



**NEWARK & SHERWOOD ALLOCATIONS &  
DEVELOPMENT MANAGEMENT DPD  
'EQUALITIES IMPACT ASSESSEMENT'**

**June 2012**



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# 1 Introduction

## Background to the Equality Impact Assessment

- 1.1 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 the District Council.
- 1.2 The District Council has a General Equality Duty to:
- Eliminate unlawful discrimination, harassment and victimisation;
  - Advance equality of opportunity between those who share a protected characteristic and those who do not; and
  - Foster good relations between people who share a protected characteristic and those who do not
- 1.3 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
- 1.4 In order to have due regard to the aims of the general equality duty when setting policies, an Equality Impact Assessment (EqIA) of the Newark & Sherwood Allocations & Development Management Development Plan Document (A&DM DPD) has been undertaken.
- 1.5 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 appropriate and achievable.
- 1.6 For the purpose of this assessment, the following equality groups, as identified in the Council's Equalities Impact Assessment Proforma 2010 and those within the Equality Act have been considered:
- Age Equality;
  - Disability Equality;
  - Gender Equality;
  - Pregnancy & Maternity
  - Race Equality;

- Religion or Belief Equality; and
- Sexual Orientation Equality;
- Social Equality

1.7 The Council's Equalities Scheme highlights 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.

### **The Allocations & Development Management Development Plan Document (DPD)**

1.8 The A&DM DPD forms part of Newark & Sherwood's Local Development Framework (LDF), which will replace the Council's Local Plan.

1.9 The document, which on adoption will be used alongside the Core Strategy DPD, is District-wide in coverage and includes site specific policies, allocations (of non-strategic sites) and designations for new housing, employment, retail, community facilities, recreation and open space, nature conservation and other land uses. It identifies sites and areas designated for a range of environmental reasons and policies to safeguard and enhance them.

1.10 The document also contains a limited number of detailed Development Management policies. The primary purpose of these is to provide the additional detailed policies required to support the implementation of the Core Strategy and the achievement of its spatial vision, help deliver specific allocations and help in the day-to-day assessment of planning applications.

1.11 The A&DM DPD has been produced following considerable community consultation, the collection of evidence and working with key partners including the Local Strategic Partnership, Nottinghamshire County Council, utility providers and developers / agents. Public consultation has taken place at the following stages on the document's preparation and has been held over a period of six to eight weeks:

- **Allocations & Development Management Options Report Public Consultation** - Monday 3 October 2012 to Friday 25 November 2011;
- **Consultation on Additional Sites Submitted** - Tuesday 20<sup>th</sup> March 2012 to Tuesday 1<sup>st</sup> May 2012;
- **Publication DPD – Representation Period** – 18<sup>th</sup> June to 30<sup>th</sup> July 2012

1.12 Further information about this is set out in section 5 of this report.

- 1.13 The A&DM DPD will be formally submitted to Government in September 2012 and the 'soundness' of the document will be considered by a Government appointed independent Inspector at an Examination in December 2012. This EqIA will be submitted alongside the A&DM DPD.

### **The Structure of this Report**

- 1.14 Following this introduction, Chapter 2 sets out the approach that has been taken in preparing this report. This Chapter outlines which key equality groups have been focused upon when considering the impacts that the policies within the A&DM DPD may have.
- 1.15 Chapter 3 sets out the initial assessment of the individual policies within the A&DM DPD to ascertain whether they are likely to have an adverse impact on any of the equality groups which are being considered. The outcomes of this initial assessment have then been used to determine which policies need to be further explored in Chapter 4.
- 1.16 Chapter 5 sets out the consultation process undertaken in preparing the A&DM DPD and highlights the various organisations which have been consulted that represent the diversity of groups within the District.
- 1.17 The final chapter (chapter 6) summarises the findings of the assessment and sets out how the impacts of the A&DM DPD may upon different equality groups could be monitored.

## **2 The Approach to Equality Impact Assessment**

- 2.1 In undertaking the EqIA the Council has followed in principal, guidance from the Local Government Improvement & Development (LGID). In preparing an assessment LGID recommend that a six stage process is followed, as outlined below:

Stage 1 - Initial screening

Stage 2 - Scoping and defining

Stage 3 - Information gathering

Stage 4 - Making a judgement

Stage 5 - Action planning

Stage 6 - Publication and review

## Stage 1 - Initial Screening

- 2.2 LGID recommends that initial screening needs to take place for all new revised policies, strategies, procedures and functions. This stage will determine whether or not it is necessary to carry out a full Equality Impact Assessment for this area of work with the key question being '*does the A&DM DPD have the potential to cause adverse impact or discriminate against any groups in the community?*'
- 2.3 To help answer this key question it is important to understand the overall scope of the document. To do this it is considered appropriate to refer to the 'Vision' for the District which is contained within the Core Strategy DPD which was adopted in March 2011 and which is set out below.

By 2026 Newark & Sherwood will become:

“An area providing a high quality of life, made up of thriving sustainable urban and rural communities where people want to and can, live and work. These sustainable, balanced communities will feature good quality housing with a mix of different sizes, types and tenures which will address local needs.

The District will have a successful, diverse economy providing employment opportunities to a local workforce, equipped with a wide range of skills arising from improved education, learning and training.

The District will be made up of a hierarchy of attractive and vibrant towns, and larger villages that provide a range of accessible facilities and activities for smaller villages and the surrounding rural areas that is effective and sustainable. Newark's role as the Sub-Regional Centre will be strengthened through housing and employment growth in sustainable urban extensions, the regeneration of existing neighbourhoods, new economic and infrastructure investment, and the shortage of affordable housing will have been addressed. This will be achieved as part of the delivery of the New Growth Point Programme. Access will be improved, key transport improvements will have been secured and non car use encouraged.

The architectural and historic built environment and the District's archaeology will be protected and enhanced. New buildings and spaces will be well designed, with a strong sense of place that builds on local character. Development will be environmentally sound, energy efficient, minimise waste, and maximise opportunities for appropriate renewable energy, helping to reduce the impact of climate change.



The natural environment will be safeguarded and enhanced, green infrastructure will be strengthened, new green and woodland spaces will increase ecology, biodiversity and nature conservation, providing a resource for local people and encouraging personal well being and health.

The District will have strong local distinctiveness as Newark & Sherwood's unique diverse character, culture and heritage will have been respected and promoted in the course of change that has been guided by the principles of sustainable development."

Source: Newark & Sherwood Core Strategy – March 2011

### **Stage 2 - Scoping and Defining**

- 2.4 Local Government Improvement and Development (LGID) recommend that different perspectives and experiences are used in undertaking the Equality Impact Assessment so that those responsible for delivering the strategy and others with technical expertise or with specialist knowledge are involved where appropriate.
- 2.5 This EqIA and report has therefore been led by officers from the Planning Policy Business Unit who is responsible for preparing the Local Development Framework. The technical expertise and specialist knowledge of the following officers from the Council has also been utilised where appropriate:
- Access Officer;
  - Business Manager Policy and Commissioning;
  - Business Manager HR and Legal; and
  - Strategic Housing Manager

### **Stage 3 - Information Gathering**

- 2.6 Stage 3 of the EqIA is to identify sources of information which will be used to assist in the determination of whether the A&DM DPD is likely to have an adverse impact or discriminate against different groups in the community. LGID identifies that sources of information could include Census data and national and local statistics. Guidance from the Planning Advisory Service (PAS) however, recognises that local authorities need to go beyond Census data as it does not capture recent demographic changes and sheds little light on the needs, experiences and aspirations of local groups in relation to the built environment.

2.7 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;
- Strategic Housing Market Assessment for the Nottingham Outer Housing Market Area in 2007;
- Housing Needs, Market & Affordability Study – 2009 ;
- National Survey of Sexual Attitudes and Lifestyle (NSSAL) 2000; and
- Newark & Sherwood Community Plan 2006 – 2016

2.8 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 Newark & Sherwood. Further information about this can be found in the District Council’s State of the District Report 2009 which is available on request.

**Population**

**Age Profile**

2.9 Table 1 sets out the mid-year population estimates for 2010 and shows that Newark & Sherwood currently has a population of approximately 113,600 which is similar to the population levels found in the other Nottinghamshire Districts.

