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Draft Local Plan

Equality Impact Assessment (Phase 1)

August 2021

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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 (EqIA) is produced and acts as a tool to assess the implication of planning policies upon the whole community, with the aim to eliminate discrimination and tackle inequality.
- 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 Local Plan to ensure that they do not discriminate against particular people or groups. This report shows how equality has been taken into account during the preparation of the Local Plan (see appendix one). 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 2038.
- 1.4 The Local Plan is the key strategic planning document and performs the following functions:
 - Defines a spatial vision for Ashfield to 2038;
 - 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 nine Protected Characteristic groups identified within the Equality Act 2010:
 - Race
 - Faith and Belief
 - Disability
 - Gender
 - Sexual orientation
 - Age
 - Gender Reassignment
 - Marriage and civil partnership
 - Pregnancy and maternity
- 1.6 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.

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

2.4 The 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 duty⁴ 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.

⁴ Government Equalities Office (2010) Equality Act 2010 at:
http://www.equalities.gov.uk/equality_act_2010/equality_act_2010_what_do_i_n.aspx

3.0 Equality Impact Assessment Methodology

- 3.1 In complying with the duty to assess the Draft 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 Commission⁵.
- 3.2 Due to the scope of the Draft Local Plan it is deemed that an Equality Impact Assessment is required. It has been decided to assess each of the policies listed below individually.

Policy	Title
STRATEGIC POLICES	
Strategic development in Ashfield – Spatial Strategy and Strategic Policies	
S1	Achieving Sustainable Development
S2	Meeting the Challenge of Climate Change
S3	Location of Development
S4	Green Belt
S5	High Quality Buildings and Places through Place Making and Design
S6	Meeting Future Needs New Settlement: Land at Whyburn Farm, Hucknall
S7	Meeting Future Needs New Settlement: Land at Cauldwell Road, Sutton in Ashfield
S8	Meeting Future Needs Strategic Employment Allocation Junction 27, M1 Motorway, Annesley
S9	Meeting Future Housing Provision
S10	Delivering Economic Opportunities
S11	Aligning Growth and Infrastructure
S12	Improving Transport Infrastructure
S13	Vibrant Town Centres
S14	Tackling Health Inequalities and Facilitating Healthier Lifestyles
S15	Protecting and Enhancing Our Green Infrastructure and the Natural Environment
S16	Conserving and Enhancing Our Historic Environment
S17	Safeguarding Mineral Resources
DEVELOPMENT MANAGEMENT POLICIES	
Meeting the challenge of climate change and adapt to its effects	
CC1	Zero & Low Carbon Developments and Decentralised, Renewable and Low Carbon Energy Generation
CC2	Water Resource Management
CC3	Flood Risk and Sustainable Drainage Systems (SuDs)
Protecting and enhancing Ashfield's character through its natural environment and heritage	
EV1	Green Belt
EV2	Countryside
EV3	Reuse of Buildings in the Green Belt and Countryside
EV4	Green Infrastructure, Biodiversity and Geodiversity

⁵ Equality and Human Rights Commission (2010) General Guidance Equality Impact Assessments at: <http://www.equalityhumanrights.com/advice-and-guidance/public-sector-duties/guidance-and-codes-of-practice/general-guidance/index.html>

EV5	Protection of Green Spaces and Recreational Facilities
EV6	Trees, Woodlands and Hedgerows
EV7	Provision and Protection of Allotments
EV8	Agricultural Land Quality
EV9	The Historic Environment
EV10	Protection and Enhancement of Landscape Character
Meeting local housing needs and aspirations	
H1	Housing Allocations
H2	Provision for Gypsies, Travellers and Travelling Showpeople
H2a	Travelling Showpeople Site Allocations
H3	Affordable Housing
H4	Rural Exceptions Sites
H5	Public Open Space in New Residential Developments
H6	Housing Mix
H7	Housing Density
H8	Houses in Multiple Occupation, Flats and Bedsits
Building a strong economy which provides opportunities for local people	
EM1	Business and Economic Development
EM2	Employment Land Allocations
EM3	Retention of Employment Sites and Allocations
EM4	Rural Development
EM5	Education, Skills and Training
Placing vibrant towns and local centres at the heart of the community	
SH1	Retail, Leisure, Commercial Development Principles and Town Centre Uses
SH2	Local Shopping Centres, Shopping Parades and Single Shops
SH4	Shopfronts
Achieving successful development through well designed places	
SD1	Social Value
SD1	Good Design Considerations for Development
SD2	Amenity
SD3	Recycling and Refuse Provision in New Development
SD4	Developer Contributions
SD5	Assessing Development Viability and Development Demand
SD6	Communications Infrastructure
SD7	Contaminated Land and Unstable Land
SD8	Environmental Protection
SD9	Transport Infrastructure
SD10	Parking
SD11	Advertisements
SD12	Provision and Protection of Health and Community Facilities

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. The first phase scoped and assessed the policies within the Draft Local Plan (as set out above and in Appendix two). This phase will be subject to specific consultation with those involved with equality within the Council and will take place alongside the consultation on the Draft Local Plan. Table 1 below sets out the stage of the Local Plan preparation.

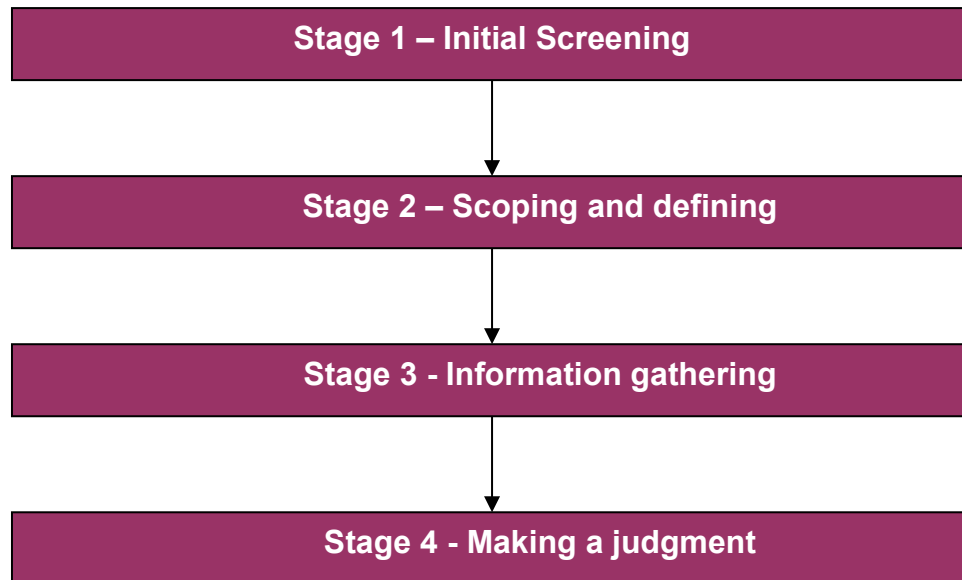
Table 1: Timetable for Progression of the Ashfield Local Plan

Regulation	Stage	Dates
18	Consultation Draft Local Plan – 6 weeks	October / November 2021
19 & 20	Consult on Local Plan Publication – 6 weeks	March / April 2022
22	Submission of Local Plan to Secretary of State	August 2022
24	Examination of Local Plan	September 2022 – January 2023
25 & 26	Adoption	June 2023

- 3.4 The second phase of the Assessment will look at the policies following consultation and as they develop through to the Local Plan Publication stage. It is not expected that the changes from the Draft Local Plan to the Local Plan Publication will be significant. However, should there be any significant changes required to any of the policies the Council will produce an Action Plan to inform and support the Local Plan through to its Submission to the Secretary of State. 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 Draft Local Plan will be assessed to gauge how well different members of the community have been made aware and informed of the Local Plan document.

4.0 Process Undertaken

- 4.1 The preparation of this Equality Impact Assessment has followed a four stage approach:



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 Draft Local Plan. This is set out within the 'Vision' for the District.

