

# **Erewash Core Strategy**

## **Equality Impact Assessment**

**Erewash Addendum  
June 2012**

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## Section 1: Introduction

- 1.1 This addendum has been produced to supplement the Greater Nottingham Equality Impact Assessment Phase 2 Report of the Aligned Core Strategies (The Publication Version June 2012). The Phase 2 report should be read in conjunction with this addendum.
- 1.2 An Equality Impact Assessment is a management tool that makes sure that policies and working practises do not discriminate against certain groups and that opportunities are taken to promote equality.
- 1.3 The Equality Act 2010 (section 49) sets out the general equality duty for public bodies. Previously the equality duty had related to individual characteristics (such as race, gender and disability). The Equality Act 2010 combined and streamlined these at the same time as widening the range of protected characteristics and the definition of 'discrimination'. The Equality Duty requires that public bodies in exercising their functions give 'due regard' to the need to:
  - Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
  - Advance equality of opportunity between people who share a protected characteristic and those who do not.
  - Foster good relations between people who share a protected characteristic and those who do not.
- 1.4 'Due regard' means that a public body must give weight to the duties outlined above in proportion to its relevance when discharging their functions. However, 'due regard' does not mean that a change needs to be made, but that appropriate weight needs to be given. Other issues, such as viability or the need to deliver development for economic or regeneration purposes may outweigh the equality considerations. In these cases the reasons should be robust and transparent. The Equality Impact Assessment and the changes that result from it will be an important part of the preparation of the Erewash Core Strategy.
- 1.5 The impact of the policies within the Erewash Core Strategy will be assessed against the following equality strands:

**Race** - refers to a person's race, colour, nationality and ethnic or national origins.

**Gender & Gender Identity** – refers to a man or women or a person in the process of transition from one gender to another.

**Disability** – refers to a physical or mental impairment which has a substantial and long term adverse effect on the ability to carry out normal day-to-day activities.

**Age** – refers to a person belonging to a particular age or range of ages.

**Sexual Orientation** – refers to a person's sexual attraction towards their own sex, the opposite sex or both sexes.

**Religion or Belief** - religion is the belief in and worship of a god or gods, or a set of beliefs concerning the origin and purpose of the universe. Belief includes religious and other philosophical beliefs which affect life choices or the way people live.

- 1.6 Erewash is producing this addendum due to the differing timings of when Councils will go out for consultation, Erewash Borough Council will be releasing a separate Publication Core Strategy after those of Broxtowe, Gedling and Nottingham Councils. Whilst a significant amount of its content remains aligned, it differs in a number of ways, particularly with the inclusion of policies setting out Erewash's local spatial strategy, regeneration of its retail centres and how the long-term redevelopment of the Stanton Ironworks site will be managed.
- 1.7 Erewash has taken the decision not to produce a separate Equality Impact Assessment, instead providing this addendum to the Greater Nottingham Equality Impact Assessment Phase 2 Report. This is because the Council continues to plan for future housing requirements in alignment with Broxtowe, Gedling and Nottingham. This work is based upon a shared evidence base which is presented within the Councils' Housing Background Paper, 2012 and considers an appropriate housing figure for Greater Nottingham and each of the individual districts.

## Section 2: Period of Representations

- 2.1 This addendum and the main Greater Nottingham Equality Impact Assessment Phase 2 Report is published alongside the Erewash Core Strategy (Submission Version) in order to seek representations. This will provide the opportunity for the public and statutory bodies to use the findings of the Equality Impact Assessment to inform comments which may be made on the Erewash Core Strategy. All comments should be with the Borough Council no later than **5.00pm on 9 August 2012**.
- 2.2 For more information on the Equality Impact Assessment process, please contact the Planning Policy Team by using any of the following contact methods:

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Derby Road  
Long Eaton  
Derbyshire NG10 1HU

Tel: 0115 907 2244

[ldf@erewash.gov.uk](mailto:ldf@erewash.gov.uk)

[www.erewashcouncil.com/ldf](http://www.erewashcouncil.com/ldf)

## Section 3: How the Erewash Core Strategy Policies comply with the EqIA

- 3.1 The following table shows how the Erewash Core Strategy policies comply with the findings of the Greater Nottingham Equality Impact Assessment Report (EqIA). The table concludes that the vast majority of the recommendations put forward by the EqIA have been accounted for in the Erewash Core Strategy and that there is no need for additional Equality Impact Assessment work.