Table 1 - 2010 Mid-year Population Estimates of Districts in Nottinghamshire

<b>Local Authority</b>	<b>Population Estimate</b>
Ashfield	117,000
Bassetlaw	111,900
Broxtowe	111,900
Gedling	113,200
Mansfield	99,700
<b>Newark &amp; Sherwood</b>	<b>113,600</b>
Rushcliffe	112,900
Nottinghamshire	779,900

Source: Office for National Statistics 2011

2.10 The age profile of the District based on the 2010 Mid-year estimate is set out in table 2 on page 7.

2.11 This shows that the population of Newark & Sherwood is an ageing one, with people of retirement age making up nearly a fifth of the population. The A&DM DPD incorporates policies to help cater for this including So/HN/1, 'Southwell Housing Need' & Lo/HN/1 'Lowdham Housing Need' which seek to meet specific housing needs within these communities; DM6 'Householder Development' which seeks to ensure safe and inclusive access as part of proposals for alteration and extension of dwellings, erection and conversion of curtilage buildings and DM11 which seeks to permit retail and town centre uses within the various centres. The latter will benefit a number of groups including older people who may face greater challenges accessing key services and facilities.

Table 2 - Age profile of Newark & Sherwood 2010

Age Group	Number of People in Age Group	Percentage of Districts Population
0 to 14 years	19,400	17.1
15 to 24 years	13,300	11.7
25 to 44 years	27,100	23.9
45 to 64 years	32,200	28.3
65 years and over	21,600	19.0

Source: Office for National Statistics 2012

### Population Projections

2.12 The Office for National Statistics has also 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 the projections are based on models they should only be used as a guide for future population trends.

2.13 From looking at population projections for the future it is clear that Newark & Sherwood is likely to see further growth both in the short-term and longer-term. For the period between 2010 and 2020 it is estimated that there will be an 8.93% increase in the Districts population, while for 2010 to 2035 it is predicted that the population will have grown by some 20.75%. Tables 3 and 4 on page 8 illustrate these projections are some of the highest in Nottinghamshire and are higher than the average projections for England.

Table 3 - Projected changes in Total Population (2010 – 2020) – Nottinghamshire Districts

Administrative Area	% Change	National Rank	Nottinghamshire Rank
Nottingham UA	11.00%	73	1
Rushcliffe	10.30%	82	2
<b>Newark &amp; Sherwood</b>	<b>8.93%</b>	<b>113</b>	<b>3</b>
Broxtowe	8.44%	131	4
Ashfield	7.74%	151	5
Gedling	7.48%	157	6
Mansfield	7.04%	175	7
Bassetlaw	6.30%	204	8
Nottinghamshire	8.05%		
England	8.41%		

Source: Office for National Statistics 2012

Table 4 - Projected changes in Total Population (2010 – 2035) – Nottinghamshire Districts

Administrative Area	% Change	National Rank	Nottinghamshire Rank
Nottingham UA	26.15%	63	1
Rushcliffe	24.87%	71	2
<b>Newark &amp; Sherwood</b>	<b>20.75%</b>	<b>111</b>	<b>3</b>
Broxtowe	20.47%	114	4
Gedling	19.10%	137	5
Ashfield	17.79%	159	6
Mansfield	15.87%	181	7
Bassetlaw	14.37%	209	8
Nottinghamshire	19.09%		
England	18.89%		

Source: Office for National Statistics 2012

- 2.14 Based on these projections it is apparent that in Newark & Sherwood there are likely to be changes in the composition of the community. The significant growth in population will therefore test the authority’s ability to meet the needs of a diversifying population, particularly in terms of the provision of services and infrastructure in new communities, but also in resourcing already established communities. There are various policies within the A&DM DPD which will provide the opportunity to help address these issues. Policies allocating sites include the

requirement to provide contributions for infrastructure in line with the Developer Contributions SPD along with specific requirements that may be required for a particular site. In addition policy DM3 relates specifically to Developer Contributions.

**Gender**

2.15 The 2010 Mid-year Population Estimates show that the approximate population of the District was 113,600. This was split 55,700 males (49%) and 58,000 females (51%). The total working age population (males aged 16 – 64 and females aged 16-59) is set out in table 5. It should be noted that the figures may not add exactly due to rounding

Table 5 - Number of Males and Females of working age in Newark & Sherwood and Percentage Compared to the East Midlands and Great Britain

	<b>Newark &amp; Sherwood (Numbers)</b>	<b>Newark &amp; Sherwood (%)</b>	<b>East Midlands (%)</b>	<b>Great Britain (%)</b>
All People Working Age	71,100	62.6	64.6	64.8
Males	35,300	63.4	65.4	65.8
Females	35,800	61.7	63.8	63.8

Source: Nomis 2012/ONS 2010 Mid-year Population Estimates

2.16 In respect of pay, the average gross weekly pay and hourly pay by residence is set out in table 6 on page 10. The figures show the median earnings in pounds for employees living in the area who are on adults rates of pay and whose pay was not affected by absence. Figures for earnings come from the Annual Survey of Hours and Earnings (ASHE). The ASHE is based on a 1 per cent sample of employees, information on whose earnings and hours is obtained from employers. The survey does not cover self-employed. Information relates to a pay period in April.

2.17 As can be seen males in the District earn less than the regional average whilst females earn more than the regional average. They both however lag behind when compared to Great Britain. The A&DM DPD contains various policies which allocate land for employment, either as a specific use or as part of mixed use development, and which through their delivery will help strengthen and broaden employment opportunities within the District and therefore may contribute to addressing this issue.

Table 6 – Average Pay for Males and Females in Newark & Sherwood Compared to the East Midlands and Great Britain by residence 2011.

	<b>Newark &amp; Sherwood (Pounds)</b>	<b>East Midlands (Pounds)</b>	<b>Great Britain (Pounds)</b>
<b>Gross Weekly Pay</b>			
Males	460.7	512.3	541.7
Females	434.1	409.5	446.3
<b>Hourly Pay</b>			
Males	11.04	12.39	13.32
Females	11.82	10.76	11.95

Source: Nomis 2011, Office for National Statistics annual survey of hours and earnings – resident analysis

### Race

2.18 In considering the ethnicity of Newark & Sherwood’s population, the ‘2009 Population Estimates by Ethnic Group for local authority districts and higher administrative areas in England and Wales’ showed that just over 4% of the population originated from outside of the UK. This is a comparatively low level when compared to regional and national averages (although it is a rise when compared to the 2001 census which showed the figure to be just over 3%). The latest district level information is illustrated in table 7. Unfortunately, whilst it will be contained within the 2011 census results, it has not been possible to include up to date ward level information on this data set as this is not due to be released until later in 2012.

Table 7 Ethnic Groups in Newark & Sherwood Compared to Nottinghamshire and England (2009)

<b>Ethnic Group</b>	<b>Newark &amp; Sherwood %</b>	<b>Nottinghamshire %</b>	<b>East Midlands %</b>	<b>England %</b>
White: British	93.10%	91.96%	86.97%	82.79%
White: Irish	0.71%	0.64%	0.78%	1.08%
White: Other White	1.86%	1.82%	2.35%	3.59%
Mixed: White and Black Caribbean	0.44%	0.54%	0.61%	0.58%
Mixed: White and Black African	0.09%	0.13%	0.18%	0.25%
Mixed: White and Asian	0.27%	0.36%	0.47%	0.56%
Mixed: Other Mixed	0.27%	0.27%	0.35%	0.45%
Asian or Asian British: Indian	0.88%	1.18%	3.22%	2.73%
Asian or Asian British: Pakistani	0.44%	0.75%	1.32%	1.91%

<b>Ethnic Group</b>	<b>Newark &amp; Sherwood %</b>	<b>Nottinghamshire %</b>	<b>East Midlands %</b>	<b>England %</b>
Asian or Asian British: Bangladeshi	0.09%	0.14%	0.33%	0.74%
Asian or Asian British: Other Asian	0.27%	0.28%	0.49%	0.73%
Black or Black British: Black Caribbean	0.35%	0.54%	0.73%	1.18%
Black or Black British: Black African	0.35%	0.42%	0.13%	1.52%
Black or Black British: Other Black	0.09%	0.09%	0.13%	0.24%
Chinese or Other Ethnic Group: Chinese	0.35%	0.40%	0.72%	0.85%
Chinese or Other Ethnic Group: Other	0.35%	0.48%	0.61%	0.80%

Source: Office for National Statistics 2011

### **Faith**

2.19 The 2001 Census provides information which can be used to illustrate the percentage of people in different faith groups across the District and this is illustrated in table 8. It is acknowledged that the 2011 census has been carried out however it has not been possible to utilise this data set as it will not be released until later in 2012.

