



**Nottinghamshire
Minerals Local Plan**

**Equality Impact Assessment
Publication Version**

June 2019

Contents

1.0 Introduction	3
2.0 What is an Equality Impact Assessment?	5
3.0 Equality Impact Assessment Process	6
EqIA within the Plan making process	6
EqIA Methodology	6
4.0 Profile of Nottinghamshire	7
Age	7
Gender	7
Gender Reassignment	8
Marriage and Civil Partnership	8
Sexual Orientation	9
Pregnancy and maternity/paternity	9
Disability	10
Race	11
Religion and Belief	12
Summary of Nottinghamshire Baseline	12
5.0 Assessment of the Minerals Local Plan policies	13
Key Findings	13
Vision and Strategic Objectives	13
Strategic Policies	13
Mineral Provision Policies	13
Development Management Policies	13
6.0 Assessment of Minerals Local Plan Public Consultation	14
Appendix One. Draft Plan Policy Impact Assessment	15
Appendix Two. Amended Policy Assessment for the Publication Version	22
Appendix Three. Equality Impact Assessment	24

1.0 Introduction

- 1.1 As a second-tier authority, Nottinghamshire County Council is the Minerals Planning Authority and so has a statutory responsibility to prepare a Minerals Local Plan and determine planning applications for mineral development (Paragraph 001, Planning Practice Guidance (PPG))¹.
- 1.2 Since minerals are a finite resource of economic importance, having a local plan is key to secure the long-term future of mineral resources and ensure that throughout the plan period there is a steady and adequate supply to meet the forecasted level of demand.
- 1.3 Part of the plans policies then focus on ensuring this supply by making proposed allocations for mineral extraction sites. The plan also provides policies against which all proposed mineral applications will be determined. Paragraphs 204 and 207 in the National Planning Policy Framework (NPPF, 2019)² provide an outline of what Mineral Local Plans should include.
- 1.4 The current Nottinghamshire Minerals Local Plan was adopted in 2005 but with National Policy being updated since its adoption and the allocated sites within it either permitted, refused, operational or fully extracted, a new plan is required.
- 1.5 Nottinghamshire County Council is in the process of developing a new Minerals Local Plan which will supersede the 2005 plan once adopted. Before adoption, the plan will go through several stages, starting with the Issues and Options Consultation, which concluded in January 2018. This informed, along with supporting documents, the Draft Plan Consultation version which was open to public consultation between July and September 2018.
- 1.6 Having considered the feedback received, a Publication Version will be published for formal consultation in September 2019. Table one provides a provisional timetable of the stages that will follow which will ultimately lead to the plan's formal adoption.

Table One. Proposed timetable for the Nottinghamshire Mineral Local Plan.

Stage	Proposed Date
Publication Version consultation	September- October 2019
Submission to Government	January 2020
Examination	March 2020
Adoption	September 2020

- 1.7 Once adopted, the plan will form the planning strategy for mineral development within Nottinghamshire County until 2036. In summary the plan contains the following:
 - An overview of the County area
 - A long-term Vision for mineral development in Nottinghamshire to 2036;

¹ MHCLG. 2014. Planning Practice Guidance.: Minerals. <https://www.gov.uk/guidance/minerals#Assessing-environmental-impacts-from-minerals-extraction>

² MHCLG. 2019. National Planning Policy Framework. https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/779764/NPPF_Feb_2019_web.pdf

- Strategic Objectives demonstrating how the Vision will be achieved
 - Strategic Policies covering the key issues of Minerals Provision, Biodiversity-Led Restoration, Climate Change, Sustainable Transport, The Built, Historic and Natural Environment, the Nottinghamshire Green Belt and Mineral Safeguarding
 - Mineral Provision Policies setting out the mineral requirements during the plan period to 2036, including allocations to meet this demand for different aggregates.
 - Development Management Policies, the purpose of which is to deliver the strategic policies and objectives by providing the criteria against which future minerals development will be assessed.
 - A framework by which the implementation of and subsequent effect of the plan and its policies can be monitored and reviewed; and
 - A Policies Map which identifies site allocations/policies and site-specific Development Briefs.
- 1.8 As part of preparing the new Minerals Local Plan, an Equality Impact Assessment (EqIA) has been undertaken.
- 1.9 The EqIA is used to assess the impact of the proposed policies in the Minerals Local plan on groups and individuals with protected characteristics. This ensures the needs of these groups and individuals have been considered and policies do not discriminate against any particular individuals or groups. It demonstrates the Council has met its Public Sector Duty as set out in the 2010 Equality Act.
- 1.10 This report outlines the purpose and scope of the EqIA and explains the methodology used. It includes a current profile of Nottinghamshire to help establish any potential impacts that the policies may have.
- 1.11 The report concludes with findings from the EqIA that have, alongside the Sustainability Appraisal and Health Impact Assessment, considered the potential impact of the proposed policies and shaped the Publication Version Document. Where policies have changed significantly between the draft plan and the publication version, these have been re-assessed so to ensure policies do not have unintended equality consequences.

