



Ashfield Local Plan Preferred Approach



Equality Impact Assessment (Phase 1)



December 2015



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1.0 Introduction

- 1.1 Ashfield District Council is currently in the process of developing the Local Plan, as part of this process, the Equality Impact Assessment 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.
- 1.2 The purpose of this report is to enable a transparent decision making process. It informs public consultation and assesses the policies within the 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 and consultation of the Preferred Approach document. It addresses issues relating to particular groups of people and how any negative impacts of the Local Plan would be mitigated.
- 1.3 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 2032.
- 1.4 The Local Plan is the key strategic planning document and performs the following functions:
 - Defines a spatial vision for Ashfield to 2032;
 - Sets out a number of 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 and;
 - 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.
- 1.5 This report considers the likely impact of the Local Plan's Vision, Objectives and policies on the 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
- 1.6 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.

- 1.7 To aid the preparation of the Local Plan and to make sure the relevant regulations are complied with the following timetable has been prepared.

Table 1: Timetable for Progression of the Ashfield Local Plan

Preferred Approach Consultation	January 2016
Publication Draft Consultation	May/June 2016
Submission of Local Plan to Secretary of State	August/September 2016
Pre-examination meeting	November 2016
Examination of Local Plan	December / January 2016/7
Inspectors Report received	February 2017
Councils Decision to Adopt	March / April 2017
Local Plan Adopted	March / April 2017

- 1.8 At the time of writing the Local Plan has reached the Preferred Approach stage and includes the following policies:

Policy	Title
Strategic Policies	
S1	Sustainable Development Principles
S2	Strategy for Growth
S3	Hierarchy of Settlements in Ashfield
Area Policies	
HA1	Hucknall Town Centre
HA2	Economy and Jobs in Hucknall
HA3	Hucknall Housing Growth
HA4	Green Infrastructure in and around Hucknall
SKA1	Kirkby and Sutton Town Centres
SKA2	Economy and Jobs in Kirkby and Sutton
SKA3	Kirkby and Sutton Housing Growth
SKA4	Green Infrastructure in and around Kirkby and Sutton
RA1	Economy and Jobs in the Rurals
RA2	Housing Growth in the Rurals
RA3	Green Infrastructure in in the Rurals
Development Management Policies	
Adapting to Climate Change	
CC1	Zero & Low Carbon Developments and Decentralised, Renewable and Low Carbon Energy Generation
CC2	Water Resource Management
CC3	Flood Risk
Protecting and Enhancing the Environment	
EV1	Green Belt
EV2	Countryside
EV3	Reuse or Adaptation of Existing Buildings in the Green Belt and Countryside
EV4	Protection and Enhancement of Landscape Character
EV5	Green Infrastructure, Biodiversity and Geological Conservation
EV6	Protection of Green Spaces and Recreational Facilities
EV7	Trees, Woodlands and Hedgerows
EV8	Provision and Protection of Allotments

EV9	Recreational Equestrian Development
EV10	Agricultural Land Quality
EV11	The Historic Environment
Providing Jobs	
PJ1	Business and Economic Development
PJ2	Business and Employment Development Sites
PJ3	Rural Business Development
PJ4	Agricultural, Forestry or Horticultural Development and Farm Diversification
PJ5	Education, Skills and Training
Shopping	
SH1	Retail, Leisure and Commercial Development Principles and Town Centre Uses
SH2	Local Shopping Centres, Shopping Parades and Single Shops
SH3	Food, Drink and the Evening Economy
SH4	Shopfronts
Providing Homes	
HG1	Gypsies, Travellers and Travelling Showpeople
HG2	Affordable Housing
HG3	Public Green Space in New Residential Development
HG4	Housing Mix
HG5	Housing Density
HG6	Conversions to Houses in Multiple Occupation, Flats and Bedsits
Contributing to Successful Development	
SD1	Design Considerations for Development
SD2	Amenity
SD3	Recycling and Refuse Provision in New Development
SD4	Infrastructure Provision and Developer Contributions
SD5	Assessing Viability
SD6	Telecommunications
SD7	Contaminated Land and Unstable Land
SD8	Environmental Protection
SD9	Traffic Management and Highway Safety
SD10	Parking
SD11	Advertisements
SD12	Provision and Protection of Health and Community Facilities
SD13	Crime and the Fear of Crime

2.0 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

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 that are not just 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 Local Government Improvement Group (LGID) states that the EqIA 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
- Adhere to the transparency and accountability element of the Public Sector Equality Duty

2.5 Equality Impact Assessments have their origin in the Macpherson Enquiry² 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.

2.6 The 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 inequality³. The legislations which have been replaced are:

- Equal Pay Act 1970
- Sex Discrimination Act 1975
- Race Relations Act 1976

¹ Equality and Human Rights Commission: Equality Impact Assessment Guidance (2009)

² Macpherson Enquiry (1999) The Stephen Lawrence Inquiry at: <http://www.archive.official-documents.co.uk/document/cm42/4262/sli-00.htm>

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

- 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 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 impacts 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.

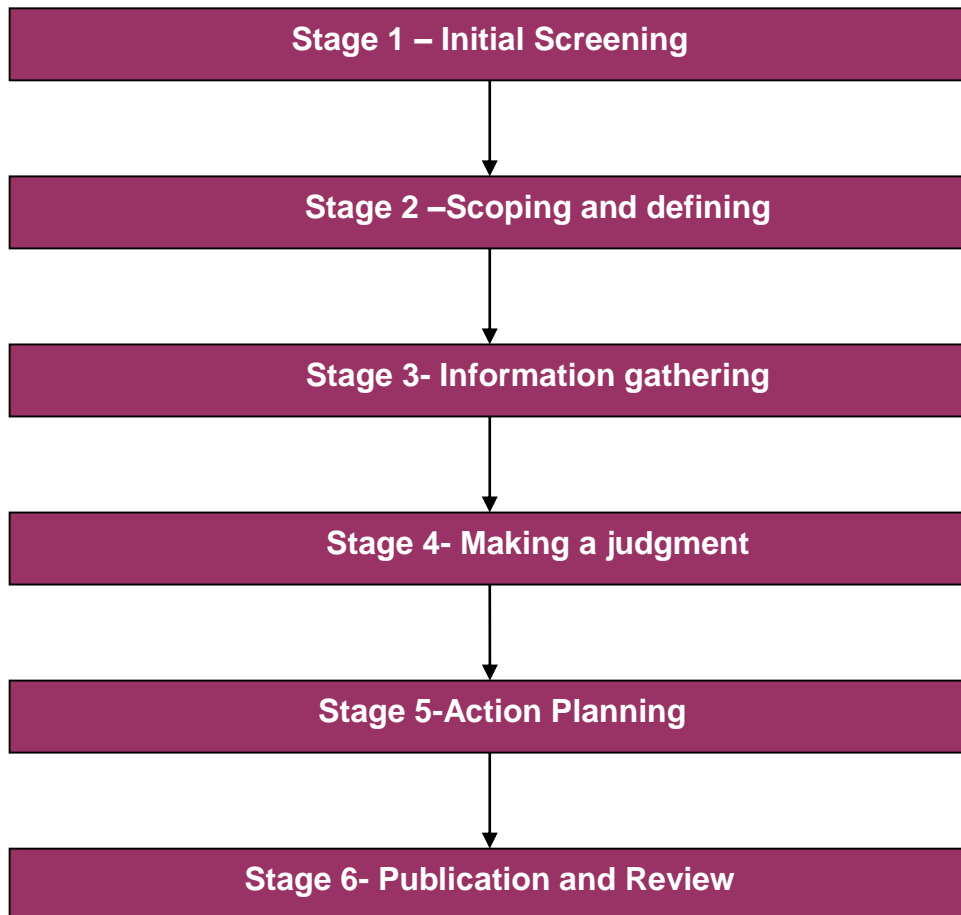
3.0 Equality Impact Assessment Methodology