Vision

‘Ashfield, a place to be proud of’

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

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

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

Building on our transport links, a more diverse and thriving economy will encourage higher educational attainment, business enterprise, quality jobs and provide opportunities for a skilled workforce.

Sutton in Ashfield, Hucknall and Kirkby-in-Ashfield will have thriving, vibrant town centres, providing a mix of retail, cultural, employment and local services, places where people want to visit and live.

The District’s rich heritage, scenic countryside and biodiversity are valued resources for local residents to discover, providing opportunities for tourism and recreation.

The Objectives for realising the vision:

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

The Community	SO1	Facilitate Place Making <p>Ensure that place making is at the heart of the delivery of high quality well designed neighbourhoods and developments by:</p> <ul style="list-style-type: none"> a) Creating, safe, welcoming and adaptable places that enhance local character and support communities. b) Providing attractive and accessible green spaces to encourage healthy lifestyles. c) Identifying strategic gaps between settlements to prevent coalescence. d) Creating sustainable places that contribute to people's health and wellbeing and function well for the purpose they were designed. e) Reducing energy needs by adopting sustainable energy measures. f) Promoting greater community pride and ownership in an area.
	SO2	Promote socially cohesive, healthy and active communities <p>Promote social inclusion, healthier life styles and improve the health and wellbeing of the population by:</p> <ul style="list-style-type: none"> a) Working with healthcare partners to deliver improved and, where required, new health and social care facilities. b) Facilitating involvement for all in the social and economic life of the community through the location and design of development and supporting infrastructure. c) Improving community safety, reduce crime and the fear of crime through the development of good quality well planned environments. d) Improving access to the countryside, recreational, leisure and cultural facilities. e) Addresses issues of air quality. f) Facilitating walking and cycling to work, to services and for leisure.
	SO3	Meeting Local Housing Needs and Aspirations <p>To meet local housing needs and aspirations by:</p> <ul style="list-style-type: none"> a) Supporting the delivery of well-designed good quality, new homes at densities, which respect local character. b) Ensuring that development delivers a range of housing types and tenures to meet the needs of Ashfield's existing and future households. c) Enabling people to live independently longer including provision of adaptable, accessible and specialist homes. d) Increasing the supply of quality affordable homes to provide inclusive and mixed communities.

	<p>SO4 Timely and Viable Infrastructure</p> <p>Ensure necessary infrastructure is provided on a timely basis as part of new development for the benefit of new and existing residents. This includes:</p> <ul style="list-style-type: none"> a) Working with partners to secure education, training, community and health facilities in appropriate locations. b) The provision of green and blue infrastructure. c) Supporting the provision of an accessible, energy efficient and integrated transport network including links to regional and national destinations. d) Enhancing the digital infrastructure of broadband and mobile networks to ensure that benefits to economic growth and social wellbeing for Ashfield are fully realised in the future.
	<p>SO5 Strong and Vibrant Rural Communities</p> <p>Protecting the character of rural settlements and ensuring that development respects the size of villages, whilst sustaining local services, supporting diversification of rural businesses and making provision for affordable housing.</p> <p>Supporting enhancing and improving the sustainability, vibrancy and vitality of the larger villages of Selston, Jacksdale and Underwood by providing:</p> <ul style="list-style-type: none"> a) Access to a range of quality housing providing for the needs of all sectors of the communities, while ensuring that any development relates positively in form and function of the village. b) Development, which sustain and where appropriate, enhances local facilities including retail capacity and community facilities such as health and education. c) An environment that is attractive to small businesses and home working. d) For the extension and enhancement of public space and recreational facilities.

The Economy	SO6	Economic Opportunity for All To be ambitious for economic growth and productivity in Ashfield while recognising the requirements of environmental capacity and amenity by: <ul style="list-style-type: none"> a) Creating a climate for business and enterprise growth with an emphasis on making investment happen. b) To encourage economic development and regeneration of the District and diversification of the local economy by ensuring the provision of a range and choice of employment sites in terms of size, quality and location c) Promoting a higher wage and higher skilled economy. d) Supporting the growth of a diverse range of economic sectors, promoting development to parts of the district where it is needed to build and strengthen vibrant and cohesive communities. Facilitating access to a skilled and educated labour force. e) Facilitating the wider transport network and local rail links to integrate with key transport hubs f) Expanding the leisure, tourism and visitor offer to inspire and encourage the exploration of Ashfield.
	SO7	Sutton-in-Ashfield Town Centre Refocus Sutton as an attractive and vibrant Town Centre by: <ul style="list-style-type: none"> a) Encouraging a high quality mix of retail, health, culture, housing, employment and leisure that will enhance the opportunity for people to live, work and visit the town centre; b) Creating a town centre environment which residents are proud of; c) Strengthening connections across the town centre through linking key destinations and promoting activity; d) Enhancing the townscape character by ensuring that new development respects the town's heritage particularly around Brook Street, Market Square (Conservation Area), Portland Square and Fox Street, and provides high quality design.
	SO8	Hucknall Town Centre Promote Hucknall as a lively and prosperous Town Centre that is proud of its past by: <ul style="list-style-type: none"> a) Protecting and making the most of the town centre's rich heritage and strong links to Lord Byron as part of the District's visitor economy; b) Enhancing the townscape character and historic environment through ensuring that new development respects the town's Conservation Area and provides high quality design; c) Encouraging a high quality mix of retail, tourism, health, culture, leisure, housing and employment that will enhance the opportunity for people to live, work and visit the town centre; d) Strengthening connections between the NET Station and the town centre; e) Creating a town centre environment, which is the focus for the life of the community.

	SO9	<p>Kirkby-in-Ashfield Town Centre</p> <p>Continue Kirkby's regeneration as a vibrant and successful District Centre by:</p> <ul style="list-style-type: none"> a) Reinvigorating the town centre leisure offer and health provision through the provision of a state-of-the-art flagship leisure centre and swimming pool; b) Encouraging a high quality mix of retail, culture, health, housing and employment that will enhance the opportunity for people to live, work and visit the town centre; c) Enhancing the townscape character by ensuring that new development offers high quality design; d) Creating a town centre environment which is the focus for the life of the community; e) Strengthening connections across the town centre through linking key destinations and promoting activity.
	SO10	<p>Local Shopping Areas</p> <p>Ensure local shopping areas provide appropriate services to satisfy local consumer needs by:</p> <ul style="list-style-type: none"> a) Protecting and promoting a diverse mix of uses, which cater for the day-to-day needs of the community. b) Supporting sensitive redevelopments and new developments where they contribute to the vitality and viability of the area and enhance the retail, service and leisure offer; c) Enhancing the environment to make local shopping areas attractive place to visit at any time of the day.

