



Equality Impact Assessment

IMPORTANT: This Equality Impact Assessment (EQIA) is an important means of evidencing our compliance with the requirements of the Equality Act 2010, Public Sector Equality Duty. It should be completed accurately and be published on our website using a website request form.

Quick read on EqIA's:

As a local authority, we are required by the [Equality Act 2010](#) to comply with the [Public Sector Equality Duty](#). This means we need to ensure that all our strategies, policies, services and functions, both current and proposed, give proper consideration and **due regard** to the needs of diverse groups to:

- eliminate discrimination.
- advance equality of opportunity and access; and
- foster good relations between different groups in the community.

The Public Sector Equality Duty contained in section 149 of the Equality Act 2010 requires public authorities to have due regard to several equality considerations when exercising their functions. Without such a consideration a decision can be deemed to be unlawful and where challenged through the courts can result in months of work having to be redone and reconsidered with the additional expense that brings.

How do we show or evidence that when taking decisions that the decision maker has had due regard to the equality duties? One answer is by the completion of an Equality Impact Assessment (EqIA).

Whilst it is not a legal requirement to complete an EqIA it makes absolute sense to complete one for two reasons. Firstly, completing one as part of a project allows for matters of equality to be raised and considered. Secondly, if a decision is challenged by a member of the public, it provides the crucial evidence to demonstrate that at the time of making the decision the decision maker had due regard to the equality duties.

It is also important to stress that the obligation is to have “due regard” it does not mean that remedial action must be taken where there is going to be a disproportionate effect. What it means is that the decision maker is fully aware of the implication in equalities terms of the decision that they make.

EqIA's are not required in every case. However, the larger or greater the policy or impact of a decision the more important it is that an EqIA is completed. An EqIA should be completed during the initial stages of developing new strategies, policies, functions or services, prior to starting a procurement exercise and before decisions are made.

The full range of what are now known as ‘protected equality characteristics’ need to be considered and addressed. These are: age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; and sexual orientation.

Examples of when you should consider equality, diversity, cohesion and integration include:

- any proposals to introduce or add to a service.
- any proposals to remove, reduce or alter a service.
- any new policies or changes to policies
- any proposals to adopt policy priorities, strategies and plans.
- services or practices that have not previously considered equality and diversity.
- changes to staffing structure where groups of employees are likely to be negatively affected; and
- any proposals in relation to procured or commissioned services

Have you previously completed an EqlA for this piece of work?	Yes ☐	No ☒
If no, please look at our risk matrix to assess whether an EqlA is appropriate to undertake.		

Version History – if this piece of work/project has previous EqlA’s, please use this to indicate the previous versions and add any comments.

Version	Date of the EqlA mentioned	Comments or reasons for undertaking another EqlA

1. Contact details

1.1. Contact Details & Project/piece of work/improvement details	
Author of this EqlA	
Name of Author	Tavleen Virdi
Job Title	Graduate Trainee
Department/Team Name/division	Transformation & Change, Chief Executive's department
Email	Tavleen.virdi@nottsc.gov.uk
Lead Contact (or senior manager/line manager)	
Name	Tara Pasque
Job Title	Transformation Delivery Team Manager
Department/Team Name/division	Transformation & Change, Chief Executive's department
Email	Tara.pasque@nottsc.gov.uk

2. Project / Initiative details

2.1. About the project / initiative		
Executive summary and the general potential impacts of the proposal? <i>Has any initial engagement informed the identification of impacts?</i>		
The Local Government Reorganisation (LGR) in Nottinghamshire proposes transitioning from a two-tier system to a unitary authority. This initiative aims to streamline governance, reduce duplication, and improve service delivery across the county. The reorganisation is expected to enhance local accountability, simplify administrative processes, and create opportunities for more integrated and responsive public services. Potential positive impacts include: - Improved coordination between services such as housing, education, and social care. - Enhanced ability to tailor services to local needs. - Opportunities to embed inclusive practices from the outset. - Cost savings that can be reinvested into frontline services. Potential negative impacts include: - Disruption during the transition period affecting vulnerable residents. - Risk of unequal service access due to geographical redistribution. - Potential redundancies or changes in staff roles and responsibilities. - Loss of local identity and representation in decision-making.		
2.1.5. Estimated 'go live' date for the project / initiative	Click here to enter a date.	
2.1.7. Has this project been proposed to / approved through a formal decision-making route (e.g. been approved by committee / challenge panel?)	Yes ☒	No ☐

2.1.8. Please provide details including date(s) below: If the answer is yes or no please explain further.

The proposed model for LGR in Nottingham and Nottinghamshire was approved at Full Council on 2 September 2025: the report can be found [here](#). The final proposal will be discussed at Full Council on 20 November 2025.