- 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 Commission⁴.
- 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 fifty four policies listed in paragraph 1.9 individually.
- 3.3 To allow the best use of resources and ensure that Equality Impact Assessments influence policy development it is proposed to take a two phase approach to assessing the Local Plan (See Appendix One). The first phase will scope and assess the policies within the Preferred Approach. This phase will be subject of specific consultation with those involved with equality within the Council. The Action Plan this produces will inform the development of the 'Publication Draft Stage' which is the final stage for public consultation on the Local Plan before submission to the Secretary of State.
- 3.4 The second phase of the Assessment (See Appendix One) will look at the policies as they stand in the Publication Draft. It is not expected that the changes from the Local Plan Preferred Approach will be significant in terms of the Protected Characteristics and the aim of the policy will be similar to those in the Preferred Approach. 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 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>

4.0 Process Undertaken

- 4.1 The preparation of the Equality Impact Assessment has followed the guidance from the Improvement and Development Agency for Local Government (IDeA). IDeA sets out a six stage process for the preparation and assessment of the Local Plan:



Stage 1- Initial Screening

- 4.2 The LGID 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.
- 4.3 The key questions which need to be assessed at this stage are:
- a) What is the Local Plan trying to achieve?
 - b) Who will benefit?
 - c) Does the Local Plan have the potential to cause any adverse impact or discriminate against different groups in the community?
 - d) Does the activity make a positive contribution to equalities?

- 4.4 If the answer is yes to number (c) an 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

"By 2032 Ashfield District will be a place which is economically strong and diverse which is attractive to business investment and meets the community's needs in a sustainable manner with climate change being at the forefront of the Council's priorities.

The District will increase its quality of life through planning development to help reduce crime, antisocial behaviour and the fear of crime, promoting well-being and improving health and reducing health inequalities.

The regeneration of the District will continue through a policy of concentrating development in and adjoining the urban and settlement areas. Public transport, walking and cycling links will be improved to better connect residents with local and regional destinations.

The needs of the rural areas including Selston, Jacksdale and Underwood will be catered for, providing a fair and equal access to jobs and services across the District.

Housing will be well planned and well designed to meet the needs of local people and will include a mix of tenures, sizes and types as well as meeting sustainable development initiatives and zero carbon targets. All residents will have the opportunity of living in a decent home, which they can afford, in a local community where they want to live. New developments will be planned to provide the necessary infrastructure (roads, schools, health facilities etc.)

Strategic high quality employment sites will be established including land to the north of the Mansfield-Ashfield Regeneration Route in Sutton and the Rolls Royce complex at Hucknall, which will help diversify and create knowledge-based jobs.

Access to educational opportunities will be improved to meet the challenges faced in skills deprivation, leading to an increase in the number of qualified people. People interested in entering local trades or other vocational jobs will have an easy access to training and apprenticeships while further learning will be offered throughout the district.

Growth within the District will be accommodated in a manner that achieves the protection, restoration and enhancement of environmental assets and creates safer environments including Green Infrastructure networks and habitat creation.

Continued investment in the three town centres of Hucknall, Kirkby-in-Ashfield and Sutton-in-Ashfield will ensure their future viability and vitality as the main service centres in the District."

The Objectives for realising the vision:

THE ECONOMY

- SO1:** Economic Prosperity for All: Assist in creating a prosperous, environmentally sustainable and economically vibrant District through the provision of a good quality range and choice of sites and premises particularly in locations at the Rolls Royce complex in Hucknall and on land to the north of the Mansfield and Ashfield regeneration Route (MARR) in Sutton. Promote learning, raise skill levels, encourage a culture of enterprise and tackle worklessness by creating the necessary support and infrastructure.
- SO2:** Vibrant Town Centres: Promote and develop Sutton-in-Ashfield town centre as a vibrant and successful Sub Regional Centre with a high quality mix of retail, culture, housing, employment and leisure, which has the ability to compete with neighbouring Sub Regional Centres. Regenerate Hucknall town centre to provide a lively and prosperous Major District Centre and a traditional retail offer to local residential and visitors exploring Hucknall's rich heritage. Strengthen Kirkby-in-Ashfield town centre to enable its role as a District Centre to be attractive and functioning successfully with a good range of everyday services and shopping requirements. Support local shopping centres to ensure they provide appropriate services to satisfy local needs.
- SO3:** Sutton-in-Ashfield Town Centre: To promote and develop Sutton-in-Ashfield town centre as a vibrant and successful Sub Regional Centre with a high quality mix of retail, culture, housing, employment and leisure, which has the ability to compete with neighbouring Sub Regional Centres.
- SO4:** Hucknall Town Centre: To regenerate Hucknall town centre to provide a lively and prosperous Major District Centre and a traditional retail offer to local residential and visitors exploring Hucknall's rich heritage.
- SO5:** Kirkby-in-Ashfield Town Centre: To enable Kirkby-in Ashfield's role as a District Centre to be attractive and function successfully with a good range of everyday services and shopping requirements.
- SO6:** Local Shopping Centres: To support local shopping centres to ensure they provide appropriate services to satisfy local needs.

THE COMMUNITY

- SO7:** Strong and Vibrant Rural Communities: Ensure that rural communities, in particular the named settlements of Selston, Jacksdale and Underwood, have access to a range of housing, shops, education, community, leisure facilities and employment opportunities to support, enhance and improve the sustainability, vibrancy and vitality of our rural areas.
- SO8:** Provision of Sustainable Housing: Provide sufficient good quality, environmentally sustainable, well planned and well designed housing to enable all residents of the District to have access to a suitable home which they can afford in a range of sustainable locations, tenures and house types. New housing will be situated in the

most appropriate locations within and adjoining the towns of Hucknall, Sutton and Kirkby and the villages of Selston Jacksdale and Underwood to ensure that the sustainable development aims of the National Planning Policy Framework (NPPF) are met.

SO9: Safer Communities: Improve community safety, reduce crime and the fear of crime through the development of good quality well planned environments concentrating, in particular, on the most deprived areas of the District including Kirkby East and Sutton East. Opportunities to reduce crime and disorder will be maximised throughout the District.

SO10: Opportunities for All: Promote social inclusion to reduce inequalities through the location and distribution of employment, housing, education, health care, leisure, cultural, recreational and other community facilities, particularly where this helps to promote healthy lifestyles. Public spaces and buildings will be accessible for people with disabilities or mobility problems.