	SO11	<p>To meet the global challenge of climate change</p> <p>To rise to the global challenge of climate change, which at a local level presents risks to people, property, infrastructure and natural resources by:</p> <ul style="list-style-type: none"> a) Supporting the delivery of low carbon renewable energy and local energy networks; b) Shaping places to help secure cuts in greenhouse gas emissions with location for new developments that allows for efficient use of resources; c) Facilitating the integration of sustainable building design principles in new development, improve the resilience of buildings and places to cope with a changing climate, ensuring
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The Environment		<p>flood risk is managed and potential problems of extreme weather are minimised;</p> <p>d) Reducing the amount of waste that ends up in landfill, particularly biodegradable waste, and increase self-sufficiency;</p> <p>e) Supporting the infrastructure to provide for zero emission vehicles;</p> <p>f) Ensuring that there are opportunities to take positive action on climate change by encouraging community-led initiatives such as the promotion of decentralised renewable energy use;</p> <p>Moving away from the extraction of fossil fuels, the burning of which is carbon intensive.</p>
	SO12	<p>Transport and Accessibility</p> <p>Improving movement and accessibility through:</p> <p>a) Make efficient use of the existing transport infrastructure,</p> <p>b) Reduce the need to travel by car and improves accessibility.</p> <p>c) Working with others to promote quality public transport.</p> <p>d) Encouraging cycling and walking opportunities.</p> <p>Improve access to jobs, homes and services.</p>
	SO13	<p>Minimising our Impact on the Environment</p> <p>Promote the efficient use of resources by embracing sustainable patterns of development including:</p> <p>a) Maximising the use of previously developed land unless it conflicts with other strategic objectives and policies.</p> <p>b) Ensuring development proposals fully consider the coal mining legacy issues to ensure the stability of the land and to optimise the potential for the use of mine water heating.</p> <p>c) Minimising the impact of new development on natural resources.</p> <p>d) Improving water quality, ensuring that development safeguards the water supply in the principal limestone and sandstone aquifers.</p> <p>Minimising pollution including air, noise, water, soil and light pollution.</p>
	SO14	<p>Protecting and Enhancing the Quality of the Local Environment</p> <p>Enrich the quality of the natural, historic, geological and built environment enhancing the District's distinctiveness and sense of place by:</p> <p>a) Protecting and enhancing geological sites, natural habitats, ecological networks and the biodiversity they support.</p> <p>b) Safeguarding Ashfield's scenic and distinct countryside, heritage and valued landscapes.</p> <p>c) The provision of connected quality green and blue spaces that are multifunctional, accessible to all, supporting wildlife and human health.</p> <p>Conserving, and enhancing the District's distinct historic environment and cultural heritage including locally valued non-designated heritage assets.</p>

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 EqlA has been led by the Forward Planning Team who are responsible for preparation of the Local Plan. The EqlA 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 Draft Local Plan is likely to have an adverse impact to discriminate against different groups within the community.
- 4.9 The groups considered, are set out in the Communities and Local Government publication Diversity and Equality in Planning: A good practice guide, which identifies the following standard groups:
- Age
 - People with disabilities
 - Gender (Women)
 - Sexual Orientation
 - BME (Black and Minority Ethnic)
 - Gypsies and Travellers
 - Vulnerable People e.g. people without permanent residence, homeless, habitual street drinkers and drug users, asylum seekers.

Standard Groups and Planning Impact Groups

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

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

Matrix showing relationship between Standard Groups and Planning Impact Groups

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

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

- 4.13 Spatial data on Planning Impact Groups is available for the Ashfield District, but for some purposes of the assessment it is necessary to use data for the standard equality and diversity group.
- 4.14 Best practice highlights the need to use the most recent information sources. The following sources of information have been used as background information for the development of this assessment:
- Office of National Statistics (ONS), 2015;
 - Data.gov.uk;
 - Mori;
 - Census data; and
 - Indices of Multiple Deprivation 2015.

Stage 4 – Making a Judgement

- 4.15 This is the most important element of an EqlA. Information gathered in the earlier stages is used to decide whether or not there is a potential for the policy, strategy, procedure or function to result in a less favourable outcome on any group within the community or unlawful discrimination of any kind.
- 4.16 The EqlA will provide an overall judgement of the impact that the Local Plan will have upon the residents of Ashfield District. This assessment will be available for public comment to test whether the outcomes of this process are supported by the residents, communities and stakeholders who will be affected by the plan.

5.0 The Profile of Ashfield

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

Population Projections and Gender

- 5.2 The Office for National Statistics has produced a range of population projections based on modelling techniques applied to mid-year population estimates. Births, deaths and other factors such as migration are taken into account when the data is modelled. As these projections are based on models they should only be used as a guide for future population trends.
- 5.3 The table below shows that between mid-year estimates between 2015 and 2019, Ashfield has seen one of the largest changes in population in Nottinghamshire.

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

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

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

- 5.4.1 The 2019 mid-year population estimates showed the District to have a population of 127,900; an increase of 8,400 on 2011 Census (119,500). Of this population approximately 62,700 are male and 65,200 are female

Employment

Average Earnings

Gross Weekly Pay

	Ashfield (£)	East Midlands (£)	Great Britain (£)
Full- Time Workers	504.0	561.0	587.1
Male Full-Time Workers	553.5	597.2	622.9
Female Full-Time Workers	462.5	497.8	544.3

Hourly Pay – Excluding Overtime

	Ashfield (£)	East Midlands (£)	Great Britain (£)
Full-Time Workers	12.86	14.02	15.18
Male Full-Time Workers	13.12	14.67	15.64
Female Full-Time workers	12.01	13.01	14.42

Source – Nomis 2020

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

- 5.5 Average earnings in Ashfield are significantly below the average for England, the median Hourly pay for Great Britain in 2020 is £15.18, East Midlands is £14.02 and Ashfields is £12.86. In common with the national picture there is a wide disparity between pay for males and females. The Local Plan policies, including EM1 'Business and Economic Development' seeks to help strengthen employment opportunities within the District and therefore contribute to addressing this issue.

Age Profile

- 5.6 The age profile of the District based on the 2020 mid-year estimate is shown in the table below.

	Population Aged 0 - 14	Population Aged 15 - 64	Population Aged 65 and over	Population Total
Ashfield	22,819	80,599	24,919	128,337
Nottinghamshire	141,942	516,349	175,086	833,377
East Midlands	848,596	3,062,330	954,657	4,865,583
England	10,214,484	35,971,635	10,464,019	56,550,138

Sources – Office for National Statistics, Mid Year Population Estimates 2020 - <https://www.ons.gov.uk/peoplepopulationandcommunity/populationandmigration/populationestimates/datasets/populationestimatesforukenglandandwalesandscotlandandnorthernireland>

- 5.7 As can be seen from the table above, and through national and regional studies, Ashfield, as with many areas of the country has an ageing population. The Local Plan document takes this into account through

policy HG6 'Housing Mix' which states that all new residential developments will contain adequate internal living space, based upon recognised national guidelines, in order that new homes are adaptable for the 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 in 2015 and then dropped to 63rd out of 317 Local Authority district in England (IMD 2019). However, it remains one of the most deprived local authority areas in England. The IMD rank local authorities based on a combination of factors relating to a range of different criteria including health, income, employment, and crime.

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

Indices of Deprivation

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

Source Office for National Statistics 2019

- 5.9 The figures shown in the above table represent the level of Health Deprivation and Disability. The score provides a weighted average of the scores for the entire Super Output Areas within the District.
- 5.10 There are a number of ways in which the Local Plan can help people affected by such inequalities including housing provision, access to employment opportunities, service provision, health and well-being, green infrastructure and accessibility. These matters are addressed in a number policies including:
- S1 – Achieving Sustainable Development
 - S3 – Location of Development

- EM1 - Business and Economic Development
- EV4 - Green Infrastructure, Biodiversity and Geodiversity
- HG6 - Housing Mix

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.

Benefit Claimants

Working-age Client Group – Main Benefit Claimants – Not Seasonally Adjusted [Discontinued] (November 2016)

	Ashfield (Numbers)	Ashfield (%)	East Midlands (%)	Great Britain (%)
Job Seekers	1,000	1.3	1.0	1.1
ESA And Incapacity Benefits	6,200	8.0	6.0	6.1
Lone Parents	1,120	1.4	1.0	1.0
Carers	1,970	2.5	1.8	1.7
Others On Income Related Benefits	130	0.2	0.2	0.2
Disabled	770	1.0	0.7	0.8
Bereaved	140	0.2	0.2	0.2
Main Out-Of-Work Benefits†	8,450	10.9	8.0	8.4

By Statistical Group

	Ashfield (Numbers)	Ashfield (%)	East Midlands (%)	Great Britain (%)
Job Seekers	1,000	1.3	1.0	1.1
ESA And Incapacity Benefits	6,200	8.0	6.0	6.1
Lone Parents	1,120	1.4	1.0	1.0
Carers	1,970	2.5	1.8	1.7
Others On Income Related Benefits	130	0.2	0.2	0.2
Disabled	770	1.0	0.7	0.8
Bereaved	140	0.2	0.2	0.2
Main Out-Of-Work Benefits†	8,450	10.9	8.0	8.4

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

Notes: % is a proportion of resident population of area aged 16-64

Figures in this table do not yet include claimants of Universal Credit

Source - <https://www.nomisweb.co.uk/reports/lmp/la/1946157162/report.aspx?#ls>

- 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.