3. Who are the main internal and external stakeholder groups that will be affected? This question is to help you think about the potential groups that your decision/piece of work/policy might affect.

3.2.? Please indicate who will be affected by this project (Tick below all that apply)

Young Service Users / clients	☒	Employees	☒	People with disabilities	☒
Suppliers	☒	Advisors/consultants	☒	Residents	☒
Parents	☒	Benefits recipients	☒	People who use BSL, who those whom English is not their first language	☒
Families	☒	Unpaid Carers	☒	Other, please state	☐
Students/pupils	☒	Care experienced individuals	☒	Other, please state	☐
People over 60+	☒	Schools	☒	Other, please state	☐

4. Protected Characteristic Groups. Based on your understanding so far, how will your policy, process or change affect the following groups of people. This link will give you more information on protected characteristics [Protected characteristics | EHRC](#). We also encourage you to consider [intersectionality](#).

Protected Characteristic or group - Age

- Positive impact, tick if applicable and describe below ☒
- Unified services may allow for better targeting of age-specific needs, such as youth services and elderly care.
- Improved data integration can help identify and support age groups at risk of social isolation or poor health outcomes.
- More locally tailored services.
- Stronger community partnerships.
- Faster and more responsive service delivery.

Negative impact, tick if applicable and describe below ☒

- Older adults may face challenges adapting to new service structures or digital platforms.

- There are several transitional impacts to consider, including the reassignment of key workers, which may require service users to repeatedly share personal histories. Familiar access routes to services may change, and individuals could be transferred from well-rated services to those requiring improvement—potentially leading to psychological distress and reduced trust in service provision.
- Young people may experience disruption in education or youth programs during the transition.

Neutral impact/non applicable, tick if applicable and describe below ☐

Mitigations (please add how you will address the negative impact or explain why it is not possible to do so):

- Ensure continuity of age-specific services and provide support for digital inclusion.
- Engage with youth councils and older people's forums to inform service design.
- Place-based leadership: Embedding leaders in communities to tailor services to local needs.
- Integrated services: Joining up housing, social care, youth services, and community safety for better coordination and outcomes.
- Urban vs. rural tailoring: Designing services specific to urban and rural contexts, including digital infrastructure for rural areas.
- Community hubs: Co-locating services in familiar, accessible spaces like schools and health centres.
- Digital access: Expanding virtual hubs and connectivity to ensure equitable access.
- Inclusive housing planning: Embedding adaptations in housing to support children with disabilities and reduce residential care needs.

Protected Characteristic or group - Disability

Positive impact, tick if applicable and describe below ☒

- Opportunity to redesign services with accessibility and inclusivity at the forefront.
- Potential for improved coordination between health and social care services for disabled residents.

Negative impact, tick if applicable and describe below ☒

- Risk of reduced access to services during restructuring or relocation.
- Disabled staff may face uncertainty regarding workplace adjustments or role changes.
- There are several transitional impacts to consider, including the reassignment of key workers, which may require service users to repeatedly share personal histories. Familiar access routes to services may change, and individuals could be

transferred from well-rated services to those requiring improvement—potentially leading to psychological distress and reduced trust in service provision.
Neutral impact/non applicable, tick if applicable and describe below ☐
Mitigations (please add how you will address the negative impact or explain why it is not possible to do so): • Maintain and enhance accessibility standards in all service redesigns. • Consult with the Disabled Employees Support Network and disability advocacy groups. • Accessible Information & Digital Inclusion: Clear, simple guidance with national/local links; community digital access points for those without devices. • Inclusive Design & Infrastructure: Housing and public spaces designed to support wellbeing, independence, and accessibility. • Community Engagement: Involving SEND families in service design and funding decisions to foster belonging and empowerment.
Protected Characteristic or group – Gender Reassignment
Positive impact, tick if applicable and describe below ☒ • Chance to embed inclusive policies and training from the outset of the new authority. • Improved visibility and support for trans and non-binary individuals through unified services.
Negative impact, tick if applicable and describe below ☐
Neutral impact/non applicable, tick if applicable and describe below ☐
Mitigations (please add how you will address the negative impact or explain why it is not possible to do so): • Ensure comprehensive equality training for all staff. • Engage with LGBTQ+ networks to inform policy and service development.
Protected Characteristic or group – Marriage and Civil Partnership
Positive impact, tick if applicable and describe below ☐
Negative impact, tick if applicable and describe below ☐
Neutral impact/non applicable, tick if applicable and describe below ☒
Mitigations (please add how you will address the negative impact or explain why it is not possible to do so): • Ensure HR policies remain inclusive and compliant with equality legislation.