Erewash Core Strategy Policy	EqIA Comments
1. Climate Change	<p><b>The Greater Nottingham Equality Impact Assessment Report will still apply.</b></p> <p>Climate change is a global issue and will affect everybody in Greater Nottingham. Issues relating to flooding evacuation plans should be addressed by the Emergency Services</p> <p>Therefore the Greater Nottingham Equality Impact Assessment (Phase 1) Report did not identify the need for a Full Equality Impact Assessment (through the scoping work).</p> <p>However, the Greater Nottingham Equality Impact Assessment (Phase 2) suggested that the Justification Text to this policy make reference to '<i>ensuring that Buildings which will serve these groups should be designed to take account of any specific impacts from climate change.</i>' <b>This change has been accounted for in the Erewash Core Strategy.</b></p>
2. Spatial Strategy for Erewash	<p><b>The Greater Nottingham Equality Impact Assessment Report will still apply.</b></p> <p>Policy acts as a broad over-arching policy. The effects will be more apparent in the individual policies. Need to cross reference to other policies and ensure that detailed proposals for areas/sites take account of equalities issues.</p> <p>Therefore the Greater Nottingham Equality Impact Assessment (Phase 1) Report did not identify the need for a Full Equality Impact Assessment (through the scoping work). The Phase 2 Report also identified no change.</p>
3. Green Belt	<p><b>The Greater Nottingham Equality Impact Assessment Report will still apply.</b></p>

	<p>This policy is a technical Planning Policy related to development proposals in the Green Belt. As such it is not relevant to equalities. No impact assessment required.</p>
<p>4. Employment Provision and Economic Development</p>	<p><b>The Greater Nottingham Equality Impact Assessment Report will still apply.</b></p> <p>The Greater Nottingham Equality Impact Assessment (Phase 1) Report identified that additional wording should be added to the Justification Text to state '<i>that uses such as crèches or joint places of worship/conference centres may also be appropriate as part of an employment site providing they do not conflict with the overall site's use.</i>' <b>This change has been partially accounted for in the Erewash Core Strategy.</b> Crèches have been accounted for in paragraph 3.4.4 but joint places of worship and conference centres have not been added to the justification text as these uses are not appropriate for employment sites as they would conflict with the main use of the site.</p> <p>No further changes are identified through the Phase 2 report. The Greater Nottingham Policy and the Erewash Policy are both largely positive in terms of the equality strands.</p>
<p>5. Nottingham City Centre</p>	<p><b>There is no Policy 5 in the Erewash Core Strategy.</b></p> <p>The Greater Nottingham Equality Impact Assessment will therefore not apply.</p>
<p>6. Role of Town and Local Centres</p>	<p><b>The Greater Nottingham Equality Impact Assessment Report will still apply.</b></p> <p>The Greater Nottingham Equality Impact Assessment (Phase 1) Report stated that the Policy should state that <i>any plans which involve the widening of retail uses, environmental enhancements and improvements to access should all take account of equality issues when being devised and implemented.</i> <b>This change has been partially accounted for in the Erewash Core Strategy.</b> Environmental enhancements accounted for but it is felt that the widening of retail uses in Erewash's centres would not necessarily result in a positive impact on equality issues and serve to disadvantage any of the identified strands recognised through the Equality Impact Assessment.</p> <p>No further changes are identified through the Phase 2 report. The Greater Nottingham Policy and the Erewash Policy are both largely positive in terms of the equality strands.</p>