SO11: Timely and Viable Infrastructure: Ensure necessary infrastructure is provided as part of new developments to ensure there is no adverse effect on existing communities and that benefit from new infrastructure provision is gained by both new and existing residents.

THE ENVIRONMENT

S12: Addressing Climate Change: Increase energy efficiency to tackle climate change, promote renewable energy generation, match the vulnerability of land use to flood risk, manage surface water in a sustainable manner and make the most efficient use of natural resources (including water) to reduce the causes of climate change;

S13: Reducing the Need to Travel by Car: Reduce congestion and improve accessibility by good spatial planning recognising existing land use patterns and by making efficient use of existing infrastructure and promote quality public transport, cycling and walking opportunities to help reduce the need to travel by car and improve access to jobs, homes and services;

S14: Environmental Responsibility: To make the maximum use of previously developed land for appropriate new uses taking into account the results from the Strategic Housing Land Availability Assessments for both Hucknall and the rest of the District.

S15: Environmental Capacity: To ensure that development in the District takes into account the environmental capacity of an area, in particular its ability to support development and activities without detrimental impact upon the environment.

S16: Legacy and Natural Resources: To ensure development proposals fully consider the District's coal mining legacy issues to ensure the stability of the land and to consider the conservation and enhancement of natural resources.

- S17:** Natural Assets: To protect, enhance and expand Ashfield's network of green infrastructure, including its distinctive rural and urban landscapes, woodlands, geology, archaeological, heritage, biodiversity, habitats and indigenous wildlife species; to safeguard important areas of countryside by protecting the Green Belt, particularly to prevent coalescence of settlements, and by identifying other key areas of countryside for protection.
- S18:** Heritage Assets: To safeguard, enhance and where necessary, regenerate the District's distinct historic environment, including its wider setting particularly that associated with Scheduled Monuments, Registered Parks and Gardens, Conservation Areas, Listed Buildings, archaeological sites and other recognised locally important historic 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, formally known as the Local Development Framework Core Strategy. 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 Publication Draft 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 users, asylum seekers.

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 to reflect the priorities set out in the ODPM publication Diversity and Equality in Planning: A good practice guide, Ashfield District 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 transport;
 - People Requiring personal support services (and carers);
 - Low income;
 - People with physical / mental disabilities;
 - Young children;
 - Young people;
 - Cultural minority;
 - Elderly.

Matrix showing relationship between Standard Groups and Planning Impact Groups

Standard Groups	Planning Impact Groups						
	Low access to private transport	People with low incomes	People Requiring People Support Services	People with Physical Disabilities or Mental Health Illness	Young Children	Young People	Cultural Minority Group
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 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), 2015;
- Data.gov.uk;
- Mori;
- Census data;
- Indices of Multiple Deprivation 2015;

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 2011 and 2014, Ashfield has seen one of the largest changes in population in Nottinghamshire.

Population change in resident population (2011-2014) - Nottinghamshire Districts

District	Mid 2011	Mid 2012	Mid 2013	Mid 2014
Ashfield	119,500	120,100	121,600	122,500
Bassetlaw	113,000	113,200	113,700	114,100
Broxtowe	109,700	110,700	111,200	111,800
Gedling	113,700	114,100	114,800	115,600
Mansfield	104,600	104,700	105,300	105,900
Newark and Sherwood	115,000	115,800	116,800	117,800
Rushcliffe	111,200	111,600	112,800	113,700
Nottingham	303,900	308,700	310,800	314,300
Nottinghamshire	786,800	790,100	796,200	801,400

Source: <http://www.nottinghamshire.gov.uk/business-employment-and-benefits/economic-data/population-estimates>

- 5.4.1 The 2014 mid-year population estimates showed the District to have a population of 122,500; an increase of 3,000 on 2011 Census (119,500). Of this population approximately 60,000 are male and 62,500 are female

Employment

Average pay for Males and Females in Ashfield compared to the East Midlands and Great Britain by residence 2010

Earnings by residence (2015)			
	Ashfield (Pounds)	East Midlands (Pounds)	Great Britain (Pounds)
Gross Weekly Pay			
Full-Time Workers	448.9	492.0	529.6
Male Full-Time Workers	497.1	540.6	570.4
Female Full-Time Workers	369.7	423.3	471.6
Hourly Pay- Excluding Overtime			
Full-Time Workers	10.81	12.26	13.33
Male Full-Time Workers	11.51	12.81	13.93
Female Full-Time Workers	9.84	11.19	12.57

Source: ONS annual survey of hours and earnings - resident analysis
 Note: Median earnings in pounds for employees living in the area.

- 5.5 The table shows that both males and females in the district earn less than the regional and national average. The Local Plan policies, including PJ1 '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 2014 mid-year estimate is shown in the table below.

	Population aged 0 -15	Population aged 0 -15	Adults (16- 64) population	Adults (16- 64) population	Older people (65 and over) population	Older people (65 and over) population	Total resident population
	2013	2013	2013	2013	2013	2013	2013
	%	people	%	people	%	people	people
Sutton in Ashfield	19.2	9,041	63.4	29,796	17.4	8,169	47,006
Kirkby in Ashfield	19.1	5,368	63.4	17,785	17.4	4,892	28,045
Rural	17.2	2,193	62.0	7,904	20.8	2,654	12,751
Hucknall	19.2	6,205	64.0	20,679	16.8	5,445	32,329
Ashfield	18.9	23,000	63.0	76,600	18.0	21,900	121,600

Nottinghamshire	18.0	143,400	62.6	498,700	19.4	154,100	796,200
East Midlands	18.5	849,200	63.4	2,913,300	18.2	836,300	4,598,700
England	19.0	10,209,200	63.8	34,351,400	17.3	9,305,200	53,865,800

Source: mid-year population projections 2014

- 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 HG5 'Housing Mix and Density' 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 life time 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 out of 326 local authority areas (IMD 2015). 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 2007 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	Number	National Rank	Nottinghamshire Rank
Nottingham City	0.6	20	1
Broxtowe	0.47	87	2
Rushcliffe	0.45	108	3
Gedling	0.45	110	4
Ashfield	0.44	124	5
Mansfield	0.4	218	6
Newark and Sherwood	0.36	293	7
Bassetlaw	0.33	335	8
Nottinghamshire	0.45	-	-
England & Wales	0.46	-	-

Source Office for National Statistics 2009

- 5.9 The figures shown in the above table represent the level of comparative illness 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:
- SP2- Strategy for Growth
 - PJ1- Business and Economic Development
 - ENV4- Green Infrastructure, Biodiversity and Geological Conservation
 - SP1- Sustainable Development Principles
 - HG5- Housing Mix and Density
- 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.