Protected Characteristic or group – Pregnancy and MaternityPositive impact, tick if applicable and describe below ☒

- Potential for improved family support services under a unified authority.
- Streamlined maternity-related services may enhance access and coordination.

Negative impact, tick if applicable and describe below ☒

- Risk of disruption to maternity leave entitlements or childcare services.
- Staff undergoing maternity leave may face uncertainty during restructuring.

Neutral impact/non applicable, tick if applicable and describe below ☐

Mitigations (please add how you will address the negative impact or explain why it is not possible to do so):

- Protect maternity rights and ensure continuity of services.
- Provide clear communication and support to affected staff.

Protected Characteristic or group - ReligionPositive impact, tick if applicable and describe below ☒

- Opportunity to improve cultural sensitivity in service delivery and staff policies.
- Unified authority may better support religious observances and community engagement.

Negative impact, tick if applicable and describe below ☐Neutral impact/non applicable, tick if applicable and describe below ☐

Mitigations (please add how you will address the negative impact or explain why it is not possible to do so):

Protected Characteristic or group - SexPositive impact, tick if applicable and describe below ☐Negative impact, tick if applicable and describe below ☐Neutral impact/non applicable, tick if applicable and describe below ☒

Mitigations (please add how you will address the negative impact or explain why it is not possible to do so):

Protected Characteristic or group – Sexual OrientationPositive impact, tick if applicable and describe below ☒

- Opportunity to strengthen inclusive practices and visibility of LGBTQ+ support.

Unified services may improve access to LGBTQ+-specific health and wellbeing programs.
Negative impact, tick if applicable and describe below ☐
Neutral impact/non applicable, tick if applicable and describe below ☐
Mitigations (please add how you will address the negative impact or explain why it is not possible to do so):

Protected Characteristic or group - Race

Positive impact, tick if applicable and describe below ☒ - Chance to improve representation and culturally competent services. - Unified data systems may help identify and address racial disparities.
Negative impact, tick if applicable and describe below ☐
Neutral impact/non applicable, tick if applicable and describe below ☐
Mitigations (please add how you will address the negative impact or explain why it is not possible to do so):

Protected Characteristic or group – Care Experience*

Positive impact, tick if applicable and describe below ☒ - Unified services may improve support pathways and continuity for care-experienced individuals. - Opportunity to embed trauma-informed practices across services.
Negative impact, tick if applicable and describe below ☒ There are several transitional impacts to consider, including the reassignment of key workers, which may require service users to repeatedly share personal histories. Familiar access routes to services may change, and individuals could be transferred from well-rated services to those requiring improvement—potentially leading to psychological distress and reduced trust in service provision.
Neutral impact/non applicable, tick if applicable and describe below ☐
Mitigations (please add how you will address the negative impact or explain why it is not possible to do so): - Maintain dedicated support and consult with care-experienced individuals. - Ensure clear communication and continuity of care.

*Definition of a Care Experienced: anyone who, at any stage in their life, for any length of time (no matter for how short a time period):

- Has been in care; or

- Is currently in care; or
- Is from a looked-after background, including adopted children who were previously looked-after. This could be looked after in the UK or Overseas.

For further details please follow this link: [NCC County Council meeting notes](#)

Protected Characteristic or group – Any other group such as People who use different languages, including British Sign Language (please add here)
Positive impact, tick if applicable and describe below ☒
• Opportunity to improve translation and interpretation services across the county. • Unified authority may enhance consistency in accessible communication.
Negative impact, tick if applicable and describe below ☒
• Risk of communication barriers during transition.
Neutral impact/non applicable, tick if applicable and describe below ☐
Mitigations (please add how you will address the negative impact or explain why it is not possible to do so):
• Provide multilingual communications and accessible formats. • Engage with community groups and language advocacy organizations.

5. Further information

Does this policy/activity rely on, relate to, or mention any other policy	<table border="1"> <tr> <td>Yes</td> <td>No</td> </tr> <tr> <td>☒</td> <td>☐</td> </tr> </table>	Yes	No	☒	☐
Yes	No				
☒	☐				
Local Government Reorganisation does relate to other policies within Nottinghamshire County Council and the proposed mitigations do align with existing policies. However, due to the scale and significance of LGR, it does warrant its own dedicated Equality Impact Assessment. This will ensure comprehensive consideration of its potential impacts on not just the Local Authorities involved, but those residents that it serves as well.					
Listening and Engagement: Where there are potential negative impacts for protected characteristics? These should be detailed including consideration of the equality duty, proposals for how they could be mitigated (where possible) and meaningfully <u>engaged with groups</u>?					
General Public					

- When designing the new operating model, we will need to engage with the appropriate local groups to ensure that residents with protected characteristics are reflected in service delivery.