	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

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

	Total Initial Assessments	Total Owed a Prevention or relief Duty	Not homeless nor threatened with homelessness within 56 days – no duty owed
Ashfield	430	428	2
East Midlands	23,800	23,040	760
England	304,290	288,470	15,820

Number of households by initial assessment of homelessness circumstances and needs

Source - <https://www.gov.uk/government/statistics/statutory-homelessness-in-england-financial-year-2019-20>

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

Social Exclusion and Deprivation

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

Economic Deprivation

Economic Activity

Employment and Unemployment (Jan 2020 – Dec 2020)

All People

	Ashfield (Numbers)	Ashfield (%)	East Midlands (%)	Great Britain (%)
Economically Active †	62,500	77.6	79.6	79.1
In Employment †	60,100	74.5	75.8	75.4
Employees †	51,200	64.6	66.0	65.2
Self Employed †	8,900	9.9	9.5	9.9

Unemployed (Model-Based) §	3,600	5.7	4.7	4.6
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Males

	Ashfield (Numbers)	Ashfield (%)	East Midlands (%)	Great Britain (%)
Economically Active †	36,400	84.7	84.1	82.9
In Employment †	35,600	82.7	79.7	78.7
Employees †	30,300	71.9	67.6	65.7
Self Employed †	#	#	11.8	12.8
Unemployed §	!	!	5.3	4.9

Females

	Ashfield (Numbers)	Ashfield (%)	East Midlands (%)	Great Britain (%)
Economically Active †	26,100	69.4	75.1	75.3
In Employment †	24,500	65.0	71.9	72.1
Employees †	20,900	56.2	64.5	64.8
Self Employed †	#	#	7.2	7.1
Unemployed §	#	#	4.2	4.2

Source: ONS annual population survey

Sample size too small for reliable estimate ([see definitions](#))! Estimate is not available since sample size is disclosive ([see definitions](#))

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

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

Source - <https://www.nomisweb.co.uk/reports/lmp/la/1946157162/report.aspx?#ls>

- 5.22 Between January 2020 and December 2020 77.6% of the population of Ashfield were economically active compared to 79.6% in the East Midlands and 79.1% in Great Britain (NOMIS, 2021). However, as illustrated below the District has a large proportion of the population who are suffering with long-term sickness.

Economic Inactivity (Jan 2020 – Dec 2020)**All People**

	Ashfield (Level)	Ashfield (%)	East Midlands (%)	Great Britain (%)
Total	17,600	22.4	20.4	20.9
Student	#	#	26.6	27.0
Looking After Family/Home	#	#	19.4	20.1
Temporary Sick	!	!	1.9	2.0
Long-Term Sick	#	#	23.5	23.6

Discouraged	!	!	#	0.7
Retired	#	#	15.4	13.6
Other	#	#	12.6	13.0

	Ashfield (Level)	Ashfield (%)	East Midlands (%)	Great Britain (%)
Wants a Job	#	#	22.3	22.6
Does Not Want a Job	13,000	73.8	77.7	77.4

Source: ONS annual population survey

Sample size too small for reliable estimate ([see definitions](#))

! Estimate is not available since sample size is disclosive ([see definitions](#))

Notes: numbers are for those aged 16-64.

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

Source - <https://www.nomisweb.co.uk/reports/lmp/la/1946157162/report.aspx?#ls>

- 5.23 The Gross weekly pay for full-time workers in Ashfield is lower than the rest of the Region and Great Britain at £504 compared to £561 for the East Midlands and £5587.10 for the rest of the country (Nomis, 2021).
- 5.24 Unemployment is higher with Ashfield than the rest of the East Midlands, but less than Great Britain. The Local Plan document addresses this with the following policies:
- S3 – Location of Development;
 - EM1 - Business and Economic Development;
 - EM4 - Rural Development;
 - SD5 - Developer Contributions

Faith

- 5.25 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:
- S1 – Achieving Sustainable Development
 - S3 – Location of Development
 - SD5 - 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

- 5.26 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

- 5.27 Ashfield has a higher proportion of residents without access to a car within the County. However, overall the District's households with access to a cars or vans is high compared to other authorities. Policy S12 'Improving Transport Infrastructure' encourages the improvement of transport infrastructure with the objective of promoting travel choices and reducing the reliance on the private car.

Education and Young people

- 5.28 As can be seen from the table below, Ashfield has a lower than average population with NVQ1 to 4 levels of education. It also has considerably higher levels of people with no qualifications than the East Midlands and National average.
- 5.29 The levels are as follows:
- Level 1 - Foundation skills in occupations.
 - Level 2 - Operative or semi-skilled occupations.
 - Level 3 - Technician, craft, skilled and supervisory occupations.
 - Level 4 + – First degree or higher.

Education and Skills

Qualifications (Jan 2020 – Dec 2020)

	Ashfield (Level)	Ashfield (%)	East Midlands (%)	Great Britain (%)
NVQ4 and above	18,900	24.5	37.2	43.1
NVQ3 and above	39,100	50.5	58.0	61.4
NVQ2 and above	59,500	76.8	76.5	78.2
NVQ1 and above	69,100	89.3	87.7	87.9
Other Qualifications	#	#	6.0	5.7
No Qualifications	6,700	8.6	6.3	6.4

Source: ONS annual population survey

Sample size too small for reliable estimate ([see definitions](#))

Notes: For an explanation of the qualification levels see the definitions section.

Numbers and % are for those of aged 16-64

% is a proportion of resident population of area aged 16-64

Source - <https://www.nomisweb.co.uk/reports/lmp/la/1946157162/report.aspx?#ls>

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

6.0 Screening of the Draft Local Plan Policies

- 6.1 The Draft Local Plan contains Policies which aim to deliver the Vision and Objectives of the Plan. These policies have been assessed and the tables below outline the key characteristics of each individual policy within the Draft 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 Ashfield Local Plan contains policies which have been tested and analysed against the assessment key questions identified in paragraph 4.3 of this report, and positive and negative effects have been identified in order to determine whether there are likely to be any equality impacts as a result of the Plan.
- 6.4 The assessment (see Appendix two) found that there was sufficient evidence to conclude that the Draft Local Plan did not require any amendments or mitigation measures to address equality impacts and therefore the Council has fulfilled its duties under Equalities Act 2010.
- 6.5 Overall the process of EIA has helped to critically appraise the likely impacts on the Local Plan, in order that the Council may eliminate discrimination, advance equality of opportunity and foster good relations and promote social cohesion within the District.

7.0 Assessment of the Local Plan Public Consultation

Community Involvement

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

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

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

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

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

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

Evidence Base

7.6 The Draft Local Plan draws upon other evidence and key data relating to particular community groups within the District, for example the Greater Nottingham and Ashfield Housing Needs Assessment (2020), which

outlines the future housing needs of this District. The includes the different types of houses needed across District, together with the overall housing target for private market housing.

- 7.7 Additional information focusing on particular groups within the District such as the Ashfield Traveller Accommodation Needs Assessment' (2015), which presents to accommodation needs of the Traveller communities.
- 7.8 Consultation methods targeted at the wider community may be indirectly benefited to a particular equality group:
- 7.9 The consultation events for the Draft Local Plan document will be advertised through a range of different media that includes:
 - Local Newspapers;
 - Posters in public buildings including libraries, Council Offices, Community Centres and Leisure Centres;
 - Letters or emails to everyone registered on the Local Plan consultation database;
 - Static exhibitions at libraries and Council offices; and
 - The Ashfield District Council website and Facebook page.