Table 8 Number of people in different Faith Groups in Newark compared to Nottinghamshire and England

<b>Faith</b>	<b>Newark &amp; Sherwood</b>	<b>Nottinghamshire</b>	<b>England</b>
Christian	79.1	70.3	71.7
Buddhist	0.1	0.2	0.3
Hindu	0.1	0.4	1.1
Jewish	0.1	0.1	0.5
Muslim	0.2	1.6	3.1
Sikh	0.1	0.6	0.7
Other religion	0.2	0.2	0.3
No religion	12.9	18.3	14.6
Religion not stated	7.3	8.3	7.7

Source: Office for National Statistics / Census 2001

- 2.20 As can be seen the dominant faith within the District is Christian with all other faiths only having a low representation within the District. The LDF can help these faith groups by promoting the development of infrastructure that meets their needs. It is considered that improvements under all elements of the A&DM DPD will be of benefit to members of this equalities group.
- 2.21 The Religious Fractionalisation Index is another way of looking at this area. This is the probability that 2 individuals randomly selected from the population have different religions. The index is scored between 0 and 1, with scores closer to 1 indicating higher levels of diversity. Information about how Newark & Sherwood compares to other Districts in the County and England & Wales is shown in Table 9 below.

Table 9 – Religious Fractionalisation Index for Nottinghamshire Districts

District	Number	National Rank	Nottinghamshire Rank
Nottingham City	0.6	20	1
Broxtowe	0.47	87	2
Rushcliffe	0.45	108	3
Gedling	0.45	110	4
Ashfield	0.44	124	5
Mansfield	0.4	218	6
<b>Newark &amp; Sherwood</b>	<b>0.36</b>	<b>293</b>	<b>7</b>
Bassetlaw	0.33	335	8
Nottinghamshire	0.45		
England & Wales	0.46		

Source: Office for National Statistics/Mid Year Estimates

- 2.22 As can be seen Newark & Sherwood is the 2<sup>nd</sup> least diverse District in Nottinghamshire and is well below the average for England and Wales.

**Disability 2010 IMD**

- 2.23 Information within the 2010 Indices of Multiple Deprivation provides an indication of reported disability within the District and this is illustrated in table 10 on page 13.
- 2.24 The figures in the table represent the level of comparative illness and disability. The score provides a weighted average of the scores for all the Super Output Areas within the area. The average score is 100, all results under 100 indicate a lower than average level of illness and/or disability, results above 100 show a higher than average level of illness and/or disability. This allows a fair comparison across all areas in the country.



Table 10 - Comparative Illness and Disability average score (2010)

District	Average Score	National Rank	Notts Rank
Nottingham City	163.94	14	1
Mansfield	162.77	17	2
Ashfield	139.67	50	3
Bassetlaw	135.88	59	4
<b>Newark &amp; Sherwood</b>	<b>114.61</b>	<b>108</b>	<b>5</b>
Broxtowe	102.35	152	7
Gedling	103.84	146	6
Rushcliffe	78.05	259	8
Nottinghamshire	125.14		
England	105.01		

Source: IMD 2010 Health Domain underlying indicator

- 2.25 The data indicates that Newark & Sherwood has a lower than average level of disability when compared to Nottinghamshire but above average compared to Great Britain.
- 2.26 There a number of ways that the A&DM DPD can help ill or disabled people including housing provision, access to employment opportunities, service provision and accessibility. These matters are addressed in a number policies including those which allocate land for employment, either as a specific use or as part of mixed use development, and which through their delivery will help strengthen and broaden employment opportunities, DM3 ‘Developer Contributions’ and DM6 ‘Householder Development’ which seeks to ensure safe and inclusive access as part of proposals for alteration and extension of dwellings, erection and conversion of curtilage buildings.

**Sexual Orientation**

- 2.27 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).
- 2.28 The NSSAL in 2000 found that approximately 5% of men and women in Britain stated that they had never had same-sex partners.

- 2.29 The Census in 2001 published more localised data, including the number of same sex couples that were living together in each local authority. The figures for Nottinghamshire are illustrated in table 11.

Table 11 - The proportion of households that are same sex couples (2001)

District	Percentage	National Rank	County Rank
Nottingham City	0.28	44	1
Gedling	0.21	67	2
Rushcliffe	0.19	81	3
Ashfield	0.15	189	4
Broxtowe	0.14	208	5
Bassetlaw	0.14	221	6
<b>Newark &amp; Sherwood</b>	<b>0.12</b>	<b>263</b>	<b>7</b>
Mansfield	0.11	304	8
Nottinghamshire	0.19	-	-
England and Wales	0.19	-	-

Source: Office for National Statistics 2001 Census

- 2.30 This illustrates that the proportion of households that were same sex couples stood at only 0.12% in Newark & Sherwood the 2<sup>nd</sup> lowest proportion of all Nottinghamshire Districts. It is important to note that this information is over 10 years old and that this may not reflect the current situation. Further detail will be contained in the figures for the 2011 census, which are yet to be released.
- 2.31 It is considered that improvements under all elements of the A&DM DPD will be of benefit to members of this equalities group.

### Social Deprivation IMD 2010

- 2.32 The Index of Multiple Deprivation 2010 (IMD 2010) is a measure of multiple deprivation at the small area level (census based Super Output Areas or SOA's) and is based on the idea of distinct dimensions of deprivation which can be recognised and measured separately. These are experienced by individuals living in an area. People may be counted as deprived in one or more of the domains, depending on the number of types of deprivation that they experience. The overall IMD is conceptualised as a weighted area level aggregation of these specific dimensions of deprivation.

2.33 Within the District there are areas of high deprivation but also areas of affluence. A summary of key IMD findings is set out below:

- As was the case in the IMD 2007 the IMD 2010 shows that Newark & Sherwood has 3 wards in the top 10% nationally for the least deprivation, with all of them concentrated in the Southwell area and the ward of Southwell East having the least deprivation with an average score of 3.78 and a national rank of 7,798 out of 7,976;
- In the 2010 IMD Newark & Sherwood's overall national rank was 147 out of 354 local authorities whereas in 2007 IMD Newark & Sherwood was ranked 175 out of 354 local authorities. This indicates that the overall level deprivation in the District when compared to the rest of the country has increased;
- There are 69 SOAs within Newark & Sherwood that are used within the indices of deprivation, of these only 11 have seen a consistent increase in deprivation between the ID 2004 and the IMD 2010. The SOA that has been seen to have had the most significant increase is found within Castle Ward where one SOA declined 4,459 places in the national rankings<sup>1</sup>; and
- In contrast, of the 22 SOAs that have seen a consistent reduction in deprivation between the ID 2004 and the IMD 2010, 12 have improved by more than 2,000 places in the national rankings. The SOAs that have seen the largest improvement in the national rankings can be found in the wards of Clipstone (improvement of 7,861 places), Edwinstowe (improvement of 5,439) and Bilsthorpe (improvement of 4,835 places).

2.34 Although it is recognised that there are areas that remain more deprived than others within Newark & Sherwood, the overall changes in deprivation from the ID 2004 to the IMD 2010 are in the main positive and shows that the majority of areas are experiencing either increasingly less deprivation, or a stable level of deprivation.

2.35 As with the other groups discussed above the A&DM DPD can contribute to addressing these inequalities in a number of ways. This will be achieved in a number of ways including identifying land for housing and employment, service provision along with those that seek to incorporate improvements to infrastructure e.g. Policy DM3 'Developer Contributions'.

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<sup>1</sup> There are 32,482 SOAs in England that are used in the Index of Multiple Deprivation

2.36 The next section of this report (Chapter 3) screens the A&DM DPD policies against the groups identified in Paragraph 1.6. Where it has been identified through the screening exercise that a policy may adversely impact upon a particular equality group a full assessment is required. This has been considered in Chapter 4 of this report.

### **3 Screening the Allocations & Development Management Policies**

3.1 The A&DM DPD contains site specific policies, allocations and designations for new housing, employment, retail, community facilities, recreation and open space, nature conservation and other land uses. It identifies sites and areas designated for a range of environmental reasons and policies to safeguard and enhance them.

3.2 In addition the document contains a limited number of detailed Development Management policies designed to provide greater direction, and help implementation, in relation to specific subjects.

