ Maternity	
Policy 5.5 - 72 Main Road, Radcliffe on Trent	+YO	0	+	+	0	0	+	<p>Radcliffe is served by public transport, including rail and bus services. The site is adjacent to the main bus route to Nottingham (every 10 minutes). Site within walking distance of the village centres. The site's accessible location to key services will benefit young people, pregnant women, families, elderly residents and the disabled.</p> <p>Although only one affordable unit will be required as part of the development (30% of 5 units). This will benefit those on low incomes and may also bring benefits to disabled people, BME groups and older and younger people, as these groups tend to have a higher need for affordable housing.</p> <p>The development will be subject to accessibility standards, therefore contributing toward a positive impact on access to housing for the disabled people equalities group.</p>
Policy 5.6 - The Paddocks, Nottingham Road, Radcliffe on Trent	+YO	0	+	+	0	0	+	<p>Radcliffe is served by public transport, including rail and bus services. The site is adjacent to the main bus route to Nottingham (every 10 minutes). It is also within walking</p>

Proposed Allocation	Equalities Group							Commentary
	Age	Gender	Race	Disabled People	Sexual Orientation	Religion	Pregnancy/ Maternity	
								<p>distance of the village centre. The site's accessible location to key services will benefit young people, pregnant women, families, elderly residents and the disabled.</p> <p>Affordable housing provision will be required as part of the development. This will benefit those on low incomes and may also bring benefits to disabled people, BME groups and older and younger people, as these groups tend to have a higher need for affordable housing.</p> <p>The development will be subject to accessibility standards, therefore contributing toward a positive impact on access to housing for the disabled people equalities group.</p>
Policy 6.1 - Land to the west of Wilford Road, Ruddington	+O/0Y	0	+	+	0	0	0	<p>The site is adjacent to Wilford Road and regular bus services to Nottingham (every 20 minutes). It is also within a 10 minute walk of the village centre and Infant School. The site's accessible location to key services will benefit young people, pregnant women, families, elderly residents and the disabled.</p>

Proposed Allocation	Equalities Group							Commentary
	Age	Gender	Race	Disabled People	Sexual Orientation	Religion	Pregnancy/ Maternity	
								<p>Affordable housing provision will be required as part of the development. This will benefit those on low incomes and may also bring benefits to disabled people, BME groups and older and younger people, as these groups tend to have a higher need for affordable housing.</p> <p>Loss of Sellors playing field and play ground, without adequate compensation would negatively affect young people and families. Benefits to these groups as set out above could be off-set by the loss of this recreational resource.</p> <p>The development will be subject to accessibility standards, therefore contributing toward a positive impact on access to housing for the disabled people equalities group.</p>
Policy 6.2 - Land south of Flawforth Lane, Ruddington	+YO	0	+	+	0	0	+	The site is within a 5 minute walk of regular half hour bus services to Nottingham and Loughborough and the village centre. The site's accessible location to key services will benefit young people, pregnant women, families, elderly residents and the disabled.

Proposed Allocation	Equalities Group							Commentary
	Age	Gender	Race	Disabled People	Sexual Orientation	Religion	Pregnancy/ Maternity	
								<p>Affordable housing provision will be required as part of the development. This will benefit those on low incomes and may also bring benefits to disabled people, BME groups and older and younger people, as these groups tend to have a higher need for affordable housing.</p> <p>The development will be subject to accessibility standards, therefore contributing toward a positive impact on access to housing for the disabled people equalities group.</p>
Policy 6.3 – Land opposite Mere Way, Ruddington	+YO	0	+	+	0	0	+	<p>The site is reasonably close to bus stops which provide regular half hour bus services to Nottingham and Loughborough. It is however within a 15 minute walk of the village centre. The proximity of the site to regular bus services, the village centre will benefit young people, pregnant women, families, elderly residents and the disabled.</p> <p>Affordable housing provision will be required as part of the development. This will benefit those on low incomes and may also bring</p>