8.0 Consultation

- 8.1 As set out in chapter seven of this assessment, the Council is proposing to undertake a period of consultation, using a variety of methods to engage different communities and organisations. It is considered that the methods employed in consulting the public will not have any adverse impact.
- 8.2 In preparing the emerging Local Plan and the relevant EqIA, it is suggested that the EqIA is reviewed by relevant officers within Equality and Diversity who have specialist knowledge who can provide an overview of the EqIA procedure.

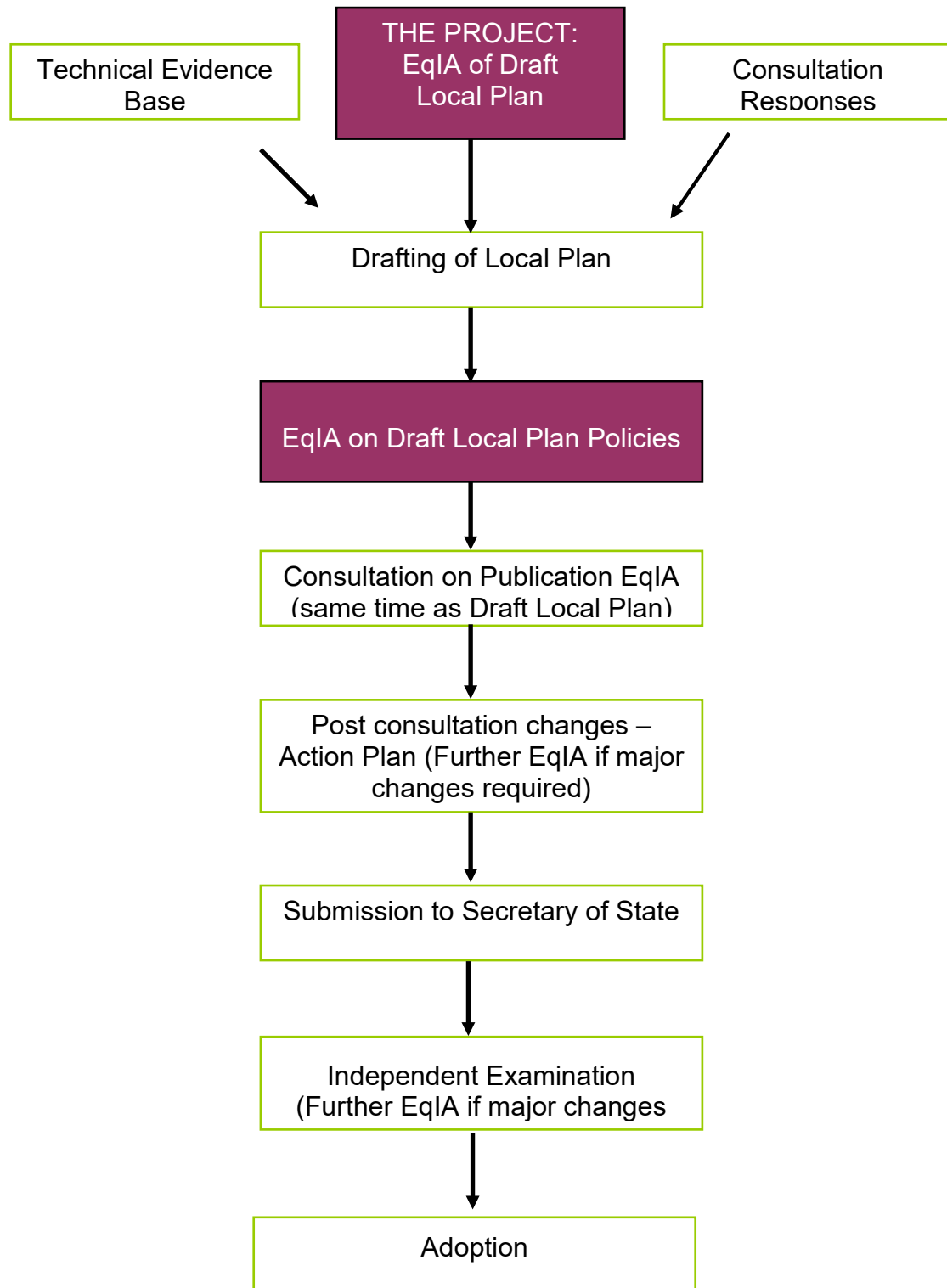
9.0 Monitoring and Review

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

Appendix 1:

The EqlA and Draft Local Plan Process Diagram

The EqlA and Draft Local Plan Process Diagram



Appendix 2:

Draft Local Plan Policy Impact Assessments on:

1 - Standard Groups; and

2 – Planning Impact Groups

1. Standard Groups

Policy	Equality Groups									Commentary
	Race	Gender	Disability	Age	Faith and Belief	Sexual Orientation	Gender Reassignment	Marriage and Civil Partnership	Pregnancy and Maternity	
S1: Achieving Sustainable Development	✓	✓	✓	✓	✓	0	0	0	0	The promotion of sustainable development across the District should ensure future development aids the social, economic and environmental wellbeing of our residents. It should ensure residents can access facilities and services within reasonable travel times, not have to rely on car based travel and be able to access employment opportunities.
S2: Meeting the Challenge of 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.
S3: Location of Development	0	0	✓	✓	✓	0	0	0	0	Focusing future development within or adjacent to the District's existing settlements, and the development of new settlements will support sustainable development and enable people to access existing and new services. This will help those with mobility issues, those on low incomes, and those with limited access to these facilities in concentrated locations reducing the need to travel between locations.
S4: Green Belt	0	0	0	0	0	0	0	0	0	Protection of the Green Belt against inappropriate development will help ensure new development is located in sustainable locations which will benefit all equality groups.
S5: High Quality Buildings and Places through Place Making and Design	0	✓	✓	✓	0	0	0	0	0	High standards of accessibility and inclusion in design should create environments that in particular benefit the mobility impaired such as the disabled, the elderly and those with children in prams/buggies.
S6: New Settlement: Land at	0	0	✓	✓	0	0	0	0	0	The development of a new mixed use settlement at Whyburn Farm will enable all equality groups to access a range of

Policy	Equality Groups									Commentary
	Race	Gender	Disability	Age	Faith and Belief	Sexual Orientation	Gender Reassignment	Marriage and Civil Partnership	Pregnancy and Maternity	
Whyburn Farm, Hucknall										housing and employment to meet their varied needs. The development will provide market housing and will also aid the delivery of health and education infrastructure, together with affordable housing products through the negotiation of section 106 agreements.
S7: New Settlement: Land at Cauldwell Road, Sutton-In-Ashfield	0	0	✓	✓	✓	0	0	0	0	The development of a new settlement at Cauldwell Road will enable all equality groups to access a range of housing to meet their varied needs. The development will provide market housing and will also aid the delivery of health and education infrastructure, together with affordable housing products through the negotiation of section 106 agreements.
S8: Strategic Employment Allocation Junction 27, M1	0	0	0	0	0	0	0	0	0	Supporting the growth of employment opportunities within the District will enhance opportunities for all groups.
S9: Meeting Future Housing Provision	0	0	✓	✓	0	0	0	0	0	The development of new housing within the District will enable all equality groups to access a range of housing to meet their varied needs. The development will provide market housing and will also aid the delivery of health and education infrastructure, together with affordable housing products through the negotiation of section 106 agreements.
S10: Delivering Economic Opportunities	0	0	0	0	0	0	0	0	0	Supporting the growth of employment opportunities within the District will enhance opportunities for all groups. New employment and job opportunities will allow people who are geographically excluded, to enter the workplace including homeworking.
S11: Aligning Growth and Infrastructure	0	0	0	0	0	0	0	0	0	The delivery of appropriate infrastructure to support development will help ensure appropriate transport, education and health infrastructure is provided. This could lead to benefits to wide range of equality groups.
S12: Improving Transport Infrastructure	0	0	0	0	0	0	0	0	0	The delivery of appropriate transport infrastructure to support development will benefit a wide range of equality groups.
S13: Vibrant Town Centres	0	0	✓	✓	0	0	0	0	0	Sustaining the Districts Town Centre's and encouraging new facilities within them,