Incapacity Benefit Claimants

	Ashfield (Numbers)	Ashfield (%)	East Midlands (%)	Great Britain (%)
Total Claimants	11,780	15.3	11.7	12.2
By Statistical Group				
Job Seekers	1,540	2.0	1.6	1.7
ESA And Incapacity Benefits	6,050	7.9	5.9	6.3
Lone Parents	1,120	1.5	1.1	1.1
Carers	1,740	2.3	1.6	1.5
Others On Income Related Benefits	240	0.3	0.3	0.3
Disabled	950	1.2	1.0	1.1
Bereaved	140	0.2	0.2	0.2
Main Out-Of-Work Benefits†	8,960	11.7	8.9	9.4

Source: DWP benefit claimants - working age client group

† Main out-of-work benefits includes the groups: job seekers, ESA and incapacity benefits, lone parents and others on income related benefits. See the **Definitions and Explanations** below for details
 Note: % is a proportion of resident population of area aged 16-64

Source: Census 2011

- 5.12 The table above shows that the District has significantly higher incapacity 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 in 2000 found that approximately 5% of men and women in Britain stated that they had ever had same-sex partners.
- 5.16 The Census 2011 published more localised data, including the number of same sex couples that were living together in each local authority area with 0.14% of the population living together within Ashfield.
- 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 Group

Ethnic Group

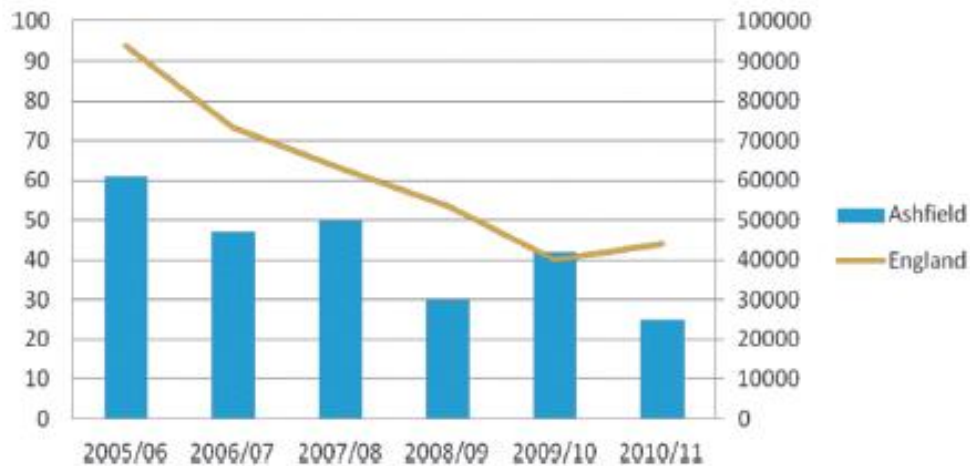
	Residents who are White	Residents who are Mixed/multiple ethnic groups	Residents who are Asian/Asian British	Residents who are Black/African /Caribbean/Black British	Residents who are Other ethnic group
	2011	2011	2011	2011	2011
	people	people	people	people	people
Hucknall	31,165	374	336	196	28
Kirkby in Ashfield	27,167	256	235	98	25
Rural	12,718	69	45	22	10
Sutton in Ashfield	45,683	360	483	156	71

Source: Census 2011

- 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

Numbers accepted as homeless Ashfield and England 2005/06 - 2010/11



Graph one: Homelessness acceptances in England and Ashfield.
Source: DCLG P1E Live Tables

- 5.20 Ashfield has a slightly lower proportion of people homeless than the England average, but it is an important issues that needs to be addressed. Homelessness is addressed within the Local Plan document through policies HG3 and HG5. 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 2010 Index of Multiple Deprivation, Ashfield was ranked the 70th deprived District out of 354 Local Authorities.
- 5.22 Inequality within Ashfield, measured by the local futures group in 2005, is around the national average, with an inequality score of 100.8 indexed against the nation (100), Ashfield's score is slightly higher than that of the East Midlands, but much lower than that of the County⁵.

⁵ The State of the District: An Economic, Social and Environmental Audit of Ashfield (2005), The Local Futures Group http://www.theashfieldpartnership.org/pdf_files/LFAP_ashfield.pdf

Economic Deprivation

Economic Activity

Employment and unemployment (Jul 2014-Jun 2015)				
	Ashfield (Numbers)	Ashfield (%)	East Midlands (%)	Great Britain (%)
All People				
Economically Active†	63,200	78.5	77.8	77.5
In Employment†	61,200	75.9	73.7	73.1
Employees†	55,900	72.0	64.5	62.5
Self Employed†	5,200	#	8.7	10.1
Unemployed (Model-Based)§	3,300	5.2	5.0	5.7
Males				
Economically Active†	33,700	82.1	83.2	83.1
In Employment†	33,700	82.1	79.0	78.2
Employees†	30,700	78.9	66.6	64.0
Self Employed†	#	!	11.8	13.7
Unemployed§	!	!	4.9	5.8
Females				
Economically Active†	29,500	75.1	72.4	72.0
In Employment†	27,500	69.9	68.5	68.0
Employees†	25,300	65.3	62.5	61.1
Self Employed†	#	#	5.6	6.5
Unemployed§	#	#	5.1	5.4

Source: ONS annual population survey

Sample size too small for reliable estimate

! Estimate is not available since sample size is disclosive

† - 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

- 5.23 In June 2015 78.5% of the population of Ashfield were economically active compared to 77.8% of the East Midlands and 77.5% of Great Britain (NOMIS, 2015). However, as illustrated below the District has a large proportion of the population who are suffering with long-term sickness.

Economic inactivity (Jul 2014-Jun 2015)				
	Ashfield (Level)	Ashfield (%)	East Midlands (%)	Great Britain (%)
All People				
Total	16,400	21.5	22.2	22.5
Student	#	#	25.5	26.2
Looking After Family/Home	#	#	24.2	25.5
Temporary Sick	!	!	1.9	2.2
Long-Term Sick	6,500	39.7	22.3	21.7
Discouraged	!	!	#	0.5
Retired	#	#	16.6	14.1
Other	#	#	9.2	9.8
Wants A Job				
Does Not Want A Job	14,400	87.6	76.7	75.8

Source: ONS annual population survey

- 5.24 The Gross weekly pay for Ashfield is lower than the rest of the Region and Great Britain at £448.90 compared to £492.00 for the East Midlands and £529.6 for the rest of the country (ONS Dec 2015).
- 5.25 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:
- S2 Strategy for Growth;
 - PJ1 Business and Economic Development;
 - PJ3 Rural Business Development;
 - SD4 Infrastructure Provision and Developer Contributions

Faith

- 5.26 As can be seen from the table below that the dominant faith within the district is 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 policies in the Local Plan that help address this including:
- SP1 Sustainable Development Principles
 - SP2 Strategy for Growth
 - SD4 Infrastructure Provision and Developer Contributions

Area name	All Religion	Christian	Buddhist	Hindu	Jewish	Muslim	Sikh	Other religion	No religion	Religion not stated
ENGLAND AND WALES	56,075,912	33,243,175	247,743	816,633	263,346	2,706,066	423,158	240,530	14,097,229	4,038,032
ENGLAND	53,012,456	31,479,876	238,626	806,199	261,282	2,660,116	420,196	227,825	13,114,232	3,804,104
EAST MIDLANDS	4,533,222	2,666,172	12,672	89,723	4,254	140,649	44,335	17,918	1,248,056	309,443
Nottinghamshire	785,802	481,994	1,860	3,480	717	6,963	3,132	2,689	230,138	54,829
Ashfield	119,497	69,496	211	218	16	375	178	430	40,414	8,159
Bassetlaw	112,863	79,935	189	248	48	701	119	361	23,558	7,704
Broxtowe	109,487	61,975	413	842	143	1,636	921	416	35,217	7,924
Gedling	113,543	64,830	308	531	92	1,535	724	381	37,123	8,019
Mansfield	104,466	64,399	193	271	34	563	165	333	31,472	7,036
Newark and Sherwood	114,817	75,869	226	194	62	456	123	369	29,435	8,083
Rushcliffe	111,129	65,490	320	1,176	322	1,697	902	399	32,919	7,904
Nottingham UA	305,680	135,216	2,051	4,498	1,069	26,919	4,312	1,483	106,954	23,178