2.0 What is an Equality Impact Assessment?

- 2.1 It is the responsibility of any officer who proposes a change to policy to consider how this change may potential impact on equality of individuals or groups. Under the Equality Act 2010, it is the County Councils duty as a public body to comply with the public sector equality duty to make society fairer and so have regard to:
- Eliminate unlawful discrimination, harassment and victimisation
 - Advance equality of opportunity between people who share a protected characteristic and those who do not
 - Foster good relations between people who a protected characteristic and those who do not
- 2.2 To consider the potential equality consequences, an Equality Impact Assessment (EqIA) should be completed which can assist in the decision and policy making process.
- 2.3 In this case, as the new Minerals Local Plan is altering policies, an EqIA has been undertaken to assess how the policies proposed in the new Nottinghamshire Minerals Local Plan potentially could impact equality of individuals or groups with protected characteristics, which are:
- Age
 - Being or becoming a transsexual person
 - Being married or in a civil partnership
 - Being pregnant or having a child
 - Disability
 - Race, including colour, nationality, ethnic or national origin
 - Religion, belief or lack of religion/belief
 - Gender
 - Sexual Orientation
- 2.4 The assessment identifies whether policies have a positive, negative or neutral impact on each protected characteristic. Where negative impacts are identified the assessment will move forward into recommendations to eliminate these. Where positive impacts are identified, these should be sought to be maximised where possible.

3.0 Equality Impact Assessment Process

EqIA within the Plan making process

- 3.1 In order to ensure policies do not create negative equality impacts on individuals and groups, the EqIA should form part of the policy making process as early as possible.
- 3.2 As the Draft Plan Consultation document, published in July 2018, was the first to contain and propose policies, this was the first time an EqIA was undertaken. The full assessment can be found in appendix one.
- 3.3 The feedback received from the consultation on the Draft Plan, which finished in September 2018, has informed the Publication Version of the plan and led to some minor and significant amendments to some policies. To consider these changes, a review of the EqIA was undertaken for the amended policies, which can be found in appendix two.
- 3.4 There is a possibility that additional EqIA's will be required at further stages of the plan as it progresses through the steps outlined in table one, particularly if further significant amendments are made.

EqIA Methodology

- 3.5 This document provides further detail on how the policies in the Draft and Publication Version Minerals Local Plan have been assessed, and so compliments and provides further background information to the EqIA assessment document that follows the Nottinghamshire County Council template, which has been included within appendix three.
- 3.6 This EqIA contains three steps:
 - Outlining the baseline of Nottinghamshire's population in relation to the protected characteristics groups
 - Assess and examine each of the plans policies, vision and objectives in relation to each of the protected characteristic groups and whether the likely impact is positive, neutral, negative or not applicable.
 - Assess the public consultation held on the Draft Plan to identify possible negative impacts on protected characteristic individuals and groups as well as opportunities for promoting equality where possible.
- 3.7 These steps form the following chapters, with this document and the accompanying document being reviewed by a Nottinghamshire County Council Equalities Officer.

4.0 Profile of Nottinghamshire

- 4.1 Before assessing whether the proposed policies have any potential differential equality impacts on the protected characteristic groups, the current profile of Nottinghamshire in relation to these groups should be first understood.
- 4.2 To provide this insight, data from the 2011 Census can be used as well as other Office for National Statistics (ONS) data which provide an update for some statistics. What source have been used will be referenced, with the data broken down into the protected characteristics in the below sections.
- 4.3 To understand the position of Nottinghamshire, the County will be compared to the East Midlands and England's average data.
- Age**
- 4.4 Since the 2011 census data, the ONS has released annual population estimates. The mid-2017 data is shown in table two.

Table Two. Mid 2017 population estimates. Source ONS.

Age (Mid-2017)	Nottinghamshire		East Midlands		England	
	Number	%	Number	%	Number	%
0-4	45,346	6%	276,111	6%	3,384,925	6%
5-9	49,334	6%	291,006	6%	3,497,402	6%
10-14	44,900	5%	266,570	6%	3,166,038	6%
15-19	42,856	5%	276,149	6%	3,120,730	6%
20-24	43,872	5%	321,077	7%	3,526,141	6%
25-29	49,791	6%	307,837	6%	3,831,624	7%
30-34	48,478	6%	290,984	6%	3,757,400	8%
35-39	48,890	6%	285,556	6%	3,642,643	7%
40-44	49,592	6%	283,337	6%	3,442,758	6%
45-49	59,757	7%	336,073	7%	3,850,108	7%
50-54	62,430	8%	345,584	7%	3,907,196	7%
55-59	56,701	7%	310,081	6%	3,479,034	6%
60-64	48,537	6%	269,906	6%	2,982,920	5%
65-69	49,042	6%	269,843	6%	2,890,646	5%
70-74	44,831	5%	242,936	5%	2,604,535	5%
75-79	30,336	4%	162,887	3%	1,813,420	3%
80-84	22,278	3%	119,614	3%	1,369,854	3%
85-90	20,880	3%	116,115	2%	1,352,056	2%
TOTAL	817,851	-	4,771,666	-	55,619,430	-