Policy	Equality Groups									Commentary
	Race	Gender	Disability	Age	Faith and Belief	Sexual Orientation	Gender Reassignment	Marriage and Civil Partnership	Pregnancy and Maternity	
										helping those with mobility issues, those on low incomes, and those with limited access to access facilities within the town and public transport facilities to travel beyond.
S14: Tackling Health Inequalities & Facilitating Healthier Lifestyles	✓	✓	✓	✓	✓	0	0	0	0	The Policy looks to reduce health inequalities, which can be defined as differences in health status or in the distribution of health determinants between different population groups. Development has an important role in providing the necessary infrastructure to encourage physical exercise and health, including accessible open space, vegetation and landscaping, sport and recreation facilities, cultural facilities and safe, well promoted, walking and cycling routes.
S15: Protecting and Enhancing Our Green Infrastructure and the Natural Environment	0	✓	✓	✓	0	0	0	0	0	The development of open spaces provides places for the young and old, it gives people spaces to undertake leisure and aid wellbeing. Appropriately accessible space and routes can aid access by those within impaired movement and those wishing to undertake active travel.
S16: Conserving & Enhancing Our Historic Environment	N / A	N / A	N / A	N / A	N / A	N / A	N / A	N / A	N / A	This policy has no impact on the identified groups
S17: Safeguarding Mineral Resources	N / A	N / A	N / A	N / A	N / A	N / A	N / A	N / A	N / A	This policy has no impact on the identified groups
CC1: Zero & Low Carbon Developments & Decentralised, Renewable & Low Carbon Energy Generation	0	0	✓	✓	0	0	0	0	0	Better energy efficient buildings, sustainable construction methods and the use 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.

Policy	Equality Groups									Commentary
	Race	Gender	Disability	Age	Faith and Belief	Sexual Orientation	Gender Reassignment	Marriage and Civil Partnership	Pregnancy and Maternity	
CC2: Water Resource Management	0	0	✓	✓	0	0	0	0	0	Ensure that the District's water resource is maintained/enhanced will ensure that the District's residents and visitors are catered for.
CC3: Flood Risk and SuDs	0	0	0	0	0	0	0	0	0	Restricting new development in areas of Flood Risk will ensure that the population, and all equality groups are not be subjected to flooding.
EV1 & EV2: Green Belt and Countryside	0	0	0	0	0	0	0	0	0	Protection of the Green Belt and Countryside against inappropriate development will help ensure new development is located in sustainable locations which will benefit all equality groups.
EV3: Reuse of Existing Buildings in the Green Belt & Countryside	0	0	✓	✓	0	0	0	0	0	Enabling appropriate re-use or adaptation of building may aid disability and age groups, through adaption works.
EV4: Green Infrastructure, Biodiversity and Geodiversity	0	0	✓	✓	0	0	0	0	0	The development of Green Infrastructure provides places for the young and old, it gives people spaces to undertake leisure and aid wellbeing. Appropriately accessible space and routes can aid access by those within impaired movement and those wishing to undertake active travel.
EV5: Protection of Green Spaces and Recreational Facilities	0	0	✓	✓	0	0	0	0	0	Green spaces provide places for recreation and relaxation for everyone. In particular it allows play space for the young and recreation space for other groups such as the elderly. Public open space should help community cohesion by being open to all and help reduce social exclusion.
EV6: Trees, Woodland and Hedgerows	N / A	N / A	N / A	N / A	N / A	N / A	N / A	N / A	N / A	This policy has no impact on the identified groups
EV7: Provision and Protection of Allotments	0	0	0	✓	0	0	0	0	0	Allotments provide places for recreation and relaxation for groups such as the elderly. Allotments should help community cohesion and reduce social exclusion.
EV8: Agricultural Land Quality	N / A	N / A	N / A	N / A	N / A	N / A	N / A	N / A	N / A	This policy has no impact on the identified groups

Policy	Equality Groups									Commentary
	Race	Gender	Disability	Age	Faith and Belief	Sexual Orientation	Gender Reassignment	Partnership	Pregnancy and Maternity	
EV9: The Historic Environment	N / A	N / A	N / A	N / A	N / A	N / A	N / A	N / A	N / A	This policy has no impact on the identified groups
EV10: Protection and Enhancement of Landscape Character	N / A	N / A	N / A	N / A	N / A	N / A	N / A	N / A	N / A	This policy has no impact on the identified groups
H1: Housing Allocations	0	0	✓	✓	0	0	0	0	0	The development of new housing within the District will enable all equality groups to access a range of housing to meet their varied needs. The development of provide market housing will also aid the delivery of health and education infrastructure, together with affordable housing products through the negotiation of section 106 agreements.
H2: Provision for Gypsies, Travellers and Travelling Showpeople	✓	0	0	0	0	0	0	0	0	The policy will help to provide living accommodation for Gypsy and travellers and showpeople.
H2a: Travelling Showpeople Site Allocations	✓	0	0	0	0	0	0	0	0	The development of new sites will help to provide living accommodation for travelling showpeople.
H3: Affordable Housing	0	0	✓	✓	0	0	0	0	0	By ensuring a supply of affordable housing, those unable to afford to buy a new home should be able to have a home. This will help reduce social exclusion across a range of equality groups.
H4: Rural Exceptions Sites	0	0	✓	✓	0	0	0	0	0	Opportunities for delivery of affordable housing under Policy H3 will be limited where there is less potential for large sites to come forward, typically in the smaller settlements. Any development schemes coming forward under Policy H4 will therefore contribute towards the overall level of affordable housing whilst supporting the District's more rural communities.
H5: Public Open Space and New	0	0	0	0	0	0	0	0	0	Provision of appropriate green space within new residential developments will aid health and wellbeing of all residents within the development.

Policy	Equality Groups									Commentary
	Race	Gender	Disability	Age	Faith and Belief	Sexual Orientation	Gender Reassignment	Marriage and Civil Partnership	Pregnancy and Maternity	
Residential Developments										
H6: Housing Mix	0	0	✓	✓	0	0	0	0	0	Ensuring development delivers a range of housing types, will increase the potential benefits to equality groups, particularly those who require specialist housing.
H7: Housing Density	N / A	N / A	N / A	N / A	N / A	N / A	N / A	N / A	N / A	This policy has no impact on the identified groups
H8: Houses in Multiple Occupation, Flats and Bedsits	0	0	✓	✓	0	0	0	0	0	Ensuring development delivers a range of housing types, will increase the potential benefits to equality groups, particularly those who require specialist housing.
EM1: Business and Economic Development	0	0	0	0	0	0	0	0	0	This policy allows for the provision of employment opportunities to aid all the District's communities. Home working is encouraged this would impact positively on the mobility impaired giving them easier access to employment. Increasing skills and the number of jobs would positively impact on deprivation and social inclusion.
EM2: Employment Land Allocations	0	0	0	0	0	0	0	0	0	Supporting the growth of employment opportunities within the District will enhance opportunities for all groups. New employment and job opportunities will allow people who are geographically excluded, to enter the workplace including homeworking.
EM3: Retention of Employment Sites and Allocations	0	0	0	0	0	0	0	0	0	The policy supports the retention of existing employment opportunities within the District will enhance opportunities for all groups.
EM4: Rural Development	0	0	0	0	0	0	0	0	0	New employment and job opportunities will allow people who are geographically excluded to enter the workplace including homeworking.
EM5: Education Skills and Training	✓	✓	✓	✓	0	0	0	0	0	The policy supports development that will aid education and skill enhancement. In turn this will aid a number of equality groups, providing education opportunities than in turn could help enhance people's quality of life / economic prosperity.
SH1: Retail, Leisure and Commercial	0	0	✓	✓	0	0	0	0	0	By maintaining and improving the shopping areas will ensure community cohesion. By having services that are accessible reduces