3.3 Table 12, on pages 17 - 38 outlines the key characteristics of the various types of allocation policies for each settlement e.g. housing, mixed use, employment etc along with the Development Management policies and summaries whether there is the potential for the policy to have an adverse impact on each of the groups identified in Chapter 2.

3.4 Where it is considered that a policy will have a positive impact on a group this has been shown by a '+' symbol. The key below identifies the other symbols used to summaries the impact on a group it is considered each policy will have.

<b>Symbol</b>	<b>Likely Impact</b>
+	Positive
0	Neutral/Negligible
-	Negative
N/A	Not Applicable

Table 12 Screening of Allocations and Development Management Policies

Policy	Equalities Group								Commentary
	Pregnancy & Maternity	Age	Race	Gender	Disability	Sexual Orientation	Religion / Belief	Social Inequality	
<b>Allocations Policies</b>									
<b>Newark Area</b>									
Newark Urban Area Housing (NUA/Ho/1 – NUA/Ho/10)	0	+	0	0	+	0	0	+	The allocation and delivery of land for housing will have a positive impact on both existing and future residents. In particular it will provide increased opportunities for young people, young families and older people to access suitable housing. Affordable housing provision which may be required as part of development will benefit those on low incomes and may also bring benefits to those with disabilities and older and younger people, as these groups tend to have a higher need for affordable housing
Newark Urban Area Mixed Use (NUA/SPA/1, NUA/MU/1 – MUA/MU/4)	0	+	0	0	+	0	0	+	The allocation of land for mixed use development will benefit all members of the community. Where housing is provided on sites it will provide increased opportunities for young people, young families and older people to access suitable housing through the provision of new and improved provision. Affordable housing provision which may be required as part of development will benefit those on low incomes and may also bring benefits to those with disabilities and older and younger people, as these groups tend to have a higher need for affordable housing This will particularly be the case in the York Drive Policy Area, a location which has been identified for regeneration and redevelopment

Policy	Equalities Group								Commentary
	Pregnancy & Maternity	Age	Race	Gender	Disability	Sexual Orientation	Religion / Belief	Social Inequality	
Newark Urban Area Mixed Use (NUA/SPA/1, NUA/MU/1 – MUA/MU/4) continued	0	+	0	+	+	0	0	+	Delivery of land for employment will benefit all members of the community and in particular will provide opportunities to address social, gender, age and disability inequalities.
Newark Urban Area Employment (NUA/E/1 - NUA/E/4)	0	+	0	+	+	0	0	+	The allocation and delivery of land for employment will benefit all members of the community and provide specific opportunities to address social, gender, age and disability inequalities. Promotion of new employment within existing employment sites (Newark Industrial Estate Policy Area) in the most accessible locations may particularly benefit those without access to a car e.g. young people, the elderly, those on low incomes.
Newark Urban Area Phasing Policy (NUA/Ph/1)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	It is not anticipated that this policy will impact on any specific group.
Newark Urban Area Town Centre and Local Centres (NUA/TC/1, NUA/LC/1, NUA/LC/2)	0	+	0	+	+	0	0	+	Protecting and enhancing the District's network of retail centres will have a positive impact on the quality of life of residents by providing local focal points for the provision of services and facilities and by reducing the need to travel. This may be of particular benefit to the young people, older people, and people with disabilities who may face greater challenges in accessing key services and facilities. This could also be of particular benefit to women who are less likely to have access to a car than men.

Policy	Equalities Group								Commentary
	Pregnancy & Maternity	Age	Race	Gender	Disability	Sexual Orientation	Religion / Belief	Social Inequality	
Northgate Station Policy Area (NUA/TR/1)	0	+	0	0	+	0	0	+	The provision of measures which allow for access by sustainable transport methods as part of a regeneration scheme for the area will benefit all. However it is likely to have a particular benefit for those on low incomes, those with disabilities, older and young people without access to a car.
Newark Urban Area Open Breaks (NUA/OB/1)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	It is not anticipated that this policy will impact on any specific group.
Newark Urban Area Boundary	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	It is not anticipated that this policy will impact on any specific group.
Collingham Mixed Use (Co/MU/1)	0	+	0	0	+	0	0	+	The allocation of land for mixed use development will benefit all members of the community. In terms of housing it will provide increased opportunities for young people, young families and older people to access suitable housing. Affordable housing provision which may be required as part of development will benefit those on low incomes and may also bring benefits to those with disabilities and older and younger people, as these groups tend to have a higher need for affordable housing
	0	+	0	+	+	0	0	+	Delivery of land for employment on this site will benefit all members of the community and in particular will provide opportunities to address social, gender, age and disability inequalities.
Collingham Phasing Policy (Co/Ph/1)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	It is not anticipated that this policy will impact on any specific group.

Policy	Equalities Group								Commentary
	Pregnancy & Maternity	Age	Race	Gender	Disability	Sexual Orientation	Religion / Belief	Social Inequality	
Collingham Local Centre (Co/LC/1)	0	+	0	+	+	0	0	+	Protecting and enhancing the District's network of retail centres will have a positive impact on the quality of life of residents by providing local focal points for the provision of services and facilities and by reducing the need to travel. This may be of particular benefit to the young people, older people, and people with disabilities who may face greater challenges in accessing key services and facilities. This could also be of particular benefit to women who are less likely to have access to a car than men.
Collingham Main Open Areas (Co/MOA)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	It is not anticipated that this policy will impact on any specific group.
Collingham Village Envelope	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	It is not anticipated that this policy will impact on any specific group.
Sutton on Trent Mixed Use (ST/MU/1)	0	+	0	0	+	0	0	+	The allocation of land for mixed use development will benefit all members of the community. In terms of housing it will provide increased opportunities for young people, young families and older people to access suitable housing. Affordable housing provision which may be required as part of development will benefit those on low incomes and may also bring benefits to those with disabilities and older and younger people, as these groups tend to have a higher need for affordable housing
	0	+	0	+	+	0	0	+	In respect of retail and other facilities it could be of particular benefit to the young people, older people, and people with disabilities who may face



Policy	Equalities Group								Commentary
	Pregnancy & Maternity	Age	Race	Gender	Disability	Sexual Orientation	Religion / Belief	Social Inequality	
Sutton on Trent Mixed Use (ST/MU/1) Continued									greater challenges in accessing key services and facilities. This could also be of particular benefit to women who are less likely to have access to a car than men.
Sutton on Trent Phasing (ST/Ph/1)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	It is not anticipated that this policy will impact on any specific group.
Sutton on Trent Existing Employment Area (ST/EA/1)	0	+	0	+	+	0	0	+	The delivery of land for employment on this site will benefit all members of the community and in particular will provide opportunities to address social, gender, age and disability inequalities. Promotion of new employment with existing employment sites in the most accessible locations may particularly benefit those without access to a car e.g. young people, the elderly, those on low incomes.
Sutton on Trent Local Centre (ST/LC/1)	0	+	0	+	+	0	0	+	Protecting and enhancing the District's network of retail centres will have a positive impact on the quality of life of residents by providing local focal points for the provision of services and facilities and by reducing the need to travel. This may be of particular benefit to the young people, older people, and people with disabilities who may face greater challenges in accessing key services and facilities. This could also be of particular benefit to women who are less likely to have access to a car than men.
Sutton on Trent Main Open Areas (ST/MOA)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	It is not anticipated that this policy will impact on any specific group.
Sutton on Trent Village Envelope	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	It is not anticipated that this policy will impact on any specific group.

Policy	Equalities Group								Commentary
	Pregnancy & Maternity	Age	Race	Gender	Disability	Sexual Orientation	Religion / Belief	Social Inequality	
<b>Southwell Area</b>									
Southwell Housing (So/Ho/1 – So/Ho/7)	0	+	0	0	+	0	0	+	The allocation and delivery of land for housing, including an element of affordable housing, will have a positive impact on both existing and future residents. In particular it will provide increased opportunities for young people, young families and older people to access suitable housing to meet their needs. Affordable housing provision which may be required as part of development will benefit those on low incomes and may also bring benefits to those with disabilities and older and younger people, as these groups tend to have a higher need for affordable housing
Southwell Mixed Use (So/MU/1)	0	+	0	0	+	0	0	+	The allocation and delivery of land for housing, including an element of affordable housing, will have a positive impact on both existing and future residents. In particular it will provide increased opportunities for young people, young families and older people to access suitable housing to meet their needs.
Southwell Phasing Policy (So/Ph/1)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	It is not anticipated that this policy will impact on any specific group.
Southwell Housing Need (So/HN/1)	0	+	0	0	+	0	0	+	The policy will help meet specific, identified needs within the community. It will have particular positive impacts the young and aging population who are wishing to stay in the area. In addition provision of smaller properties will benefit those on low incomes, those with disabilities and the elderly.