- 4.5 Table two shows that Nottinghamshire is similar to the National and Regional pattern and has an ageing population, with 39% of the predicted population in Nottinghamshire to be between the ages of 45 and 74. The forecasted median age for Nottinghamshire in mid-2017 is 43.7, a 2.8% increase from the 42.5 median age since Mid-2011.

Gender

- 4.6 The ONS mid 2017 population estimates also provides a predicted breakdown of the population by gender. Table three shows that Nottinghamshire's population is forecasted to be similar to the regional and national average, with a slightly higher percentage of females than males.

Table Three. Mid-2017 population estimates by gender. Source: ONS.

Gender (Mid-2017)	Nottinghamshire		East Midlands		England	
	Number	%	Number	%	Number	%
All Usual Residents	817,851	100%	4,771,666	100%	55,619,430	100%
Female	414,808	51%	2,412,260	51%	28,138,377	51%
Male	403,043	49%	2,359,406	49%	27,481,053	49%

Gender Reassignment

- 4.7 Currently there are no major surveys conducted that include questions about gender reassignment so there is no data available locally or regionally. The Gender Identity Research and Education society estimate that approximately 1% of the population is gender variant, though not all will seek medical treatment.³

Marriage and Civil Partnership

- 4.8 Since the 2011 Census, only the number of marriages and civil partnerships for England and Wales has been updated in 2016, with this not split for local areas. Therefore, the 2011 census data has been used which is displayed in table four.

Table Four. Martial and civil partnership status. Source: 2011 Census, ONS.

Martial and civil partnership status (2011)	Nottinghamshire		East Midlands		England	
	Number	%	Number	%	Number	%
Population aged 16+	643,480	100%	3,694,767	100%	42,989,620	100%
Single (never married or never registered a same-sex civil partnership)	192,587	29.9%	1,192,443	32.3%	14,889,928	34.6%
Married	323,211	50.2%	1,790,916	48.5%	20,029,369	46.6%
In a registered same-sex partnership	1,301	0.2%	7,179	0.2%	100,288	0.2%
Separated (but still legally married or still legally in a same-sex civil partnership)	15,994	2.5%	96,149	2.6%	1,141,196	2.7%
Divorced or formerly in a same-sex civil partnership which is now legally dissolved	61,885	9.6%	342,665	9.3%	3,857,137	9%
Widowed or surviving partner from a same-sex civil partnership	48,502	7.5%	265,415	7.2%	2,971,702	6.9%

- 4.9 Table four shows that in 2011, Nottinghamshire had a lower proportion of single people and a higher proportion of married people compared to the regional and national average.

- 4.10 The amount of people in a same-sex relationship was comparable to the regional and national average.

Sexual Orientation

- 4.11 There is limited data available on sexual orientation, with only the 2011 Census data on same-sex civil partnership providing a small indication. As detailed in table four, the

³ Gender Identity Research and Education Society. 2017.

amount of same-sex civil partnerships in Nottinghamshire is consistent with the regional and national average.

Pregnancy and maternity/paternity

- 4.12 Data related to pregnancy and maternity/paternity is available from the 2011 Census data however it relates to specific issues such as family types and births, which does not provide a full picture. However, it does provide some insight into this protected characteristic group in Nottinghamshire and so is included within table five and six below.

Table Five. Number of Births. Source: 2011 Census Data, ONS.

Births (2011)	Nottinghamshire	East Midlands	England
Maternity Rate, Maternities per 1,000 women aged 15-44	62.9	63.1	64.9
Teenage conception rate (under 18s), per 1000 in age group	10.3	10.2	9.1

Table Six. Family Types. Source: 2011 Census Data, ONS.