Policy	Equality Groups									Commentary
	Race	Gender	Disability	Age	Faith and Belief	Sexual Orientation	Gender Reassignment	Marriage and Civil Partnership	Pregnancy and Maternity	
and Town Centre Uses										deprivation and social exclusion in monetary terms or by geographical location.
SH2: Local Shopping Centres and Single Shops	0	0	✓	✓	0	0	0	0	0	By maintaining and improving the shopping areas will ensure community cohesion. By having services that are accessible reduces deprivation and social exclusion in monetary terms or by geographical location.
SH3: Shopfronts	0	0	✓	0	0	0	0	0	0	This policy seeks to ensure high quality shop fronts are developed. Through this it may have a positive impact on disability access to retail units.
SD1: Social Value	✓	✓	✓	✓	✓	0	0	0	0	This policy sets out the Council's commitment to social value and the added benefits that can be gained from projects and public procurement, specifically for the social, economic and environmental benefit of all groups living in the local area.
SD2: Design Considerations for Development	0	✓	✓	✓	0	0	0	0	0	High standards of accessibility and inclusion in design should create environments that in particular benefit the mobility impaired such as the disabled, the elderly and those with children in prams/buggies.
SD3: Amenity	0	✓	✓	✓	0	0	0	0	0	Ensuring the amenity of existing and new communities is maintained should create environments that in particular benefit the mobility impaired, the elderly and those with children in prams/buggies.
SD4: Recycling and Refuse Provision in New Development	N / A	N / A	N / A	N / A	N / A	N / A	N / A	N / A	N / A	This policy has no impact on the identified groups
SD5: Developer Contributions	0	0	0	0	0	0	0	0	0	The delivery of appropriate infrastructure to support development will help ensure appropriate transport, education and health infrastructure is provided. This could lead to benefits to wide range of equality groups.
SD6: Assessing Development Viability & Development Demand	0	0	0	0	0	0	0	0	0	The delivery of appropriate infrastructure to support development will help ensure appropriate transport, education and health infrastructure is provided. This could lead to benefits to wide range of equality groups.

Policy	Equality Groups									Commentary
	Race	Gender	Disability	Age	Faith and Belief	Sexual Orientation	Gender Reassignment	Marriage and Civil Partnership	Pregnancy and Maternity	
SD7: Communications Infrastructure	N / A	N / A	N / A	N / A	N / A	N / A	N / A	N / A	N / A	This policy has no impact on the identified groups
SD8: Contaminated Land and Unstable Land	N / A	N / A	N / A	N / A	N / A	N / A	N / A	N / A	N / A	This policy has no impact on the identified groups
SD9: Environmental Protection	N / A	N / A	N / A	N / A	N / A	N / A	N / A	N / A	N / A	This policy has no impact on the identified groups
SD10: Transport Infrastructure	0	0	0	0	0	0	0	0	0	By ensuring that traffic management and highway safety is considered with all new development is not going to have an impact on any particular group.
SD11: Parking	0	0	✓	✓	0	0	0	0	0	Design and provision of appropriate car parking will ensure specialist parking provision is provided for disabled and elderly users where required.
SD12: 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
SD13: Provision and Protection of Health and Community Facilities	0	✓	✓	✓	✓	0	0	✓	✓	The policy focuses on protection and enhancement of health & community facilities. This could provide health and community benefits a wide number of groups.

2. Planning Impact Groups

Policy	Planning Impact Group								Commentary
	Low access to transport	People requiring personal support and services plus carers	Low Income	People with physical and mental illness	Young Children	Young people	Cultural Minority	Elderly	
S1: Achieving Sustainable Development	N A	NA	N A	NA	N A	N A	N A	N A	Sustainable Development will indirectly benefit the whole community
S2: Meeting the Challenge of Climate Change	N A	NA	N A	NA	N A	N A	N A	N A	Better energy efficient buildings, sustainable construction methods and the use of renewable energy will indirectly benefit the whole community.
S3: Location of Development	✓	0	✓	0	0	0	0	✓	New settlements and new development within or adjacent to existing settlements will allow people with little income, limited access to transport and mobility problems to access facilities within these existing centres and the new facilities to be provided within the new settlements.
S4: Green Belt	✓	✓	✓	✓	✓	✓	✓	✓	This policy will benefit the whole community particularly young people and young children, this will allow for recreational activities. The Green Belt also provides for physical and mental well-being.
S5: High Quality Buildings and Places through Place Making and Design	✓	0	✓	✓	0	✓	✓	✓	Ensuring future development creates high quality design will have wider social and environmental development for a range of groups, through the provision of adaptable homes and high quality public realm.

S6: New Settlement: Land at Whyburn Farm, Hucknall	✓	0	✓	✓	✓	✓	✓	✓	The allocation of a new mixed use settlement at Whyburn Farm will enable the District to meet its future housing and employment needs. This will benefit a wide range of groups / communities, providing a range of homes and employment opportunities to meet the differing needs of occupants
S7: New Settlement: Land at Cauldwell Road, Sutton-In-Ashfield	✓	0	✓	✓	✓	✓	✓	✓	The allocation of a new settlement at Cauldwell Road will enable the District to meet its future housing needs. This will benefit a wide range of groups / communities, providing a range of homes to meet the differing needs of occupants
S8: Strategic Employment Allocation Junction 27, M1	✓	0	✓	0	✓	0	0	0	Improving the economy in the District will help to provide jobs with people who have no access to public transport in an accessible location. People on low incomes and young people will have the opportunity for on the job training. There will also be the opportunity to develop a knowledge based economy to retain those members of the community that are highly skilled.
S9: Meeting Future Housing Provision	✓	0	✓	✓	✓	✓	✓	✓	The allocation of housing sites will enable the District to meet its future housing needs. This will benefit a wide range of groups / communities, providing a range of homes to meet the differing needs of occupants
S10: Delivering Economic Opportunities	✓	0	✓	0	✓	0	0	0	Improving the economy in the District will help to provide jobs with people who have no access to public transport in an accessible location. People on low incomes and young people will have the opportunity for on the job training. There will also be the opportunity to develop a knowledge based economy to retain those members of the community that are highly skilled.

S11: Aligning Growth and Infrastructure	0	0	0	0	0	0	0	0	Improvements to transport, education and health infrastructure will benefit all of the community.
S12: Improving Transport Infrastructure	0	0	0	0	0	0	0	0	Improvements to transport infrastructure will benefit all of the community.
S13: Vibrant Town Centres	0	0	0	0	0	0	0	0	The improvements to the town centre will benefit all of the community.
S14: Tackling Health Inequalities & Facilitating Healthier Lifestyles	✓	✓	✓	✓	✓	✓	✓	✓	This policy has an important role in providing the necessary infrastructure to encourage physical exercise and health, including accessible open space, vegetation and landscaping, sport and recreation facilities, cultural facilities and safe, well promoted, walking and cycling routes.
S15: Protecting and Enhancing Our Green Infrastructure and the Natural Environment	✓	✓	✓	✓	✓	✓	✓	✓	This policy will benefit the whole community particularly young people and young children, this will allow for recreational activities. Open space also provides for physical and mental well-being. Open space and parks are free and can be used by any member of the community. Open spaces are place which can be an expression of culture and a place where people from different backgrounds can participate and get along together. Sustainable movement corridors will allow for an alternative to travelling by private transport, by having a pleasant walking environment. By having green spaces will reduce the need and cost of travel if people can easily access them.
S16: Conserving & Enhancing Our Historic Environment	0	0	0	0	0	0	0	0	All members of the community will benefit from this policy in an indirect way.
S17: Safeguarding Mineral Resources	N A	NA	N A	NA	N A	N A	N A	N A	Safeguarding minerals will benefit the whole community indirectly.

