

Appendix 4: Rushcliffe Borough Council: Equalities Impact Assessment for Strategic Distribution and Logistics Preferred Approach



Greater Nottingham Strategic Plan: Strategic Distribution and Logistics Preferred Approach Consultation

Equalities Impact Assessment

September 2023

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1. Introduction

- 1.1 This Equality Impact Assessment (EqIA) assesses the impact of the proposals and sites within the Greater Nottingham Strategic Plan – Strategic Distribution and Logistics Preferred Approach, as they relate to Rushcliffe Borough, with the aim of removing or minimising disadvantages, meeting the needs of people with protected characteristics and encouraging people with protected characteristics to participate in public life.
- 1.2 The Strategic Distribution and Logistics Preferred Approach is the latest stage in preparing the Greater Nottingham Strategic Plan. The Strategic Plan will replace, for Rushcliffe Borough, the current Rushcliffe Local Plan: Part 1 (Core Strategy). It follows the earlier Preferred Approach consultation published in January 2023 which focussed on housing and employment provision.
- 1.3 Consultation on the Strategic Distribution and Logistics Preferred Approach is expected to begin in late September 2023.

Background to the Equality Impact Assessment

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

- 1.8 The purpose of the EqIA is to highlight the likely impact of the strategy and policies on the target groups and give due consideration to taking action to improve the policies where this is appropriate and achievable.
- 1.9 For the purpose of this assessment, the following equality groups have been considered:
- **Race** - refers to a person's race, colour, nationality and ethnic or national origin.
 - **Gender & Gender Reassignment** – refers to a man or women or a person in the process of transition from one gender to another.
 - **Disability** – refers to a physical or mental impairment which has a substantial and long-term adverse effect on the ability to carry out normal day-to-day activities.
 - **Age** – refers to a person belonging to a particular age or range of ages.
 - **Sexual Orientation** – refers to a person's sexual attraction towards their own sex, the opposite sex or both sexes.
 - **Religion or Belief** - religion is the belief in and worship of a god or gods, or a set of beliefs concerning the origin and purpose of the universe. Belief includes religious and other philosophical beliefs which affect life choices, or the way people live.
 - **Pregnancy & Maternity** – Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context
- 1.10 The Council's Equality Objectives highlight the importance of equality and sets out how the Council will meet its general and specific duties, how it will assess compliance with the general and specific Duties under the Equality Act, and how it will assess the impact of policies on the promotion of Race Equality.
- 1.11 An Equality Impact Assessment is defined by the Equality & Human Rights Commission as "...a tool that helps public authorities make sure their policies, and the ways they carry out their functions, do what they are intended to do for everybody".
- 1.12 Undertaking Equality Impact Assessments allows local authorities to identify any potential discrimination caused by their policies or the way they work and take steps to make sure that it is removed. Equality Impact Assessments also allow for the identification of opportunities to promote equality.
- 1.13 The Strategic Distribution and Logistics Preferred Approach includes one proposed allocation for strategic distribution and logistics, which is the Ratcliffe on Soar Power Station site. To make sure that the selection of this site meets

the needs of all members of the community it is important to use the Equality Impact Assessment to identify potential discrimination and opportunities to promote equality.

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

What is an Equality Impact Assessment?

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

- Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Act;
- Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- Foster good relations between persons who share a relevant protected characteristic and persons who do not share it;
- ‘Due regard’ means that a public body must give weight to the duties outlined above in proportion to its relevance when discharging their functions. As shown in recent case law this must be done in a conscious way with focus on the specific requirements of the legislation. Therefore, this Equality Impact Assessment and the changes that result from it will be an important part of the decision to move forward with the preferred approach as part of the development of the Greater Nottingham Strategic Plan.

What is the Greater Nottingham Strategic Plan – Strategic Distribution and Logistics Preferred Approach?