Proposed Allocation	Equalities Group							Commentary
	Age	Gender	Race	Disabled People	Sexual Orientation	Religion	Pregnancy/ Maternity	
								<p>benefits to disabled people, BME groups and older and younger people, as these groups tend to have a higher need for affordable housing.</p> <p>The development will be subject to accessibility standards, therefore contributing toward a positive impact on access to housing for the disabled people equalities group.</p>
Policy 7 - Land east of Church Street, Cropwell Bishop	0YO	0	+	0	0	0	0	<p>The village is served by public transport (bus). The service runs hourly during the daytime Monday-Saturday. Infrequent Cotgrave Connection service extended on request sporadically in the evening. Close to most village facilities. Village location will inevitably lead to reliance on the private car. This is likely to disadvantage younger and older residents, those with disabilities, pregnant women and families who do not have access to a car.</p> <p>However affordable housing provision will be required as part of the development. This will benefit those on low incomes and may also bring benefits to disabled people, BME</p>

Proposed Allocation	Equalities Group							Commentary
	Age	Gender	Race	Disabled People	Sexual Orientation	Religion	Pregnancy/ Maternity	
								<p>groups and older and younger people, as these groups tend to have a higher need for affordable housing.</p> <p>The development will be subject to accessibility standards, therefore contributing toward a positive impact on access to housing for the disabled people equalities group.</p> <p>Overall effects on equality groups will be neutral.</p>
Policy 8.1 – Land between Butt Lane and Closes Side Lane, East Bridgford	0YO	0	+	0	0	0	0	<p>The site is within reasonable walking distance of the village centre and main bus route. The Rushcliffe Villager 1 serves parts of the village. However this service is only hourly during the day, with none in the evenings or weekends. The village location will inevitably lead to reliance on the private car. This is likely to disadvantage younger and older residents, those with disabilities, pregnant women and families who do not have access to a car.</p> <p>The site is in close proximity to East Bridgford Medical Centre which works positively for</p>

Proposed Allocation	Equalities Group							Commentary
	Age	Gender	Race	Disabled People	Sexual Orientation	Religion	Pregnancy/ Maternity	
								<p>more vulnerable groups including children, elderly and pregnant/maternity.</p> <p>However affordable housing provision will be required as part of the development. This will benefit those on low incomes and may also bring benefits to disabled people, BME groups and older and younger people, as these groups tend to have a higher need for affordable housing.</p> <p>The development will be subject to accessibility standards, therefore contributing toward a positive impact on access to housing for the disabled people equalities group.</p> <p>Overall effects on equality groups will be neutral.</p>
Policy 8.2 - Land south of Butt Lane, Radcliffe on Trent	0	0	+	0	0	0	0	<p>The site is within reasonable walking distance of the village centre and main bus route. The Rushcliffe Villager 1 serves parts of the village. However this service is only hourly during the day, with none in the evenings or weekends. The village location will inevitably lead to reliance on the private car. This is</p>

Proposed Allocation	Equalities Group							Commentary
	Age	Gender	Race	Disabled People	Sexual Orientation	Religion	Pregnancy/ Maternity	
								<p>likely to disadvantage younger and older residents, those with disabilities, pregnant women and families who do not have access to a car.</p> <p>However affordable housing provision will be required as part of the development. This will benefit those on low incomes and may also bring benefits to disabled people, BME groups and older and younger people, as these groups tend to have a higher need for affordable housing.</p> <p>The site is in close proximity to East Bridgford Medical Centre which works positively for more vulnerable groups including children, elderly and pregnant/maternity.</p> <p>The development will be subject to accessibility standards, therefore contributing toward a positive impact on access to housing for the disabled people equalities group.</p> <p>Overall effects on equality groups will be neutral.</p>