Policy	Equalities Group								Commentary
	Pregnancy & Maternity	Age	Race	Gender	Disability	Sexual Orientation	Religion / Belief	Social Inequality	
Southwell Employment (So/E/1, So/E/2 and So/E/3)	0	+	0	+	+	0	0	+	The allocation and delivery of land for employment will benefit all members of the community and provide opportunities to address social, gender, age and disability inequalities. Promotion of new employment with existing employment sites e.g. Crew Lane Industrial Estate Policy Area in the most accessible locations may particularly benefit those without access to a car such as young people, the elderly, those on low income
Southwell District Centre (So/DC/1)	0	+	0	+	+	0	0	+	Protecting and enhancing the District's network of retail centres will have a positive impact on the quality of life of residents by providing local focal points for the provision of services and facilities and by reducing the need to travel. This may be of particular benefit to the young people, older people, and people with disabilities who may face greater challenges in accessing key services and facilities. This could also be of particular benefit to women who are less likely to have access to a car than men.
Southwell Main Open Areas (So/MOA)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	It is not anticipated that this policy will impact on any specific group.
Southwell Protected Views (So/PV)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	It is not anticipated that this policy will impact on any specific group.
Thurgarton Hundred Workhouse (So/Wh)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	It is not anticipated that this policy will impact on any specific group.
Southwell Urban Boundary	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	It is not anticipated that this policy will impact on any specific group.

Policy	Equalities Group								Commentary
	Pregnancy & Maternity	Age	Race	Gender	Disability	Sexual Orientation	Religion / Belief	Social Inequality	
Farnsfield Housing (Fa/Ho/1)	0	+	0	0	+	0	0	+	The allocation and delivery of land for housing, including an element of affordable housing, will have a positive impact on both existing and future residents. In particular it will provide increased opportunities for young people, young families and older people to access suitable housing. Affordable housing provision which may be required as part of development will benefit those on low incomes and may also bring benefits to those with disabilities and older and younger people, as these groups tend to have a higher need for affordable housing
Farnsfield Mixed Use (Fa/MU/1)	0	+	0	0	+	0	0	+	The allocation of land for mixed use development will benefit all members of the community. In terms of housing it will provide increased opportunities for young people, young families and older people to access suitable housing. Affordable housing provision which may be required as part of development will benefit those on low incomes and may also bring benefits to those with disabilities and older and younger people, as these groups tend to have a higher need for affordable housing
	0	+	0	+	+	0	0	+	Delivery of land for employment on this site will benefit all members of the community and in particular will provide opportunities to address social, gender, age and disability inequalities.
Farnsfield Phasing Policy (Fa/Ph/1)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	It is not anticipated that this policy will impact on any specific group.

Policy	Equalities Group								Commentary
	Pregnancy & Maternity	Age	Race	Gender	Disability	Sexual Orientation	Religion / Belief	Social Inequality	
Farnsfield Local Centre (Fa/LC/1)	0	+	0	+	+	0	0	+	Protecting and enhancing the District's network of retail centres will have a positive impact on the quality of life of residents by providing local focal points for the provision of services and facilities and by reducing the need to travel. This may be of particular benefit to the young people, older people, and people with disabilities who may face greater challenges in accessing key services and facilities. This could also be of particular benefit to women who are less likely to have access to a car than men.
Farnsfield Village Envelope	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	It is not anticipated that this policy will impact on any specific group.
<b>Nottingham Fringe Area</b>									
Lowdham Housing (Lo/Ho/1, Lo/Ho/2 & Lo/Ho/3)	0	+	0	0	+	0	0	+	The allocation and delivery of land for housing will have a positive impact on both existing and future residents. In particular it will provide increased opportunities for young people, young families and older people to access suitable housing.
Lowdham Housing Need (Lo/HN/1)	0	+	0	0	+	0	0	+	The policy will help meet specific, identified needs within the community. It will have particular positive impacts the young and aging population who are wishing to stay in the area. In addition provision of smaller properties will benefit those on low incomes, those with disabilities and the elderly.
Lowdham Local Centre (Lo/LC/1)	0	+	0	+	+	0	0	+	Protecting and enhancing the District's network of retail centres will have a positive impact on the quality of life of residents by providing local focal

Policy	Equalities Group								Commentary
	Pregnancy & Maternity	Age	Race	Gender	Disability	Sexual Orientation	Religion / Belief	Social Inequality	
Lowdham Local Centre (Lo/LC/1) Continued									points for the provision of services and facilities and by reducing the need to travel. This may be of particular benefit to the young people, older people, and people with disabilities who may face greater challenges in accessing key services and facilities. This could also be of particular benefit to women who are less likely to have access to a car than men.
Lowdham Transport (Lo/Tr/1)	0	0	0	0	0	0	0	0	The provision of new facilities which allows for travel by public transport is a positive action. It is considered that allocating this site for car parking would have a neutral effect on the equality groups as; even those without access to a car would be able to access the station using alternatives modes of transport.
Lowdham Village Envelope	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	It is not anticipated that this policy will impact on any specific group.
<b>Sherwood Area</b>									
Ollerton & Boughton Housing (OB/Ho/1, OB/Ho/2 & OB/Ho/3)	0	+	0	0	+	0	0	+	The allocation and delivery of land for housing will have a positive impact on both existing and future residents. In particular it will provide increased opportunities for young people, young families and older people to access suitable housing. Affordable housing provision which may be required as part of development will benefit those on low incomes and may also bring benefits to those with disabilities and older and younger people, as these groups tend to have a higher need for affordable housing

Policy	Equalities Group								Commentary
	Pregnancy & Maternity	Age	Race	Gender	Disability	Sexual Orientation	Religion / Belief	Social Inequality	
Ollerton & Boughton – Mixed Use (OB/MU/1 & OB/MU/2)	0	+	0	0	+	0	0	+	<p>The allocation of land for mixed use development will benefit all members of the community. Where housing is provided on sites it will provide increased opportunities for young people, young families and older people to access suitable housing through the provision of new and improved provision. Affordable housing provision which may be required as part of development will benefit those on low incomes and may also bring benefits to those with disabilities and older and younger people, as these groups tend to have a higher need for affordable housing. This will particularly be the case in the area covered OB/MU/2, a location which has been identified for providing opportunities to enhance the existing housing offer in the adjoining housing areas.</p> <p>Provision of new / additional open space and other facilities may help reduce the need to travel. It is likely to have a particular benefit on those on low incomes, those with disabilities, older and young people without access to a car</p>
	0	+	0	0	+	0	0	+	
Ollerton & Boughton – Phasing Policy (OB/Ph/1)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	It is not anticipated that this policy will impact on any specific group.
Ollerton & Boughton Employment (OB/E/1, OB/E/2 & OB/E/3)	0	+	0	+	+	0	0	+	The allocation and delivery of land for employment will assist with the regeneration of the former mining community and will provide opportunities to address social, gender, age and

Policy	Equalities Group								Commentary
	Pregnancy & Maternity	Age	Race	Gender	Disability	Sexual Orientation	Religion / Belief	Social Inequality	
Ollerton & Boughton Employment (OB/E/1, OB/E/2 & OB/E/3) continued									disability inequalities. Promotion of new employment with existing employment sites in the most accessible locations e.g. Boughton Industrial Estate may particularly benefit those without access to a car e.g. young people, the elderly, and those on low incomes.
Ollerton & Boughton Retail (OB/DC/1, OB/LC/1, OB/Re/1 & OB/Re/2)	0	+	0	+	+	0	0	+	Protecting / enhancing the District's network of retail centres along with the further provision of such uses will have a positive impact on the quality of life of residents by providing local focal points for the provision of services and facilities and by reducing the need to travel. This may be of particular benefit to the young people, older people, and people with disabilities who may face greater challenges in accessing key services and facilities. This could also be of particular benefit to women who are less likely to have access to a car than men.
Ollerton & Boughton Transport (OB/Tr/1)	+	+	+	+	+	+	+	+	Should proposals to open the 'Dukeries Line' for passenger traffic be implemented, the provision of a new station / car park at Ollerton would have positive benefits for all members of the community as it would create new travel opportunities including to jobs and services both to and from the settlement. It is likely to have a particular benefit on those on low incomes, those with disabilities, older and young people without access to a car
Ollerton & Boughton Urban Boundary	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	It is not anticipated that this policy will impact on any specific group.