- 1.16 The Strategic Plan covers Greater Nottingham (Broxtowe Borough, Gedling Borough, Nottingham City and Rushcliffe Borough) and is being jointly produced by Broxtowe Borough, Gedling Borough, Nottingham City and Rushcliffe Borough Council.
- 1.17 The Strategic Distribution and Logistics Preferred Approach is a consultation on the preferred approach for addressing the needs for strategic distribution and logistics development across the Greater Nottingham Strategic Plan area.

Methodology

1.18 The Equality Act (October 2010) identifies equality in terms of people's "protected characteristics". Equality is now looked at in terms of certain headings and the impacts of the Strategic sites selected in the Preferred Approach are assessed against these.

2. The Approach to the Equality Impact Assessment

2.1 The following stages have or will be undertaken, based on the guidance produced by the Equality & Human Rights Commission:

1. **Evidence Gathering** – this stage pulls together the headline statistics relevant to each of the protected characteristics identified. See Section 2 of this document.
2. **Screening the Allocations & Planning Policies** – this stage examines each of the allocations in the preferred approach and screens out those that are not considered to be relevant to the protected characteristics. It grades allocations against each group in terms of positive, neutral, negative or not applicable. Planning policies will also be graded against each group.
3. **Assessment of the Allocations & Planning Policies** – This stage examines in detail those allocations and planning policies deemed to be relevant to the protected characteristics and consider the likely impact of each. See section 4 of this document.
4. **Considerations of Alternatives and Mitigation** – this stage will follow on from the full Impact Assessment and identify what needs to happen to those Local Plan policies and allocations being considered in the light of the impacts identified.
5. **Continuous Monitoring** – this stage comprises two elements. The first being the identification of monitoring indicators, which will be incorporated into the Local Plan’s Annual Monitoring Report. The second stage will be monitoring and reporting on the effect of the Local Plan and planning decisions to inform future plans.

3. Evidence Gathering

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

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

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

Population, Age and Gender Profile

3.3 According to the 2021 Census, the population of Rushcliffe is 119,077 people. This is roughly one third of the population of the neighbouring City of Nottingham. Whilst the largest proportion of the population lives within West Bridgford (within the Main Urban Area of Nottingham), overall, 58% of the population live within the rural area of Rushcliffe beyond West Bridgford.

Table 1: Age groups within Rushcliffe

Age	Rushcliffe Total		England and Wales
	Number	%	%
Age 0 to 4	6,392	4.9	5.4
Age 5 to 9	3,790	5.8	5.9
Age 10 to 15	6,621	7.3	7.2
Age 16 to 19	2,716	4.3	4.6
Age 20 to 29	6,174	10.4	12.6
Age 30 to 39	22,178	11.9	13.6
Age 40 to 49	23,767	13.2	12.7
Age 50 to 59	7,411	14.5	13.7
Age 60 to 69	10,627	11.5	10.7
Age 70 to 79	6,966	10.1	8.6
Age 80 to 89	1,931	4.9	4.1
Age 90 and over	899	1.2	0.9

Source: Census 2021

- 3.4 The age profile of Rushcliffe indicates that the Borough has a larger proportion of residents who are over 60 years of age (27.7%) than the national average (24.3%). There are also a marginally larger proportion of residents between the ages of 40 and 59 within Rushcliffe (27.7%) than nationally (26.4%). Conversely there are fewer younger adults (22.3% for ages 20 to 39) than nationally (26.2%).
- 3.5 In May 2020 the Office for National Statistics released 2018-based population projections to 2043. The projections take into account births, deaths, and migration, but are based on past trends. As such, they do not take into account the capacity of the Borough to accommodate an increase in population or policy decisions by the authority that influence population numbers, so should be used as indicative rather than as a *prediction* of the future population.
- 3.6 The population of Rushcliffe is projected to increase from 117,600 in 2018 to 141,900 in 2043, an increase of 24,300 (21%). The increase projected for England is 10% to 2043.
- 3.7 The over 65 population in Rushcliffe, as a proportion of the total population, is projected to increase significantly, from 21% in 2018 to 25% in 2038.
- 3.8 The 2011 census indicated that of the 119,077 residents within Rushcliffe, 58,348 (49.0%) were male and 60,729 (51.0%) were female. This reflects the national averages.