Source: Census 2011

Access to transport

- 5.28 Data from the Department for Transport 2010 suggests the following:
- The average time to the nearest hospital by foot and Public transport is approximately twenty minutes
 - Travel time by car is approximately 3 minutes
 - Time to nearest employment site by foot is approximately ten minutes

Ownership of Cars and Vans

Area name	All categories: Car or van availability	No cars or vans in household	1 car or van in household	2 cars or vans in household	3 cars or vans in household	4 or more cars or vans in household	All cars or vans in the area
ENGLAND AND WALES	23,366,044	5,989,770	9,861,642	5,777,662	1,283,780	453,190	27,294,656
ENGLAND	22,063,368	5,691,251	9,301,776	5,441,593	1,203,865	424,883	25,696,833
EAST MIDLANDS	1,895,604	418,999	805,212	519,487	113,338	38,568	2,356,539
Nottinghamshire	334,303	69,687	144,941	93,973	19,461	6,241	419,187
Ashfield	50,931	12,072	22,549	12,921	2,571	818	59,790
Bassetlaw	47,667	9,571	20,543	13,372	3,072	1,109	61,483
Broxtowe	46,820	10,101	20,946	12,642	2,429	702	56,616
Gedling	49,349	10,595	22,206	13,277	2,465	806	59,739
Mansfield	44,928	11,322	19,368	11,181	2,398	659	51,848
Newark and Sherwood	48,773	9,095	20,646	14,462	3,434	1,136	64,967
Rushcliffe	45,835	6,931	18,683	16,118	3,092	1,011	64,744
Nottingham UA	126,131	55,093	50,614	16,785	2,830	809	96,284

Source: National Office of statistics 2011

- 5.29 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 CP2 'Sustainable Growth' encourages that new developments are located on sites which are well served by public transport. Area wide travel demand management (policies to reduce travel by private car and incentives to use public transport, walking and cycling for appropriate journeys). Improvements to public transport services, and walking and cycling facilities.

Education and Young people

- 5.30 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 than the East Midlands and National average.
- 5.31 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 2014-Dec 2014)				
	Ashfield (Level)	Ashfield (%)	East Midlands (%)	Great Britain (%)
Individual Levels				
NVQ4 And Above	13,800	18.0	30.9	36.0
NVQ3 And Above	32,800	42.7	53.3	56.7
NVQ2 And Above	44,900	58.4	71.4	73.3
NVQ1 And Above	59,300	77.1	84.7	85.0
Other Qualifications	6,200	8.1	6.0	6.2
No Qualifications	11,400	14.8	9.3	8.8
Source: ONS annual population survey				
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				

- 5.32 Ashfield has a higher percentage of unauthorised absences from school than the rest of the East Midlands or England. Pupils in Ashfield are achieving fewer level five qualifications in English, Maths and science. Students within Ashfield are also under performing at level A*-C grades at level four than the rest of the East Midlands and the country. Policy PJ5 '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.

Conceptions Under 18's Period: 2011

	Conception Rate (conceptions per 1000 15-17 yr old females)	Reduction since 1998 baseline (%)	No. of conceptions for 15-17 year old females	% leading to abortion
Nottinghamshire	31.9	-31.3	451	42.6
Ashfield	44.1	-39.6	96	41.7
Bassetlaw	29.8	-33.8	65	49.2
Broxtowe	25.7	-33.4	49	34.7
Gedling	27.3	-46.6	56	44.6
Mansfield	44.5	-21.2	86	40.7
Newark and Sherwood	30.8	-27.7	62	30.6
Rushcliffe	19.5	18.2	37	64.9

Source ONS 2013

- 5.33 As can be seen from the table above, Ashfield has the second highest teenage pregnancy rate within the County, marginally less than Mansfield.

6.0 Screening of the Local Plan Policies

- 6.1 The Local Plan contains a Vision, Strategic Objectives, and Policies (which aim to deliver the Vision and Objectives of the Plan). these have been assessed and the tables below outline the key characteristics of each individual objective and policy within the Local 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 assessment has shown that there are no negative likely impacts of any of the Local Plan policies on either the Equality Groups or the Planning Impact Groups. The Local Plan is therefore considered to be inclusive to all people/groups and as such no mitigation measures are necessary.

7.0 Assessment of the Local Plan Public Consultation

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 Local Plan has been produced following two stages of consultation of the previous Local Development Framework, the collection of evidence and through working with key partners. The periods of consultation have taken place at the following stages in the preparation of the Local Plan:~~

~~**Issues and Options:** June 2009~~

~~**Spatial Growth Options:** November 2009~~

~~**Preferred Option:** March 2010~~

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

7.4 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.

7.5 Ashfield's Statement of Community Involvement Review (December 2015 – revised in July 2013 – originally adopted in August 2006) 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.