Policy	Equalities Group								Commentary
	Pregnancy & Maternity	Age	Race	Gender	Disability	Sexual Orientation	Religion / Belief	Social Inequality	
Edwinstowe Housing (ED/Ho/1 & ED/Ho/2)	0	+	0	0	+	0	0	+	The allocation and delivery of land for housing will have a positive impact on both existing and future residents. In particular it will provide increased opportunities for young people, young families and older people to access suitable housing. Affordable housing provision which may be required as part of development will benefit those on low incomes and may also bring benefits to those with disabilities and older and younger people, as these groups tend to have a higher need for affordable housing
Edwinstowe District Centre (ED/DC/1)	0	+	0	+	+	0	0	+	Protecting and enhancing the District's network of retail centres will have a positive impact on the quality of life of residents by providing local focal points for the provision of services and facilities and by reducing the need to travel. This may be of particular benefit to the young people, older people, and people with disabilities who may face greater challenges in accessing key services and facilities. This could also be of particular benefit to women who are less likely to have access to a car than men.
Edwinstowe Sherwood Forest Visitors Centre (ED/VC/1)	0	+	0	0	+	0	0	+	The provision of tourism attractions in accessible locations will be of benefit to all in particular those without access to a car e.g. young, elderly, those affected by social inequality such as low income etc.
Edwinstowe Transport (ED/ST/1)	+	+	+	+	+	+	+	+	Should proposals to open the 'Dukeries Line' for passenger traffic be implemented, the provision of a new station / car park at Edwinstowe would

Policy	Equalities Group								Commentary
	Pregnancy & Maternity	Age	Race	Gender	Disability	Sexual Orientation	Religion / Belief	Social Inequality	
Edwinstowe Transport (ED/ST/1) Continued									have positive benefits for all members of the community as it would create new travel opportunities including to jobs and services both to and from the settlement. It is likely to have a particular benefit on those on low incomes, those with disabilities, older and young people without access to a car
Edwinstowe Main Open Areas (ED/MOA)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	It is not anticipated that this policy will impact on any specific group.
Edwinstowe Village Envelope	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	It is not anticipated that this policy will impact on any specific group.
Bilthorpe Housing (Bi/Ho/1 & Bi/Ho/2)	0	+	0	0	+	0	0	+	The allocation and delivery of land for housing will help regenerate the former mining community and will have a positive impact on both existing and future residents. In particular it will provide increased opportunities for young people, young families and older people to access suitable housing. Affordable housing provision which may be required as part of development will benefit those on low incomes and may also bring benefits to those with disabilities and older and younger people, as these groups tend to have a higher need for affordable housing
Bilthorpe Mixed Use (Bi/MU/1)	0	+	0	0	+	0	0	+	The allocation of land for mixed use development will help regenerate the former mining community and will benefit all members of the community. In terms of housing it will provide increased opportunities for young people, young families and older people to access suitable housing. Affordable housing provision which may

Policy	Equalities Group								Commentary
	Pregnancy & Maternity	Age	Race	Gender	Disability	Sexual Orientation	Religion / Belief	Social Inequality	
Bilsthorpe Mixed Use (Bi/MU/1) Continued	0	+	0	+	+	0	0	+	<p>be required as part of development will benefit those on low incomes and may also bring benefits to those with disabilities and older and younger people, as these groups tend to have a higher need for affordable housing</p> <p>In respect of retail and other facilities it could be of particular benefit to the young people, older people, and people with disabilities who may face greater challenges in accessing key services and facilities. This could also be of particular benefit to women who are less likely to have access to a car than men.</p>
Bilsthorpe Phasing Policy (Bi/Ph/1)	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	It is not anticipated that this policy will impact on any specific group.
Bilsthorpe Employment (Bi/E/1 & Bi/E/2)	0	+	0	+	+	0	0	+	The allocation and delivery of land for employment will assist with the regeneration of the former mining community and will provide opportunities to address social, gender, age and disability inequalities.
Bilsthorpe Local Centre (Bi/LC/1)	0	+	0	+	+	0	0	+	Protecting and enhancing the District's network of retail centres will have a positive impact on the quality of life of residents by providing local focal points for the provision of services and facilities and by reducing the need to travel. This may be of particular benefit to the young people, older people, and people with disabilities who may face greater challenges in accessing key services and facilities. This could also be of particular benefit to women who are less likely to have access to a car than men.

Policy	Equalities Group								Commentary
	Pregnancy & Maternity	Age	Race	Gender	Disability	Sexual Orientation	Religion / Belief	Social Inequality	
Bilthorpe Village Envelope	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	It is not anticipated that this policy will impact on any specific group.
<b>Mansfield Fringe</b>									
Rainworth Housing (Ra/Ho/1 & Ra/Ho/2)	0	+	0	0	+	0	0	+	The allocation and delivery of land for housing will have a positive impact on both existing and future residents. In particular it will provide increased opportunities for young people, young families and older people to access suitable housing. Affordable housing provision which may be required as part of development will benefit those on low incomes and may also bring benefits to those with disabilities and older and younger people, as these groups tend to have a higher need for affordable housing
Rainworth Mixed Use (Ra/MU/1)	0	+	0	0	+	0	0	+	The allocation of land for mixed use development will help regenerate the former mining community and will benefit all members of the community. In terms of housing, whilst small in scale it will provide increased opportunities for young people, young families and older people to access suitable housing.
	0	+	0	+	+	0	0	+	In respect of retail it could be of particular benefit to the young people, older people, and people with disabilities who may face greater challenges in accessing key services and facilities. This could also be of particular benefit to women who are less likely to have access to a car than men.
Rainworth Phasing Policy (Ra/Ph/1)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	It is not anticipated that this policy will impact on any specific group.

Policy	Equalities Group								Commentary
	Pregnancy & Maternity	Age	Race	Gender	Disability	Sexual Orientation	Religion / Belief	Social Inequality	
Rainworth Employment (Ra/E/1)	0	+	0	+	+	0	0	+	The allocation and delivery of land for employment will assist with the regeneration of the former mining community and will provide opportunities to address social, gender, age and disability inequalities.
Rainworth District Centre (Ra/DC/1)	0	+	0	+	+	0	0	+	Protecting / enhancing the District's network of retail centres along with the further provision of such uses will have a positive impact on the quality of life of residents by providing local focal points for the provision of services and facilities and by reducing the need to travel. This may be of particular benefit to the young people, older people, and people with disabilities who may face greater challenges in accessing key services and facilities. This could also be of particular benefit to women who are less likely to have access to a car than men.
Rainworth Urban Boundary	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	It is not anticipated that this policy will impact on any specific group.
Clipstone Mixed Use (CI/MU/1)	0	+	0	0	+	0	0	+	The allocation of land for mixed use development will help regenerate the former mining community and will benefit all members of the community. In terms of housing, it will provide increased opportunities for young people, young families and older people to access suitable housing. Affordable housing provision which may be required as part of development will benefit those on low incomes and may also bring benefits to those with disabilities and older and younger people, as these groups tend to have a higher

Policy	Equalities Group								Commentary
	Pregnancy & Maternity	Age	Race	Gender	Disability	Sexual Orientation	Religion / Belief	Social Inequality	
Clipstone Mixed Use (CI/MU/1) Continued	0	+	0	+	+	0	0	+	need for affordable housing  The allocation and delivery of land for employment will assist with the regeneration of the former mining community and will provide opportunities to address social, gender, age and disability inequalities.
	0	+	0	+	+	0	0	+	In respect of retail it could be of particular benefit to the young people, older people, and people with disabilities who may face greater challenges in accessing key services and facilities. This could also be of particular benefit to women who are less likely to have access to a car than men.
Clipstone Phasing Policy (CI/Ph/1)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	It is not anticipated that this policy will impact on any specific group.
Clipstone Local Centre Boundary (CI/LC/1)	0	+	0	+	+	0	0	+	Protecting and enhancing the District's network of retail centres will have a positive impact on the quality of life of residents by providing local focal points for the provision of services and facilities and by reducing the need to travel. This may be of particular benefit to the young people, older people, and people with disabilities who may face greater challenges in accessing key services and facilities. This could also be of particular benefit to women who are less likely to have access to a car than men.
Clipstone Urban Boundary	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	It is not anticipated that this policy will impact on any specific group.