Table 2: Average pay in Rushcliffe compared to Nottinghamshire, East Midlands, and England (2022)

Area	Male employees (Weekly Wage) (£)	Female employees (Weekly Wage) (£)	All employees (Weekly Wage) (£)
Rushcliffe	719.4	605.0	659.3
Nottinghamshire	673.0	471.4	570.7
East Midlands	681.1	464.6	573.7
England	738.2	517.1	629.9

Source: ONS

- 3.9 Whilst on average workers in Rushcliffe earn more than the average female worker in Nottinghamshire, the East Midlands and England and Wales, they still earn significantly less than males within the Borough (- £114 per week). Female workers earn more than the average male worker within the East Midlands however (+ £31 per week).

Race and Equality

Table 3: Ethnicity of Rushcliffe population

Ethnic Group	Rushcliffe	%
Total: All usual residents	119,077	
Asian, Asian British or Asian Welsh: Bangladeshi	129	0.11
Asian, Asian British or Asian Welsh: Chinese	900	0.76
Asian, Asian British or Asian Welsh: Indian	3,471	2.91
Asian, Asian British or Asian Welsh: Pakistani	1,498	1.26
Asian, Asian British or Asian Welsh: Other Asian	777	0.65
Black, Black British, Black Welsh, Caribbean or African: African	574	0.48
Black, Black British, Black Welsh, Caribbean or African: Caribbean	398	0.33
Black, Black British, Black Welsh, Caribbean or African: Other Black	123	0.10
Mixed or Multiple ethnic groups: White and Asian	1,226	1.03
Mixed or Multiple ethnic groups: White and Black African	291	0.24
Mixed or Multiple ethnic groups: White and Black Caribbean	1,075	0.90
Mixed or Multiple ethnic groups: Other Mixed or Multiple ethnic groups	711	0.60
White: English, Welsh, Scottish, Northern Irish or British	102,479	86.06
White: Irish	893	0.75
White: Gypsy or Irish Traveller	45	0.04
White: Roma	43	0.04
White: Other White	3,367	2.83
Other ethnic group: Arab	369	0.31
Other ethnic group: Any other ethnic group	708	0.59

Source: Census 2021

- 3.10 A significant majority of residents within Rushcliffe identify themselves as white English, Welsh, Scottish, Northern Irish or British (86.1%). This is noticeably higher than the neighbouring City of Nottingham (57.3%) and England and Wales (74.4%), but lower than the response across Nottinghamshire as a whole (90%).
- 3.11 The second largest ethnic group are those with an Asian ethnicity. However, this group only totalled 5.1% of Rushcliffe's population. White other (which is likely to include residents from the EU) comprises 2.8% of the population.

- 3.12 Black residents and those from the gypsy or traveller community make up a very small percentage of the population (0.9 and 0.08 respectively).
- 3.13 Given the significant proportion of residents with white British ethnicity and the limited number of those from minority groups, Rushcliffe is not particularly diverse. Especially when compared to the neighbouring City of Nottingham.

Disabled People

- 3.14 Data from the 2021 Census shows that 7,540 people (6.0% of the population) in Rushcliffe are disabled under the Equality Act with their day-to-day activities limited a lot, which is lower than the percentage for England and Wales (7.4%). A further 11,929 (10.0%) are disabled under the Equality Act with their day-to-day activities limited a little, which is the same percentage as for England and Wales.
- 3.15 Whilst the proportion of people with long term health problems increases with age (and Rushcliffe has a greater proportion of elderly residents), the reduced number of those with long term health problems or disability is a likely reflection of the Borough's greater wealth and the benefits this has for public health directly (through access to healthcare) and indirectly (through improved diet and leisure activities).