Proposed Allocation	Equalities Group							Commentary
	Age	Gender	Race	Disabled People	Sexual Orientation	Religion	Pregnancy/ Maternity	
Policy 9 - Land east of Gypsum Way/The Orchards, Gotham	0YO	0	+	0	0	0	0	<p>The northern area of this site is within a 5 minute walk of the village's services and community facilities. However, whilst Gotham has some limited services and is well served by bus services to Nottingham and Loughborough, due to distances from main employment, secondary education and shopping areas developing this site for housing will inevitably lead to reliance on the private car. This is likely to disadvantage younger and older residents, those with disabilities, pregnant women and families who do not have access to a car.</p> <p>However affordable housing provision will be required as part of the development. This will benefit those on low incomes and may also bring benefits to disabled people, BME groups and older and younger people, as these groups tend to have a higher need for affordable housing.</p> <p>The development will be subject to accessibility standards, therefore contributing toward a positive impact on access to housing for the disabled people equalities group.</p>

Proposed Allocation	Equalities Group							Commentary
	Age	Gender	Race	Disabled People	Sexual Orientation	Religion	Pregnancy/ Maternity	
								Overall effects on equality groups will be neutral.
Policy 10 – Land north of Park Lane, Sutton Bonington	0YO	0	+	0	0	0	0	<p>Services and facilities in Sutton Bonington can be reached within a 20 minute walk from the site, however these are limited. The Skylink Nottingham bus service can be accessed within a 5 minute walk providing connections to Nottingham, Loughborough and East Midlands Airport; however this service is only hourly and does not run in evenings or Sundays.</p> <p>Due to distances from main employment, secondary education and shopping areas, developing this site for housing will inevitably lead to reliance on the private car. These factors are likely to have a disadvantage to younger and older residents, those with disabilities, pregnant women and families who do not have access to a car.</p> <p>The development will be subject to accessibility standards, therefore contributing toward a positive impact on access to housing for the disabled people equalities</p>

Proposed Allocation	Equalities Group							Commentary
	Age	Gender	Race	Disabled People	Sexual Orientation	Religion	Pregnancy/ Maternity	
								<p>group.</p> <p>Overall effects on equality groups will be neutral.</p>
Policy 23 – Redevelopment of Bunny Brickworks	0YO	0	+	0	0	0	0	<p>Although a half hourly bus service to Nottingham and Loughborough runs along the A60 due to distances from main employment and shopping areas occupants will inevitably rely on private cars. This is likely to disadvantage younger and older residents, those with disabilities, pregnant women and families who do not have access to a car.</p> <p>However affordable housing provision will be required as part of the development. This will benefit those on low incomes and may also bring benefits to disabled people, BME groups and older and younger people, as these groups tend to have a higher need for affordable housing.</p> <p>The development will be subject to accessibility standards, therefore contributing toward a positive impact on access to housing for the disabled people equalities</p>

Proposed Allocation	Equalities Group							Commentary
	Age	Gender	Race	Disabled People	Sexual Orientation	Religion	Pregnancy/ Maternity	
								<p>group.</p> <p>Overall effects on equality groups will be neutral.</p>
Policy 24 – Redevelopment of Former Islamic Institute	0YO	0	+	0	0	0	0	<p>The site is within walking distance of Fosseway Flyer, which runs every hour during the day. Due to distances from main employment and shopping areas occupants will inevitably rely on private cars. This is likely to disadvantage younger and older residents, those with disabilities, pregnant women and families who do not have access to a car.</p> <p>However affordable housing provision will be required as part of the development. This will benefit those on low incomes and may also bring benefits to disabled people, BME groups and older and younger people, as these groups tend to have a higher need for affordable housing.</p> <p>The development will be subject to accessibility standards, therefore contributing toward a positive impact on access to housing for the disabled people equalities</p>

Proposed Allocation	Equalities Group							Commentary
	Age	Gender	Race	Disabled People	Sexual Orientation	Religion	Pregnancy/ Maternity	
								group. Overall effects on equality groups will be neutral.