Policy	Equalities Group								Commentary
	Pregnancy & Maternity	Age	Race	Gender	Disability	Sexual Orientation	Religion / Belief	Social Inequality	
Blidworth Housing (BI/Ho/1 – BI/Ho/4)	0	+	0	0	+	0	0	+	The allocation and delivery of land for housing will have a positive impact on both existing and future residents. In particular it will provide increased opportunities for young people, young families and older people to access suitable housing. Affordable housing provision which may be required as part of development will benefit those on low incomes and may also bring benefits to those with disabilities and older and younger people, as these groups tend to have a higher need for affordable housing
Blidworth Phasing Policy (BI/Ph/1)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	It is not anticipated that this policy will impact on any specific group.
Blidworth Employment (BI/E/1)	0	+	0	+	+	0	0	+	The allocation and delivery of land for employment will assist with the regeneration of the former mining community and will provide opportunities to address social, gender, age and disability inequalities.
Blidworth Retail (BI/LC/1)	0	+	0	+	+	0	0	+	Protecting and enhancing the District’s network of retail centres will have a positive impact on the quality of life of residents by providing local focal points for the provision of services and facilities and by reducing the need to travel. This may be of particular benefit to the young people, older people, and people with disabilities who may face greater challenges in accessing key services and facilities. This could also be of particular benefit to women who are less likely to have access to a car than men.

Policy	Equalities Group								Commentary
	Pregnancy & Maternity	Age	Race	Gender	Disability	Sexual Orientation	Religion / Belief	Social Inequality	
Blidworth Village Envelope	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	It is not anticipated that this policy will impact on any specific group.
<b>Development Management Polices</b>									
DM1 – Development within Settlements central to delivering the Spatial Strategy	0	+	0	0	+	0	0	+	Concentrating development in more accessible locations close to facilities and services should reduce the need to travel and will benefit all. In particular it will benefit those with disabilities, older and younger people without access to the car. It may also benefit people on low incomes.
DM2 – Development on Allocated Sites	0	+	0	0	+	0	0	+	The requirement to provide contributions towards Improved services and infrastructure will benefit all, but are likely to have particularly beneficial effects on the lives of various equality groups. For example, the provision of better public transport will particularly benefit those without access to a car e.g. older and younger people and those with low incomes.
DM3 – Developer Contributions	0	+	0	0	+	0	0	+	Improved services and infrastructure will benefit all, but are likely to have particularly beneficial effects on the lives of various equality groups. For example, the provision of additional affordable housing will benefit those on low incomes; the provision of better public transport will particularly benefit those without access to a car e.g. older and younger people and those with low incomes. The provision of doctor’s surgeries, schools and community centres will benefit all in particular elderly and young people.
DM4 – Renewable and Low Carbon Energy	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	It is not anticipated that this policy will impact on any specific group.



Policy	Equalities Group								Commentary
	Pregnancy & Maternity	Age	Race	Gender	Disability	Sexual Orientation	Religion / Belief	Social Inequality	
Generation									
DM5 – Design	0	+	0	0	+	0	0	0	This policy seeks to deliver high quality and sustainable design that considers both the appearance and the way that a development scheme functions. Developments will be expected to create safe and accessible environments with appropriate green infrastructure, which will particularly benefit and meet the needs of young people, young families, older people and people with disabilities.
DM6 – Householder Development	0	+	0	0	+	0	0	0	The policy includes reference to allowing for safe and inclusive access. This will have particular benefits for those with specific accessibility needs including young and older people and people with disabilities
DM7 – Biodiversity & Green Infrastructure	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	It is not anticipated that this policy will impact on any specific group.
DM8 – Development in the Open Countryside	0	+	0	0	+	0	0	+	Provision of housing to meet local need, development of the rural economy & provision of local services / facilities will benefit all of the community. In particular it may benefit those affected by social inequality, those with disabilities and older younger people either because they are in housing need or looking for employment.
DM9 – Protecting and Enhancing the Historic Environment	N/A	-	N/A	N/A	-	N/A	N/A	N/A	There could be a conflict between protecting the historic environment, especially listed buildings and adding alterations to improve access for those with limited mobility. However the policy takes account of this in clauses which refer to the

Policy	Equalities Group								Commentary
	Pregnancy & Maternity	Age	Race	Gender	Disability	Sexual Orientation	Religion / Belief	Social Inequality	
									need for development which may impact on such assets to demonstrate that it is compatible and the need to justify development in accordance with Core Policy 14
DM10 – Pollution and Hazardous Materials	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	It is not anticipated that this policy will impact on any specific group.
DM11 – Retail and Town Centre Uses	+	+	+	+	+	+	+	+	Protecting and enhancing the District’s network of retail centres will have a positive impact on the quality of life of residents by providing local focal points for the provision of services and facilities and by reducing the need to travel. This may be of particular benefit to the young people, older people, and people with disabilities who may face greater challenges in accessing key services and facilities. This could also be of particular benefit to those who do not have access to a car.

## **4 Assessment of the Allocations & Development Management Policies**

- 4.1 The screening of the Allocation & Development Management DPD (Chapter 3) identified that the majority of policies within the DPD are likely to have an indirect positive impact on certain groups within the District. However two policies, Southwell Housing Need (So/HN/1) and Lowdham Housing Need (Lo/HN/1) were identified as likely to have a direct positive impact on certain groups, within specific settlements within the District whilst also potentially 'excluding' other members of the community from the anticipated benefits of these policies being introduced.
- 4.2 This chapter therefore examines why these policies have been introduced through the A&DM DPD focusing on Government guidance and the individual needs of the equality groups which they aim to benefit.
- 4.3 In addition, it is considered appropriate to highlight the approach that is being taken in respect of the provision of accommodation for Gypsies and Travellers within the Newark Urban Area which, since the Allocations & Development Management Options Report was consulted on in October / November 2011, has changed.

### **Policy So/HN/1 'Southwell Housing Need'**

- 4.4 Policy So/HN/1 states that the Council will seek to secure, subject to local site circumstances and the viability of development, the majority of housing on allocated windfall sites within Southwell as one or two bedroom units in line with identified housing need.
- 4.5 As identified in Chapter 3, this policy is likely to have a direct-positive impact on certain groups including the young, elderly and those with disabilities. It is considered that a specific policy is required to meet the housing needs of these groups as their housing needs are not currently being met by the general housing market.
- 4.6 This approach is considered justified based on the findings of the Housing Needs Assessment (HNA), which informed the production of the Core Strategy housing policies. As part of the work undertaken to produce the HNA, an analysis of particular housing needs within different parts of the District was undertaken. In Southwell the study identified the following:
- Significant shortfalls in smaller properties including 2 bedroom bungalows and 1-2 bedroom flats; and

- The need to accommodate both an ageing population and young people wishing to stay in the area

4.7 The housing need is acute and the District Council recognised the requirement to meet this need as one of the primary factors underpinning the Service Centres identified level of growth. Therefore in developing proposals for new housing development the Council will expect developers to cater for the specific needs of the settlement.

4.8 In addition the Council's approach is supported by Government guidance in the form of section 6 of the National Planning Policy Framework (Delivering a wide choice of high quality homes) which states that to deliver a wide choice of high quality homes, widen opportunities for home ownership and create sustainable, inclusive and mixed communities, local planning authorities should:

- Plan for a mix of housing based on current and future demographic trends, market trends and the needs of different groups in the community (such as, but not limited to, families with children, older people, people with disabilities, service families and people wishing to build their own homes); and
- Identify the size, type, tenure and range of housing that is required in particular locations, reflecting local demand

#### **Policy Lo/HN/1 'Lowdham Housing Need'**

4.9 Policy So/HN/1 states that the Council will seek to secure, subject to local site circumstances and the viability of development, the majority of housing on allocated windfall sites within Southwell as one or two bedroom units in line with identified housing need.

4.10 As identified in Chapter 3, this policy is likely to have a direct-positive impact on certain groups including the young, elderly and those with disabilities. It is considered that a specific policy is required to meet the housing needs of these groups as their housing needs are not currently being met by the general housing market.