Sexual Orientation

Sexual orientation	Rushcliffe	Nottinghamshire	England and Wales
Straight or Heterosexual	91.2	90.9	89.4
Gay or Lesbian	1.3	1.3	1.5
Bisexual	1.1	1.1	1.3
All other sexual orientations	0.3	0.2	0.3
Not answered	6.1	6.4	7.5

Source: Census 2021 (datasets - all usual residents aged 16 years and over)

- 3.16 The 2021 Census asked all residents aged 16 and express their sexual orientation. In Rushcliffe, the large majority (91.2%) of residents identified as straight or heterosexual, 1.3% as gay or lesbian, 1.1% as bisexual and 0.3% as having another sexual orientation. These results are broadly comparable with those for Nottinghamshire as a whole and for England and Wales.

Religion

- 3.17 The 2021 Census showed that the dominant religion in Rushcliffe is Christian, with low proportions of people with a Hindu faith, Muslim faith and Sikh faith.

The percentage of residents of other faiths is however lower than across the county and England.

- 3.18 While religion is often linked to ethnic background, it is important to note that this is not automatically true. However, the religious make-up of the population does appear to follow a similar pattern to the ethnic background within Rushcliffe.

Table 5: Religious beliefs within Rushcliffe, Nottinghamshire and England

Religion	Rushcliffe	Nottinghamshire	England and Wales
Christian	44.1%	46.3%	46.2%
Buddhist	0.3%	0.3%	0.5%
Hindu	1.6%	0.6%	1.7%
Jewish	0.2%	0.1%	0.5%
Muslim	2.2%	1.4%	6.5%
Sikh	1.0%	0.5%	0.8%
Other religion	0.5%	0.3%	0.9%
No religion	44.4%	44.8%	37.2%
Religion not stated	5.6%	5.6%	6.0%

Source: Census 2021

4. Screening the Allocations and Planning Policies

4.1 The screening exercise examined the proposed allocation and policy's likely effects on the groups identified within the assessment (see Appendix A and Appendix B).

4.2 These effects were rated accordingly:

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

4.3 The screening of proposed allocations and policies (the planning strategy) within the Preferred Approach did not identify any outcomes which would significantly affect or discriminate against the groups that have protected characteristics in this assessment.

4.4 Whilst some sites could disadvantage both younger and older residents, disabled people, pregnant women or on maternity who may not have access to a car or no longer able to drive. This potential negative was offset, in the case of housing sites, by the delivery of affordable housing units which would most likely benefit these groups.

4.5 The screening of detailed planning policies in the Strategic Plan will be completed in the same principle as the sites, assessing each against any positive or negative likely impacts they will have on groups with protected characteristics.

5. Assessment of the Allocations and Planning Policies

- 5.1 No further assessment of the proposed allocation is required. However should comments on the Strategic Distribution and Logistics Preferred Approach indicate that individual groups may be affected by the proposed allocation, the assessment of the site will be reviewed and if necessary mitigation measures required within the Greater Nottingham Strategic Plan publication draft.
- 5.2 Assessment of planning policies will, where considered necessary, be included within the EqlA that will accompany the Greater Nottingham Strategic Plan publication draft.

Consideration of Alternatives

- 5.3 Following the detailed assessment, if adverse effects are identified, the consideration of alternatives will be examined within the EqlA that accompanies the Greater Nottingham publication draft

Mitigation

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

6. Conclusions

- 6.1 Subject to representations made on this EqIA, it is concluded that the allocation proposed within the Strategic Distribution and Logistics Preferred Approach would overall have a neutral or positive impact on groups that have protected characteristics.

Appendix A: Full Assessment of Site Allocation

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

Proposed Allocation	Equalities Group							Commentary
	Age	Gender	Race	Disabled People	Sexual Orientation	Religion	Pregnancy/ Maternity	
RBC-L01 Ratcliffe on Soar Power Station	0	0	0	+	0	0	0	<p>The site as a proposed employment centre is some distance from population centres. It is currently not directly served by public transport services, though it is within a corridor (A453) where services already operate and should be able to be diverted to serve the site. The is adjacent to a mainline railway station and with scope for direct access to the station to be realised.</p> <p>The development will be subject to accessibility standards, therefore contributing toward a positive impact on access to employment for the disabled people equalities group.</p>