7.6 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

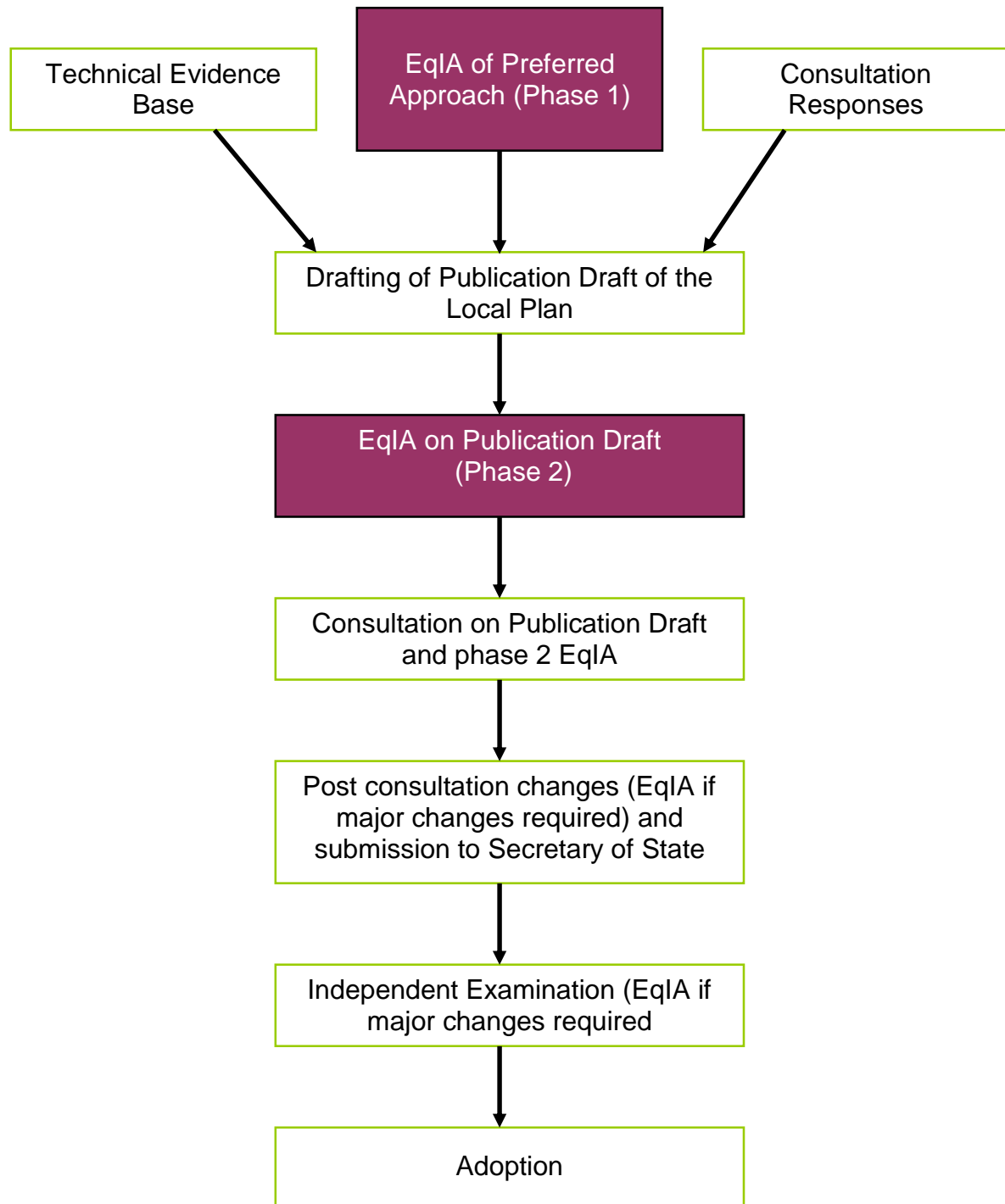
- 7.7 The Preferred Approach document draws upon other evidence and key data relating to particular community groups within the District, for example the 'Strategic Housing Market Assessment' (2015) the main purpose is to establish a strong evidence base related to housing need and to inform 'housing and planning strategies' to justify a certain level of affordable housing and how housing need translates into different sizes and types of housing.
- 7.8 Additional information focusing on particular groups within the District such as 'The Ashfield Gypsy and Traveller Accommodation Needs Assessment' (2015), which presents to accommodation needs of the Gypsy and Traveller communities.
- 7.9 Consultation methods targeted at the wider community may be indirectly benefited to a particular equality group:
- 7.10 The consultation events will be advertised through a range of different media that included:
- Newspapers including the Ashfield Chad, Hucknall Dispatch, Ripley and Heanor news;
 - Posters in all public buildings including libraries, housing offices, Council cash offices, post offices, housing offices, libraries, surgeries, Doctors surgeries;
 - Letters or emails to the 1500 people on the Local Plan consultation database;
 - Static and manned exhibitions at libraries and Council offices;
 - Leaflet to all primary school children; and
 - The Ashfield District Council website.

8.0 Consultation

- 8.1 As set out in chapter seven of this assessment, the council is proposing to undertake a variety of consultation events and used 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 Draft Local Plan and the relevant EqlA, it is suggested that the EqlA is reviewed by relevant officers within Equality and Diversity who have specialist knowledge who can provide an overview of the EqlA procedure.

Appendices

Appendix One: The EqlA and the Local Plan, Process Diagram



Appendix 2:

Policy Impact Assessments

Standard Groups

Policy	Equality Groups									Commentary
	Race	Gender	Disability	Age	Faith and Belief	Sexual Orientation	Gender Reassignment	Marriage and Civil Partnership	Pregnancy and Maternity	
SP1: Sustainable Development Principles	✓	0	✓	✓	0	0	0	0	0	Sustainable development should reduce the need to travel to local facilities within new developments, allows these facilities to be easily accessible to anyone. help to reduce the running costs of a home for example heating. In particular this will benefit the elderly and those on low incomes who are more likely to suffer from fuel poverty.
SP2: Strategy for Growth	✓	0	0	✓	✓	0	0	0	0	The reduced need to travel to local facilities within new developments, allows these facilities to be easily accessible to anyone.
SP3: Settlement and Town Centre Hierarchies	0	0	✓	0	✓	0	0	0	0	By focusing development in the regional, town and local centres of the district the viability and vitality of these places should be maintained. 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.
HAP1: Hucknall Town Centre	0	0	✓	✓	0	✓	0	0	0	By maintaining Hucknall town centre and encouraging new facilities within the town centre boundary, 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.
HAP2: Economy and Jobs in Hucknall	0	0	0	0	0	0	0	0	0	By delivering economic space on a mixed use development at Rolls Royce reduces the need to travel and provides employment opportunities for the people of Hucknall. New office development located within Hucknall town centre will again provide easy access to the employment opportunities reducing the need to travel, with supporting employment opportunities to support deprived communities.
HAP3: Hucknall Housing Growth	0	0	✓	0	0	0	0	0	0	The development of a mixed use site with housing, employment and facilities such as a primary school. Allows all members of the community to access these facilities, with on site employment reduce the need to travel reducing transport costs. This option provides education and play facilities for the young, health facilities for the whole community on site will again reduce transport costs and will be of easy access to

Policy	Equality Groups									Commentary
	Race	Gender	Disability	Age	Faith and Belief	Sexual Orientation	Gender Reassignment	Marriage and Civil Partnership	Pregnancy and Maternity	
										the older population on average need greater access to health facilities.
HAP4: Green Infrastructure in and around Hucknall	0	✓	0	✓	0	0	0	0	0	The development of open spaces provides places for the young and old, it gives people somewhere to go which could reduce anti-social behaviour. Easily accessible open spaces provided for the mobility impaired which may find it difficult to access open green spaces. By having easily accessible open spaces will have a positive impact on deprivation and geographical location, due to a reduction in transport costs.
SKAP1: Kirkby and Sutton Town Centres	0	0	✓	✓	0	✓	0	0	0	By maintaining and improving the existing town centres this will community cohesion. By having services that are accessible reduces deprivation and social exclusion in monetary terms or by geographical location.
SKAP2: Economy and Jobs in Kirkby and Sutton	0	0	✓	0	0	0	0	0	0	By maintaining the existing employment sites and developing smaller sites for employment with the diversification in the more rural areas of Sutton and Kirkby will therefore provide more employment opportunities for the communities living in deprivation or excluded due to their geographical location. 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.
SKAP3: Kirkby and Sutton Housing Growth	0	0	✓	✓	0	0	0	0	0	The new housing proposed will provide new/improved facilities such as health, schools, and green infrastructure and transport facilities. New housing will benefit the young and the old who are in particular need of housing. By providing facilities on one site reduces the need to travel and especially for the elderly, mobility impaired and the more deprived community reduces the travel costs.
SKAP4: Green infrastructure in and around Kirkby and Sutton	0	0	✓	✓	0	0	0	0	0	The development of open spaces provides places for the young and old, it gives people somewhere to go which could reduce anti-social behaviour. Easily accessible open spaces provided for the mobility impaired which may find it difficult to access open green spaces. By having easily accessible open spaces will have a positive impact on