<p>7. Regeneration</p>	<p><b>The Greater Nottingham Equality Impact Assessment Report will still apply.</b></p> <p>The Greater Nottingham Equality Impact Assessment (Phase 1) Report stated that the following wording should be added to the Justification Text recommended '<i>Where relevant, addressing issues in relation to equalities matters</i>'. <b>This change has been accounted for in the Erewash Core Strategy.</b></p> <p>No further Changes identified through the Phase 2 report. The Greater Nottingham Policy and the Erewash Policy are both largely positive in terms of the equality strands.</p> <p>No further changes are identified through the Phase 2 report. While relevant to a number of equality strands this policy ties together elements from other policies and will look to apply these to regeneration proposals.</p>
<p>8. Housing Size, Mix and Choice</p>	<p><b>The Greater Nottingham Equality Impact Assessment Report will still apply.</b></p> <p>The Phase 2 report made a recommendation to ensure that all new dwellings are built to Lifetime Homes Standard, but after consideration it was decided not to make this change as this would increase the build cost of a new dwelling and have an impact on the viability of a development.</p> <p>No further changes are identified through the Phase 2 report. The Greater Nottingham Policy and the Erewash Policy are both largely positive in terms of the equality strands.</p>
<p>9. Gypsies. Travellers and Travelling Showpeople</p>	<p><b>The Greater Nottingham Equality Impact Assessment Report will still apply.</b></p> <p>The Greater Nottingham Equality Impact Assessment (Phase 1) Report stated that the following should be added to the Justification Text '<i>In seeking to allocate traveller sites, appropriate local consultation will be undertaken to ensure, as far as is possible, that the views and needs of both settled and traveller communities are taken into account.</i>' <b>This change has not been accounted for in the Erewash Core Strategy.</b> Erewash Borough Council are not seeking to allocate sites through this policy. The Derbyshire Gypsy and Traveller Accommodation Assessment identifies no need for a site in Erewash.</p> <p>No further changes are identified through the Phase 2 report. The Greater Nottingham Policy and the Erewash Policy are both largely positive in terms of the equality strands.</p>



<p>10. Design and Enhancing Local identity</p>	<p><b>The Greater Nottingham Equality Impact Assessment Report will still apply.</b></p> <p>The Greater Nottingham Equality Impact Assessment (Phase 1) Report stated that the following should be added to the Justification Text <i>'how using good design can lead to reductions in opportunities for and the fear of crime'</i> <b>This change has been accounted for in the Erewash Core Strategy.</b></p> <p>No further changes are identified through the Phase 2 report. The Greater Nottingham Policy and the Erewash Policy are both largely positive in terms of the equality strands.</p>
<p>11. The Historic Environment</p>	<p><b>The Greater Nottingham Equality Impact Assessment Report will still apply.</b></p> <p>Low relevance in terms of each of the equality strands. Access to heritage assets requires careful consideration to allow access but not to damage the value or significance of the asset. Places of Worship may also be heritage assets and will require sensitive consideration. However these are site specific issues that are not addressed by the Core Strategy therefore no impact assessment is required.</p>
<p>12. Local Services and Healthy Lifestyles</p>	<p><b>The Greater Nottingham Equality Impact Assessment Report will still apply</b></p> <p>The Greater Nottingham Equality Impact Assessment (Phase 1) Report stated that the following should be added to the Justification Text <i>'Places of religious instruction and church halls put in the list of community facilities and reference to services required by a specific section of the population be made.'</i> <b>This change has been accounted for in the Erewash Core Strategy.</b> Paragraph 3.12.7 lists community centres and halls which church halls would fall under.</p> <p>No further changes are identified through the Phase 2 report. The Greater Nottingham Policy and the Erewash Policy are both largely positive in terms of the equality strands.</p>
<p>13. Culture, Tourism and Sport</p>	<p><b>The Greater Nottingham Equality Impact Assessment Report will still apply</b></p> <p>The Greater Nottingham Equality Impact Assessment (Phase 1) Report stated that the following should be added to the Justification Text <i>'In some instances, it may be that new facilities need to be located outside of local centres in order to serve the catchment for the proposed facilities. In addition, proposals in and around existing religious and cultural facilities needs to</i></p>