4.11 This approach is considered justified based on the findings of the Housing Needs Assessment (HNA), which informed the production of the Core Strategy housing policies. As part of the work undertaken to produce the HNA, an analysis of

particular housing needs within different parts of the District was undertaken. The study identified the following:

- Significant shortfalls in smaller properties; and
- The need to accommodate both an ageing population and young people wishing to stay in the area

4.12 The Lowdham Housing Needs Survey 2007 identified a need for a mix of mainly 2 bed houses and bungalows. Due to the limited capacity for new housing provision within Lowdham consideration needs to be given to providing these smaller units to meet the local needs of the community.

4.13 As with policy So/HN/1, it is considered that the Council's approach is supported by Government guidance in the form of section 6 of the National Planning Policy Framework (Delivering a wide choice of high quality homes), the detail of which is set out in paragraph 4.8 above.

#### **Gypsies & Travellers and Travelling Showpeople**

4.14 There is a need for the Council to enable an increase in Gypsy and Traveller pitch provision in and around the Newark Urban Area to meet the requirements of the Core Strategy.

4.15 Core Policy 4 of the Core Strategy states that the '*Council will identify and, where necessary, allocate 84 pitches to meet identified need through the Allocations & Development Management DPD*'.

4.16 Since the setting of this target the Council has granted planning permission for 45 new permanent caravan pitches available to Gypsies and Travellers in the District. Of these 45 new permanent permissions, 67% have been granted in and around the Ollerton & Boughton area, with the remainder in and around the Newark Urban Area.

4.17 The A&DM DPD Options Report identified one new potential Gypsy and Traveller site in the Newark Urban Area. The site was not identified as a complete solution to meeting the residual Gypsy and Traveller pitch target, but as part of a combined approach which also looks to make sites available that already have planning permission but are not currently in use.

4.18 Through the consultation process it has become apparent that it will not be possible to deliver the site identified in the A&DM Options Report for such for a use.

Therefore the Council is now proposing to utilise the following approach to help meet the identified need:

- Bring existing sites with planning permission, but which have not been developed into use through the use of Government funding; and
- Encouraging the bringing forward and delivery of private sites

4.19 The Council have also agreed a number of alternative measures to allow delivery to take place should these be required including the possibility of utilising CPO powers should this be considered appropriate.

4.20 In terms of equality impacts it is considered that there will be not be any negative equality impacts on this group because, whilst then approach is different to that previously proposed, it will still allow for the delivery of accommodation which will assist with meeting the identified needs of these members of the community.

### **Summary**

4.21 The policies explored above have been drafted to try and create a 'level playing field' to ensure that all people, including those from recognised equality groups, have the opportunity to access the same services. These policies may appear to favour and target certain groups however, justification for this emanates from the Council's evidence base, the consultation undertaken and the framework provided by Government guidance. As identified as part of this EqIA process, these policies aim to take positive action in targeting and meeting local housing needs.

## **5 Consultation**

5.1 The policies in the A&DM DPD have been developed in partnership with a number of consultees and key stakeholders through consultation exercises and continued community involvement.

5.2 The purpose of this chapter is to focus upon:

- How the A&DM DPD has drawn upon other plans and strategies and background documents and how these take into consideration the particular needs of various equality groups within the District;
- How the consultation events undertaken were available/accessible to the various equality groups within the District (and all other consultees and key stakeholders); and
- The various organisations which have been consulted that represent the various equality groups within the District.

### **Drawing on Plans, Strategies and Other Background Evidence**

- 5.3 The A&DM DPD draws on information contained within policies and strategies across a wide range of services for example, the Newark & Sherwood Community Plan 2006 - 2016. Developed by the Newark & Sherwood Local Strategic Partnership (LSP), the Plan sets out the priorities for the District which have been developed through ongoing dialogue with the community and reflects their desires and wishes.
- 5.4 Members of the LSP include volunteers from the private, public and community sector with the Community Plan taking into consideration the priorities and strategies of these organisations where appropriate.
- 5.5 The A&DM DPD has also been informed by other evidence and key data relating to particular community groups within the District. For example, the Strategic Housing Market Assessment whose main purpose is to establish a strong evidence base to develop long term strategic views of housing need and demand to inform [housing and planning strategies] ' and 'to justify a certain level of affordable housing... and how housing need translates into different sizes and types of affordable housing.
- 5.6 Additional information focusing on particular community groups within the District has also been provided via Housing Needs, Market & Affordability Study – 2009 and the Sherwood Forest Area Housing Strategy 2008 -2018
- 5.7 In addition, the Infrastructure Delivery Plan (IDP) provides information about what strategic level transport, primary & secondary education, utilities, healthcare, and libraries infrastructure is required to meet the level of growth anticipated in the district up to 2026. Such infrastructure will help meet the needs of all the equality groups identified.

### **Consulting on the Allocations & Development Management DPD**

- 5.8 At each of these consultation stages, the Council has sought feedback from the public and key stakeholders to help shape development of the DPD and the policies within it. This has been carried out in line with the Councils Statement of Community Involvement (SCI). The Council has sought to make engagement with the A&DM DPD accessible, facilitated through exhibitions in all settlements in which allocations are proposed, making documents available in local libraries, local forums, local advertising in the press and local community buildings and distribution of letters and consultation documents.
- 5.9 As far as possible the A&DM DPD and all evidence base documents have been written in plain English, or where this is not possible, a glossary has been provided to explain the terms it contains.

5.10 Consultation methods targeted at the wider community may have indirectly benefited a particular equality group, including:

- Making paper copies of all consultation documents freely available through a variety of sources including the Council's main office and libraries within the District;
- Making documents available electronically on the website – the website is speech enabled allowing users to listen to the website being read aloud, it can be read as text pages with options to increase the text size, translated into 11 languages and has access keys to help users with visual or physical impairments to navigate through the website;
- Making documents available on request in alternative formats;
- Holding of public exhibitions around the District in locations accessible to local communities from both the rural and urban parts of the District; and
- The venues were accessible and held at different times, including in the evening and at weekends, to enable as wide a range of people as possible to attend

5.11 As part of the consultation the Council sought to engage with representative equality groups and consulted a number of specific or umbrella groups, listed in Appendix 1.

5.12 The Statement of Compliance (Regulation 22(c)) will set out in full the consultation process that has been undertaken in preparing the A&DM DPD, detailing those organisations and others invited to make representations, how they were invited, a summary of representations raised, and how the representations made were taken into account in preparing the A&DM DPD. The Statement will be available on the Council's website, Council Offices at Kelham Hall and libraries within the District.

5.13 In general it is considered that the consultation arrangements for the A&DM DPD preparation have not affected any person or group of persons differently.

## **6 Summary**

### **The Allocations & Development Management Policies**

6.1 This EqIA has examined whether the A&DM DPD and the associated consultation arrangements will / have caused adverse impact or discriminated against different groups in the community.



- 6.2 The assessment has revealed that the majority of policies in the A&DM DPD are likely to have an in-direct beneficial impact on certain community groups within the District. These will also benefit the wider population. There are other policies (So/HN/1 'Southwell Housing Need' and Lo/HN/1 'Lowdham Housing Need') which may appear to favour and target certain groups however, justification for this emanates from the Council's evidence base, the consultation undertaken and the framework provided by Government guidance. As identified as part of this EqIA process, these policies aim to take positive action in targeting and meeting local needs and creating a 'level playing field' in the access to services.
- 6.3 Indeed, the adoption and implementation of this DPD will contribute directly and indirectly to the Councils overall strategy in terms of delivery and accessibility of new homes, schools, employment opportunities and infrastructure facilities.
- 6.4 Based on the judgements made it is not considered that any measures are required to mitigate against any adverse impact a policy may have. The Council will however, monitor the implementation and impact of the A&DM DPD policies through the production of the Annual Monitoring Report (AMR). The A&DM DPD also contains a monitoring framework which should provide a robust basis for future monitoring and assessments.

### **Consultation**

- 6.5 As set out in Chapter 5 of this assessment, the Council has undertaken a variety of consultation events and used a variety of methods to engage with different communities and organisations. It is considered that the methods employed in consulting with the public did not cause adverse impact or discriminate against different groups in the community.

## **Appendix 1 Equality Consultees**

Disabled peoples groups

Elderly peoples groups

Ethnic minorities including Gypsies and Travellers

Homeless peoples groups

Local religious groups

Local access groups (who represent people with disabilities re: access issues)

Young People Groups

This list is taken from the Statement of Community Involvement which was adopted in March 2006.