Policy	Equality Groups									Commentary
	Race	Gender	Disability	Age	Faith and Belief	Sexual Orientation	Gender Reassignment	Marriage and Civil Partnership	Pregnancy and Maternity	
										deprivation and geographical location, due to a reduction in transport costs.
RAP1: The Economy and Jobs in Selston, Jacksdale and Underwood	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.
RAP2: Selston, Jacksdale and Underwood Housing Growth	0	0	✓	✓	0	0	0	0	0	Housing in rural areas especially affordable housing is required by the younger generations. This will lead to community cohesion by allowing communities to remain together.
RAP3: Green Infrastructure in and around Selston, Jacksdale and Underwood	0	0	✓	✓	0	0	0	0	0	New open and green spaces will be more easily accessible to the whole community, despite the geographical location where they may otherwise be excluded from other sites within the district due to transport.
CC1: Adapting to Climate Change	0	0	✓	✓	0	0	0	0	0	Better energy efficient buildings, sustainable construction methods and the use of 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 supply and sewerage infrastructure is maintained/enhanced will ensure that the District's residents and visitors are catered for.
CC3: Flood Risk	0	0	✓	✓	0	0	0	0	0	Restricting new development in areas of Flood Risk will ensure that the population, especially the elderly and those with disabilities will not be subjected to flooding.
EV1: Green Belt and Countryside	0	0	✓	✓	0	0	0	0	0	The protection of the Green Belt and Countryside will ensure that it is accessible to the whole community and provides 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

Policy	Equality Groups									Commentary
	Race	Gender	Disability	Age	Faith and Belief	Sexual Orientation	Gender Reassignment	Marriage and Civil Partnership	Pregnancy and Maternity	
										space should help community cohesion by being open to all and help reduce social exclusion.
EV2: Reuse or Adaptation of Existing Buildings in the Green Belt and Countryside	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
EV3: 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
EV4: Green Infrastructure, Biodiversity and Geological Conservation	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
EV5: Protection of Green Spaces and Recreational Facilities	0	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: Recreational Equine Development	0	0	0	✓	0	0	0	0	0	Equine activities provide places for recreation for all ages of the community.

Policy	Equality Groups									Commentary
	Race	Gender	Disability	Age	Faith and Belief	Sexual Orientation	Gender Reassignment	Marriage and Civil Partnership	Pregnancy and Maternity	
EV9: 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
EV10: 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
PJ1: Business and Economic Development	0	0	✓	0	0	0	0	0	0	This policy allows for the provision of employment opportunities for communities living in deprivation or excluded due to their geographical location. 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.
PJ2: Allocations, Locally Significant Business Area & Protection of Economic Development Sites	0	0	✓	0	0	0	0	0	0	The protection and provision of employment sites will allow communities living in deprivation have access to jobs. Increasing skills and the number of jobs would positively impact on deprivation and social inclusion.
PJ3: Rural Business Development	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.
PJ4: Agricultural, Forestry or Horticultural Development, Farm Diversification & Commercial Equine 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
PJ5: Education Skills and Training	0	0	✓	0	0	0	0	0	0	This policy 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.

Policy	Equality Groups									Commentary
	Race	Gender	Disability	Age	Faith and Belief	Sexual Orientation	Gender Reassignment	Marriage and Civil Partnership	Pregnancy and Maternity	
SH1: Retail, Leisure and Commercial Development Principles and Town Centre Uses	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	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: Food, Drink and the Evening Economy	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
SH4: 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.
HG1: Housing Land Allocations	0	0	✓	✓	0	0	0	0	0	The new housing proposed will provide new/improved facilities such as health, schools, and green infrastructure and transport facilities. New housing will benefit the young and the old who are in particular need of housing. By providing facilities on one site reduces the need to travel and especially for the elderly, mobility impaired and the more deprived community reduces the travel costs.
HG2: 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 show people. In addition access to schools, shops and other facilities should help to reduce the exclusion often felt by this group of people. The provision of official site should help reduce the tension of often caused unauthorised sites in unsuitable locations.
HG3: 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 access the market. This will help to reduce social exclusion making it easier for people to have a suitable home. The young and the old tend to have a higher need for affordable housing.

Policy	Equality Groups									Commentary
	Race	Gender	Disability	Age	Faith and Belief	Sexual Orientation	Gender Reassignment	Marriage and Civil Partnership	Pregnancy and Maternity	
HG4: Public Green Space and New Residential Developments	0	0	0	0	0	0	0	0	0	By ensuring that Green Space is provided with all new development is not going to have an impact on any particular group.
HG5: Housing Mix and Density	0	0	✓	✓	0	0	0	0	0	By having a mix of housing this allows a wide range of people to live within new developments, in particular the elderly and mobility impaired.
HG6: Conversions to Houses in Multiple Occupation, Flats and Bedsits	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
HG7: Residential Annexes	0	0	✓	✓	0	0	0	0	0	By ensuring the provision of residential annexes allows a wide range of people to live with relatives, in particular the elderly and mobility impaired.
HG8: Residential Extensions	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
SD1: 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.
SD2: 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 such as the disabled, the elderly and those with children in prams/buggies.
SD3: 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

Policy	Equality Groups									Commentary
	Race	Gender	Disability	Age	Faith and Belief	Sexual Orientation	Gender Reassignment	Marriage and Civil Partnership	Pregnancy and Maternity	
SD4: Infrastructure Provision and Developer Contributions	0	0	0	0	0	0	0	0	0	By ensuring that infrastructure is provided with all new development is not going to have an impact on any particular group.
SD5: Telecommunications	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
SD6: 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
SD7: 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
SD8: Traffic Management and Highway Safety	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.
SD9: Parking	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: Advertisements	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
SD11: 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.

Policy	Equality Groups									Commentary
	Race	Gender	Disability	Age	Faith and Belief	Sexual Orientation	Gender Reassignment	Marriage and Civil Partnership	Pregnancy and Maternity	
SD12: Crime & the fear of crime	0	0	0	0	0	0	0	0	0	The policy aims to ensure future development does not have a negative impact of crime and the fear of it, with a focus on Partnership Plus Areas. It is not consider this policy will have an impact on any specific groups

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	
SP1: Sustainable Development Principles	NA	NA	NA	NA\	NA	NA	NA	NA	Sustainable Development will indirectly benefit the whole community indirectly
SP2: Strategy for Growth	✓	0	✓	✓	✓	✓	✓	✓	People with very little access to transport will and elderly people who may have mobility problems will need to travel less due to key facilities being provided on site. Public transport networks should also be created with new ones enhanced. Young people and young children will benefit from new facilities and new schools. Cultural groups will benefit from new facilities such as places of worship and community centres. Unemployed people and people on a low income will benefit from the reduced need to travel therefore reducing travel costs.
SP3: Settlement and Town Centre Hierarchies	✓	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 little income, access to transport and mobility problems reach facilities with ease rather than travelling to out of town retail parks.
HAP1: Hucknall Town Centre	0	0	0	0	0	0	0	0	The improvements to the town centre will benefit all of the community.