	<p><i>be dealt with sensitively. Where relevant, such issues will be picked up in subsequent Development Plan Documents or more likely be dealt with in Development Management decisions.’ <b>This change has been partially accounted for in the Erewash Core Strategy.</b></i> Proposals in and around religious facilities need to be dealt with sensitively has been accounted for in the justification text. The recommendation that new facilities may need to be located outside of local centres in order to serve the catchment for the proposed facilities has not been included in the justification text as these facilities could be major travel/trip generators and this would be the wrong location for such facilities.</p> <p>No further changes are identified through the Phase 2 report. The Greater Nottingham Policy and the Erewash Policy are both largely positive in terms of the equality strands.</p>
<p>14. Managing Travel Demand</p>	<p><b>The Greater Nottingham Equality Impact Assessment Report will still apply</b></p> <p>The Greater Nottingham Equality Impact Assessment (Phase 1) Report stated that the following should be added to the Justification Text <i>‘to highlight need to address inequality issues in public transport and highlight need to consider impact of modal shift on disabled people.’ <b>This change has been accounted for in the Erewash Core Strategy.</b></i> It is considered that public transport does not give rise to issues of inequality.</p> <p>No further changes are identified through the Phase 2 report. The Greater Nottingham Policy and the Erewash Policy are both largely positive in terms of the equality strands.</p>
<p>15. Transport Infrastructure Priorities</p>	<p><b>The Greater Nottingham Equality Impact Assessment Report will still apply</b></p> <p>The Greater Nottingham Equality Impact Assessment (Phase 1) Report stated that the following should be added to the Justification Text <i>‘Transport improvements can have positive impacts on access opportunities for many groups who currently experience access problems. The detailed design and implementation of all transport schemes will ensure equalities issues are taken into account.’ <b>This change has been accounted for in the Erewash Core Strategy.</b></i></p> <p>No further changes are identified through the Phase 2 report. As the Core Strategy is not the deliverer of</p>

	<p>these transport schemes it is considered that it is not appropriate for a full impact assessment to be carried out.</p>
16. Green Infrastructure, Parks and Open Spaces	<p><b>The Greater Nottingham Equality Impact Assessment Report will still apply</b></p> <p>The Greater Nottingham Equality Impact Assessment (Phase 1) Report stated that the following should be added to the Policy or Justification Text <i>‘Positive management should be used before considering alternative uses for a park or open space. A requirement that GI is designed to be as “inclusive as possible” has also been added.’</i> <b>This change has been accounted for in the Erewash Core Strategy.</b></p> <p>No further changes are identified through the Phase 2 report. The Greater Nottingham Policy and the Erewash Policy are both largely positive in terms of the equality strands.</p>
17. Biodiversity	<p><b>The Greater Nottingham Equality Impact Assessment Report will still apply</b></p> <p>A full impact assessment has not been carried out as this policy is designed to protect and increase biodiversity.</p>
18. Infrastructure	<p><b>The Greater Nottingham Equality Impact Assessment Report will still apply</b></p> <p>A full impact assessment has not been carried out as this policy is a technical policy with relevance to planners and developers. The infrastructure provided, especially community infrastructure, can be assessed under other policies or through site specific details.</p>
19. Development Contributions	<p><b>The Greater Nottingham Equality Impact Assessment Report will still apply</b></p> <p>A full impact assessment has not been carried out as this policy is a technical policy with relevance to planners and developers. The policy’s purpose is to create a mechanism for delivery of infrastructure.</p>
20. Stanton Regeneration Site	<p><b>The Greater Nottingham Equality Impact Assessment Report will still apply</b></p> <p>Separate Erewash Policy (does not exist in the Greater Nottingham Aligned Core Strategies). The Greater Nottingham Equality Impact Assessment (Phase 1) Report did not identify the need for a Full Equality Impact Assessment (through scoping work).</p> <p>The site was assessed as not having the potential to impact positively or negatively on the equality strands.</p>