Issues to Address:

- Maintain effective partnerships
- Ensure coherent boundaries
- Safeguard funding and service continuity

Education Sector – Schools

- Strong partnerships with schools and SEND teams
- Fair and effective EHCPs, safeguarding, and support services
- Retain district-level teams

Issues to Address:

- Streamline and digitise paperwork
- Improve cross-sector collaboration and staff training
- Enhance family support
- Merge SEND services for consistency

Young People

- Mental health is top priority
- Safety concerns: anti-social behaviour, drugs, lighting
- Transport issues in rural areas
- Need for youth spaces and involvement in decision-making

Issues to Address:

- Fear of losing local representation
- Funding inequality concerns
- Need for clear communication and genuine youth involvement

Knowing your community/area/demographic: evidence and data:

Understanding Your Community: Demographic and Equality Profile

This assessment draws on demographic and equality data to explore the implications of Local Government Reorganisation (LGR) under proposed Option 1b. It aims to ensure that services and policies reflect the diverse needs of local communities. The summary below considers each of the nine protected characteristics under the Equality Act 2010.

Population

The combined population of Nottinghamshire and Nottingham is approximately **1,188,090**, with **857,013** in Nottinghamshire and **331,077** in Nottingham City (ONS mid-year estimates, 2024).

Under LGR Option 1b:

- The **northern county area** (Ashfield, Bassetlaw, Mansfield, Newark & Sherwood, and Rushcliffe) would have an estimated population of **622,269**.
- The **southern city area** (Nottingham City, Broxtowe, and Gedling) would have **565,821** residents.

By 2030, population growth is projected as follows:

- Northern county area: **+6.55%**
- Southern city area: **+4.22%**

(Source: ONS, 2020)

Age

- **Older population (65+):**
 - Nottinghamshire: ~22%
 - Nottingham City: ~12%
 - Under Option 1b:
 - Northern county area: **21.5%**
 - Southern city area: **15.9%**
- **Working-age population (18–64):**
 - Nottingham City: ~70%
 - Nottinghamshire: <60%
 - Under Option 1b:
 - Southern city area: **63.9%**
 - Northern county area: **58.2%**
- **Children (under 18):**
 - Approximately **20%** in both areas, with negligible difference under LGR.

(Source: ONS mid-year estimates, 2024)

Disability

- Around **19%** of Nottinghamshire residents report a disability (Equality Act 2010 definition).
- 1 in 10 adults (18–64) live with moderate/severe physical disabilities.
- 1 in 5 people aged 65+ are unable to manage at least one daily activity.
- Health deprivation (most deprived 10% of LSOAs):
 - Southern city area: **21.1%**
 - Northern county area: **9.8%**

(Source: Nottinghamshire Insight, ONS Indices of Deprivation 2025)

Marriage and Civil Partnership

(ONS Census 2021):

- **Married or in civil partnership:**
 - Northern county area: **45.9%**
 - Southern city area: **41.5%**
- **Never married or in civil partnership:**
 - Northern county area: **35.7%**
 - Southern city area: **40%**

Pregnancy and Maternity

- Total Fertility Rate (TFR):
 - Northern county area: **1.53**
 - Southern city area: **1.33**

(Source: ONS, 2022)

Race (Ethnicity)

- Nottinghamshire: **~88% White British**
- Nottingham City: **~57% White British**, with significant Black, Asian, and Minority Ethnic (BAME) populations.

Under Option 1b:

- Northern county area: **89.7% White British**
- Southern city area:
 - **68.8% White British**
 - **10.7% Asian, 6.8% White Other, 6.7% Black, 4.7% Mixed**

(Source: NOMIS, 2021)

Religion or Belief

(ONS Census 2021):

- **Northern county area:**
 - Christian: **47.8%**
 - No religion: **43.9%**
 - Other religions: **2.7%**
- **Southern city area:**
 - Christian: **37.8%**
 - No religion: **43.7%**
 - Other religions: **11.8%** (including **8.1% Muslim**)

Sex

- Combined gender split: **50.3% female, 49.7% male**
- Nottinghamshire (excluding city): **50.8% female**
- Nottingham City: **51% male**

Under Option 1b:

- Northern county area: **50.76% female**
- Southern city area: **50.24% male**

(Source: ONS, 2020 / Nottinghamshire Insight)

Sexual Orientation

(ONS Census 2021):

- Southern city area: **4.07%** of residents aged 16+ identify as LGBTQ+ or “other”
- Northern county area: **2.52%**

Nottinghamshire County Council supports LGBTQ+ communities through inclusive policies, events, and partnerships.