CC1: Zero & Low Carbon Developments & Decentralised, Renewable & Low Carbon Energy Generation	N A	NA	N A	NA	N A	N A	N A	N A	Adapting to climate change will benefit the whole community indirectly
CC2: Water Resource Management	N A	NA	N A	NA	N A	N A	N A	N A	Ensuring water quality is adequate will benefit the whole community indirectly
CC3: Flood Risk & SuDs	N A	NA	N A	NA	N A	N A	N A	N A	Ensuring flood risk is mitigated will benefit the whole community indirectly
EV1 & EV2: Green Belt and Countryside	✓	✓	✓	✓	✓	✓	✓	✓	This policy will benefit the whole community particularly young people and young children, this will allow for recreational activities. The Green Belt and Countryside also provides for physical and mental well-being.
EV3: Reuse of Existing Buildings in the Green Belt and Countryside	N A	NA	N A	NA	N A	N A	N A	N A	Protecting the Green Belt and Countryside will benefit the whole community indirectly
EV4: Green Infrastructure, Biodiversity and Geodiversity	✓	✓	✓	✓	✓	✓	✓	✓	This policy will benefit the whole community particularly young people and young children, this will allow for recreational activities. Open space also provides for physical and mental well-being. Open space and parks are free and can be used by any member of the community. Open spaces are place which can be an expression of culture and a place where people from different backgrounds can participate and get along together. Sustainable movement corridors will allow for an alternative to travelling by private transport, by having a pleasant walking environment. By having green spaces will reduce the need and cost of travel if people can easily access them.

EV5: Protection of Green Spaces and Recreational Facilities	✓	✓	✓	✓	✓	✓	✓	✓	This policy will benefit the whole community particularly young people and young children, this will allow for recreational activities. Open space also provides for physical and mental well-being. Open space and parks are free and can be used by any member of the community. Open spaces are place which can be an expression of culture and a place where people from different backgrounds can participate and get along together. Sustainable movement corridors will allow for an alternative to travelling by private transport, by having a pleasant walking environment. By having green spaces will reduce the need and cost of travel if people can easily access them.
EV6: Trees, Woodland and Hedgerows	N A	NA	N A	NA	N A	N A	N A	N A	Protecting Trees, Woodland and hedgerows will benefit the whole community.
EV7: Provision and Protection of Allotments	✓	✓	✓	✓	✓	✓	✓	✓	This policy will benefit the whole community this will allow for recreational activities. Allotments also provide for physical and mental well-being.
EV8: Agricultural Land Quality	N A	NA	N A	NA	N A	N A	N A	N A	This policy has no impact on the identified groups
EV9: The Historic Environment	0	0	0	0	0	0	0	0	All members of the community will benefit from this policy in an indirect way.
EV10: Protection and Enhancement of Landscape Character	N A	NA	N A	NA	N A	N A	N A	N A	Protecting and enhancing the Landscape Character will benefit the whole community.
H1: Housing Allocations	✓	0	✓	✓	✓	✓	✓	✓	The allocation of housing sites will enable the District to meet its future housing needs. This will benefit a wide range of groups / communities, providing a range of homes to meet the differing needs of occupants.

H2: Provision for Gypsies, Travellers and Travelling Showpeople	0	0	0	0	0	0	✓	0	Allows people from different backgrounds and cultures to integrate with one another
H2a: Travelling Showpeople Site Allocations	0	0	0	0	0	0	✓	0	New sites will help to provide living accommodation for travelling showpeople.
H3: Affordable Housing	✓	0	✓	✓	0	✓	✓	✓	Provision of affordable housing will enable a range of different people / groups access housing.
H4: Rural Exception Sites	✓	0	✓	✓	0	✓	✓	✓	Rural exception sites will contribute towards the provision of affordable housing which will enable a range of different people / groups access housing.
H5: Public Green Space and New Residential Developments	✓	✓	✓	✓	✓	✓	✓	✓	This policy provide extended or improved green spaces across the District. This will promote healthy lifestyles and aid well-being, benefiting all community members.
H6: Housing Mix	✓	0	✓	✓	✓	✓	✓	✓	Ensuring a range / mix of housing is delivered to meet the varied needs of the District will have benefits to range of groups seeking housing.
H7: Housing Density	N A	NA	N A	NA	N A	N A	N A	N A	This policy has no impact on the identified groups
H8: Conversions to Houses in Multiple Occupation, Flats and Bedsits	✓	0	✓	✓	✓	✓	✓	✓	Ensuring a range / mix of housing is delivered to meet the varied needs of the District will have benefits to range of groups seeking housing.
EM1: Business and Economic Development	✓	0	✓	0	0	✓	0	0	Improving the economy in the District will help to provide jobs with people who have no access to public transport in an accessible location. People on low incomes and young people will have the opportunity for on the job training. There will also be the opportunity to develop a knowledge based economy to retain those members of the community that are highly skilled.

EM2: Employment Land Allocations	✓	0	✓	0	✓	0	0	0	The allocation of business and economic development sites will benefit a wide range of groups / communities, providing a range of job opportunities to meet the differing needs of the community.
EM3: Retention of Employment Sites and Allocations	✓	0	✓	0	0	✓	0	0	Protecting existing and allocated employment sites will help to provide jobs in the District.
EM4: Rural Development	✓	0	✓	0	0	✓	0	0	Small amounts of economic development will promote sustainable communities , it will reduce the need to travel for residents within rural area, address low wage jobs and unemployment
PJ5: Education Skills and Training	✓	0	✓	0	✓	✓	0	0	By supporting education and skill development, will enhance employment opportunities for a range of groups, including young people and those currently on low incomes.
SH1: Retail, Leisure and Commercial and Town Centre Uses	✓	0	✓	0	0	0	0	✓	Improved town centres will have an overall positive impact upon the districts population. By encouraging new development within town centres will allow people with low income, access to transport and mobility problems reach facilities and services.
SH2: Local Shopping Centres, Parades and Single Shops	✓	0	✓	✓	0	0	✓	✓	Local and minor shopping areas have a positive impact upon the communities they serve. By protecting these uses it will ensure that all residents have access to the facilities.
SH3: Shopfronts	N A	NA	N A	NA	N A	N A	N A	N A	This policy is consider to have no impact on identified groups
SD1: Social Value	✓	✓	✓	✓	✓	✓	✓	✓	This policy will benefit the whole community by ensuring social, environmental and economic benefits are gained from projects and public procurement.

SD2: Design Considerations for Development	✓	0	✓	✓	0	✓	✓	✓	Ensuring future development creates high quality design will have wider social and environmental development for a range of groups, through the provision of adaptable homes and high quality public realm.
SD3: Amenity	N A	NA	N A	NA	N A	N A	N A	N A	This policy has no impact on the identified groups
SD4: Recycling and Refuse Provision in New Development	N A	NA	N A	NA	N A	N A	N A	N A	This policy has no impact on the identified groups
SD5: Developer Contributions	0	0	0	0	0	0	0	0	This policy will have a positive impact upon Ashfield's Population, ensuring appropriate infrastructure is delivered to support development.
SD6: Assessing Viability and Development Demand	0	0	0	0	0	0	0	0	This policy will have a positive impact upon Ashfield's Population, ensuring appropriate infrastructure is delivered to support development.
SD7: Communication Infrastructure	N A	NA	N A	NA	N A	N A	N A	N A	This policy has no impact on the identified groups
SD8: Contaminated Land and Unstable Land	N A	NA	N A	NA	N A	N A	N A	N A	This policy has no impact on the identified groups
SD9: Environmental Protection	N A	NA	N A	NA	N A	N A	N A	N A	This policy has no impact on the identified groups
SD10: Transport Infrastructure	N A	NA	N A	NA	N A	N A	N A	N A	This policy has no impact on the identified groups
SD11: Parking	N A	NA	N A	NA	N A	N A	N A	N A	This policy has no impact on the identified groups
SD12: Advertisements	N A	NA	N A	NA	N A	N A	N A	N A	This policy has no impact on the identified groups
SD13: Provision and Protection of Health and Community Facilities	✓	✓	✓	✓	✓	✓	✓	✓	The policy seeks to retain and enhance community & health facilities across the District. This could have benefits for all groups