HAP2: Economy and Jobs in Hucknall	✓	0	✓	0	✓	0	0	0	By improving the economy in Hucknall this 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.
HAP3: Hucknall Housing Growth	✓	0	✓	✓	✓	✓	0	0	The Rolls Royce site is mixed use so will therefore reduce travel cost and there will be no need for access by private transport to reach local facilities and employment. Enhanced local transport measures will be put into place. New schools will have a positive impact on educational facilities for young children and people. The creation of new green infrastructure and open spaces will benefit for the whole community and is positive for mental and physical well being. Open spaces and recreational activities are a place where people from different backgrounds can participate in activities together. New developments will provide an opportunity for people from different cultural backgrounds to mix with one another. New infrastructure has a positive physical and mental well being.

HAP4: Green Infrastructure in and around Hucknall	✓	✓	✓	✓	✓	✓	✓	✓	This policy will benefit the whole community in and around Hucknall, 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.
SKAP1: Kirkby and Sutton Town Centres	0	0	0	0	0	0	0	0	The improvements to the town centres will benefit all of the community.
SKAP2: Economy and Jobs in Kirkby and Sutton	✓	0	✓	0	✓	0	0	0	By improving the economy in Kirkby & Sutton this 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.
SKAP3: Kirkby and Sutton Housing Growth	✓	✓	✓	✓	✓	✓	✓	✓	New developments will provide an opportunity for people from different cultural backgrounds to mix with one another. New infrastructure has a positive physical and mental well being.

SKAP4: Green infrastructure in and around Kirkby and Sutton	✓	✓	✓	✓	✓	✓	✓	✓	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.
RAP1: The Economy and Jobs in Selston, Jacksdale and Underwood	✓	✓	✓	✓	✓	✓	✓	✓	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
RAP2: Selston, Jacksdale and Underwood Housing Growth	✓	✓	✓	✓	✓	✓	✓	✓	Allowing growth in rural areas will allow young people to stay within their communities.

RAP3: Green Infrastructure in and around Selston, Jacksdale and Underwood	✓	✓	✓	✓	✓	✓	✓	✓	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.
CC1: Adapting to Climate Change	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	NA	NA	NA	NA	NA	NA	NA	NA	Ensuring flood risk is mitigated will benefit the whole community indirectly
EV1: 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.
EV2: Reuse or Adaptation 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

EV3: 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.
EV4: Green Infrastructure, Biodiversity and Geological Conservation	✓	✓	✓	✓	✓	✓	✓	✓	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: Recreational Equine Development	NA	NA	NA	NA	NA	NA	NA	NA	This policy has no impact on the identified groups
EV9: Agricultural Land Quality	NA	NA	NA	NA	NA	NA	NA	NA	This policy has no impact on the identified groups
EV10: 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.
PJ1: Business and Economic Development	✓	0	✓	0	✓	0	0	0	By improving the economy in this 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.
PJ2: Allocations, Locally Significant Business Area & Protection of Economic Development Sites	✓	0	✓	0	✓	0	0	0	Protecting and allocating employment sites will help to provide jobs in the District.
PJ3: Rural Business Development	✓	✓	✓	✓	✓	✓	✓	✓	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

PJ4: Agricultural, Forestry or Horticultural Development, Farm Diversification & Commercial Equine Development	NA	NA	NA	NA	NA	NA	NA	NA	This policy has no impact on the identified groups
PJ5: Education Skills and Training	✓	0	✓	0	✓	0	0	0	By improving the economy in this will help to provide jobs. 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.
SH1: Retail, Leisure and Commercial Development Principles 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 little income, access to transport and mobility problems reach facilities with ease rather than travelling to out of town retail parks.
SH2: Local Shopping Centres, Parades and Single Shops	✓	0	✓	0	0	0	0	✓	Local and minor shopping areas have a positive impact upon the districts population. By protecting these uses it will ensure that all residents have access to the facilities.
SH3: Food, Drink and the Evening Economy	NA	NA	NA	NA	NA	NA	NA	NA	This policy has no impact on the identified groups
SH4: Shopfronts	NA	NA	NA	NA	NA	NA	NA	NA	This policy is consider to have no impact on identified groups
HG1: Housing Land Allocations	✓	✓	✓	✓	✓	✓	✓	✓	New housing developments will provide an opportunity for people from different cultural backgrounds to mix with one another.
HG2: 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

HG3: Affordable Housing	✓	0	✓	✓	0	✓	✓	✓	By having a design and mix of housing this will allow different cultures to live together.
HG4: Public Green Space and New Residential Developments	✓	✓	✓	✓	✓	✓	✓	✓	This policy will have a positive impact upon the whole community new development will bring, new, extended or improved green spaces. This will promote healthy lifestyles, this will be of benefit for all community members.
HG5: Housing Mix and Density	✓	0	✓	✓	0	✓	✓	✓	Affordability of housing will, make housing more affordable with an increased number of tenures to choose from, this will allow young people to move out of their parents home and in rural areas allow them to continue to live within their community.
HG6: Conversions to Houses in Multiple Occupation, Flats and Bedsits	NA	NA	NA	NA	NA	NA	NA	NA	This policy has no impact on the identified groups
HG7: Residential Annexes	NA	NA	NA	NA	NA	NA	NA	NA	This policy has no impact on the identified groups
HG8: Residential Extensions	NA	NA	NA	NA	NA	NA	NA	NA	This policy has no impact on the identified groups
SD1: Design Considerations for Development	✓	0	✓	✓	0	✓	✓	✓	By providing good design standards such as lifetime homes this allows for alterations to be made to housing to allow people to stay within the home.
SD2: Amenity	NA	NA	NA	NA	NA	NA	NA	NA	This policy has no impact on the identified groups
SD3: Recycling and Refuse Provision in New Development	NA	NA	NA	NA	NA	NA	NA	NA	This policy has no impact on the identified groups

SD4: Infrastructure Provision and Developer Contributions	0	0	0	0	0	0	0	0	This policy will have a positive impact upon Ashfield's Population.
SD5: Telecommuni- cations	NA	NA	NA	NA	NA	NA	NA	NA	This policy has no impact on the identified groups
SD6: Contaminated Land and Unstable Land	NA	NA	NA	NA	NA	NA	NA	NA	This policy has no impact on the identified groups
SD7: Environmental Protection	NA	NA	NA	NA	NA	NA	NA	NA	This policy has no impact on the identified groups
SD8: Traffic Management and Highway Safety	NA	NA	NA	NA	NA	NA	NA	NA	This policy has no impact on the identified groups
SD9: Parking	NA	NA	NA	NA	NA	NA	NA	NA	This policy has no impact on the identified groups
SD10: Advertise- ments	NA	NA	NA	NA	NA	NA	NA	NA	This policy has no impact on the identified groups
SD11: 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
SD12: Crime & the fear of crime	NA	NA	NA	NA	NA	NA	NA	NA	This policy has no impact on the identified groups