Gender Reassignment

Local data is limited, but both councils are committed to supporting transgender and non-binary individuals through inclusive policies, staff networks, and community engagement.

Deprivation

- Nottingham has the highest overall deprivation.
- Within Nottinghamshire, Rushcliffe and Broxtowe have no LSOAs in the most deprived 10%, while Ashfield and Mansfield have **11.7%** and **13.2%**, respectively.

Under Option 1b:

- Southern city area: **17.1%** of residents in the most deprived 10% of LSOAs
- Northern county area: **7.3%**

(Source: ONS Indices of Deprivation 2025)

Income and Employment

- **Gross Disposable Household Income (GDHI) per person (2023):**

- Nottinghamshire: **£22,367**
- Nottingham City: **£16,823**
- England average: **£25,425**

Under Option 1b:

- Northern county area: **£22,499**
- Southern city area: **£18,969**

- **Gross Value Added (GVA) per person:**

- Nottinghamshire: **£23,036**
- Nottingham City: **£38,963**
- England average: **£36,051**

Under Option 1b:

- Northern county area: **£24,092**
- Southern city area: **£31,193**

- **Gross Domestic Product (GDP) per person (2024):**

- Nottinghamshire: **£26,779**
- Nottingham City: **£42,836**
- England average: **£40,382**

Under Option 1b:

- Northern county area: **£27,928**

- Southern city area: **£34,949**

- **Employment density (jobs per 10,000 people, BRES 2025):**

- Nottinghamshire: **3,690**
- Nottingham City: **6,343**
- England average: **4,768**

Under Option 1b:

- Northern county area: **3,956**
- Southern city area: **4,959**

Employment disparities persist across protected groups, with disabled people, ethnic minorities, and older workers facing greater barriers. Nottinghamshire County Council promotes fair recruitment and workforce diversity.

Ongoing Monitoring: Please detail when you would like to revisit this policy/project/piece of work for review of equality impact.

Once the Local Government Reorganisation proposal has been submitted to Central Government, we will await a response as to which option has been agreed.

Once we have this decision, ongoing and monitoring of this EQIA will all be part of the implementation plan of how we progress and move forward with creating and managing the potential impacts LGR will bring with it.

Please indicate when this form will be reviewed and by who (usually 12 months from today's date, if you would like to propose another date, please do so)

01/04/2026
Estimated date of
Govt. model
selection

Tavleen Viridi/Tara Pasque

Publishing, tick the boxes if you agree

I intend to publish this EqlA



I intend to attach this EqlA to a report



If you do not intend to publish this report, please explain why:

Next steps and extra information:

1. Completed EqlAs should be sent to equalities@nottscc.gov.uk. They will be stored centrally by HRWOD. You are also welcome to store them locally too.

2. After sending them to the Equalities inbox, EqIA's should be published on the Nottinghamshire County Council website here, [Completed Equality Impact Assessments \(EqiAs\) | Nottinghamshire County Council](#) unless there is a good reason not to make this document available to the public. To get your EQIA published you should use this form, [Request a website content change or addition | Nottinghamshire County Council Intranet \(nottsc.gov.uk\)](#)
3. If required EqIA's should be attached to reports for decision makers to consider: [Report writing | Nottinghamshire County Council Intranet \(nottsc.gov.uk\)](#)

Useful links:

[When you can provide a separate or single-sex service | Equality and Human Rights Commission \(equalityhumanrights.com\)](#)

[Health & Safety Management System | Nottinghamshire County Council Intranet \(nottsc.gov.uk\)](#)

Please contact the self-managed groups if you would like to better understand the experiences of certain staff groups.

[LGBTQ+ Staff Network | Nottinghamshire County Council Intranet \(nottsc.gov.uk\)](#)

[Black Workers Network | Nottinghamshire County Council Intranet \(nottsc.gov.uk\)](#)

[Disabled Employees Support Network | Nottinghamshire County Council Intranet \(nottsc.gov.uk\)](#)

[Corporate and departmental equalities groups | Nottinghamshire County Council Intranet \(nottsc.gov.uk\)](#) Please contact your departmental equality group chair for further support.

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