Family Type	Nottinghamshire		East Midlands		England	
	Number	%	Number	%	Number	%
All Lone parent households with dependent children	21,632	100%	126,927	100%	1,564,681	100%
Lone Parent in part time employment	7,546	34.9%	44,601	35.1%	522,789	33.4%
Lone Parent in full time employment	6,260	28.9%	34,775	27.4%	407,873	26.1%
Lone Parent not in employment	7,826	36.2%	47,551	37.5%	634,019	40.5%
Total Male Lone Parent	2,427	11.2%	13,648	10.8%	151,744	9.7%
Male Lone Parent: in part time employment	329	1.5%	1,893	1.5%	22,130	1.4%
Male Lone Parent: in full time employment	1,418	6.6%	7,685	6.1%	80,078	5.1%
Male Lone Parent: not in employment	680	3.1%	4,070	3.2%	49,536	3.2%
Total Female Lone Parent	19,205	88.8%	113,279	89.2%	1,412,937	90.3%
Female Lone Parent: In part time employment	7,217	33.4%	42,708	33.6%	500,659	32.0%
Female Lone Parent: In full time employment	4,842	22.4%	27,090	21.3%	327,795	20.9%
Female Lone Parent: not in employment	7,146	33.0%	43,481	34.3%	584,483	37.4%

- 4.13 As table five shows, Nottinghamshire the maternity rate and teenage conception rate is similar to the regional average, though both differ from the national average, being lower for the former and higher for the latter.

4.14 In terms of Lone parent households and those in employment, whilst Nottinghamshire is similar to the regional average, both are higher than the national average. This is true for both male and female lone parents, though Nottinghamshire in total as a higher proportion of total male lone parents than the regional and nationally average.

Disability

4.15 Under the Equality Act (2010), a person is disabled if they have a physical or mental impairment which has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities. Table seven shows the 2011 census data and residents who identified having long term health problems or disability.

4.16 Using this and the ONS population projections, it was predicted that in 2017 the number of 18-64-year olds who have a serious physical disability in Nottinghamshire was 11,903. It was also predicted that in 2015, there was 28,879 over 65-year olds who were unable to manage at least one daily activity on their own.⁴

Table Seven. Health and Provision of unpaid care. Source: 2011 Census Data, ONS.

Health and Provision of unpaid care (2011)	Nottinghamshire		East Midlands		England	
	Number	%	Number	%	Number	%
All Usual Residents	785,802	100%	4,533,222	100%	53,012,456	100%
Day-to-Day activities limited a lot	76,216	9.7%	393,242	8.7%	4,405,394	8.3%
Day-to- Day activities limited a little	83,456	10.6%	451,055	9.9%	4,947,192	9.3%
Day-to-Day activities not limited	626,130	79.7%	3,688,925	81.4%	43,659,870	82.4%
Very Good Health	352,053	44.8%	2,053,334	45.3%	25,005,712	47.1%
Good Health	270,336	34.4%	1,593,206	35.1%	18,141,457	34.2%
Fair Health	115,940	14.8%	634,414	13.9%	6,954,092	13.1%
Bad Health	37,044	4.7%	196,010	4.3%	2,250,446	4.2%
Very Bad Health	10,429	1.3%	56,258	1.2%	660,749	1.2%
Provides no unpaid care	695,104	88.5%	4,042,973	89.2%	47,582,440	89.8%
Provides 1-19 hours unpaid care a week	57,426	7.3%	311,813	6.9%	3,452,636	6.5%
Provides 20-49 hours unpaid care a week	11,592	1.5%	63,603	1.4%	721,143	1.4%
Provides 50 or more hours unpaid care a week	21,680	2.8%	114,833	2.5%	1,256,237	2.4%

4.17 As table seven shows, Nottinghamshire has a higher population proportion limited a lot and a little for day to day activities in comparison to the regional and national average. Nottinghamshire also as a high proportion of the population providing unpaid care work.

Race

4.18 The 2011 Census data provides the most recent and detailed breakdown of the population in terms of ethnicity. Table eight demonstrates that Nottinghamshire has a higher proportion than the regional and national average of people who classified themselves as White and thus a significantly lower rate of Black and Minority ethnic groups.

⁴ Nottinghamshire JNSA: The People of Nottinghamshire, Final 21/12/2017.
file:///C:/Users/eb325/Downloads/The_People_of_Nottinghamshire_2017_final_20171221_190085.pdf

Table Eight. Ethnic Group. Source: 2011 Census Data, ONS.

Ethnic Group (2011)		Nottinghamshire		East Midlands		England	
		Number	%	Number	%	Number	%
All Usual Residents		785,802	100%	4,533,222	100%	53,012,456	100%
White		750,803	95.5%	4,046,356	89.3%	45,281,142	85.4%
	English/ Welsh/ Scottish/ Northern Irish/ British	727,938	92.6%	3,871,146	85.4%	42,279,236	79.8%
	Irish	4,133	0.5%	28,676	0.6%	517,001	1%
	Gypsy or Irish Traveller	456	0.1%	3,418	0.1%	54,895	0.1%
	Other White	18,276	2.3%	143,116	3.2%	2,430,010	4.6%
Mixed/ Multiple ethnic Groups		10,716	1.4%	86,224	1.9%	1,192,879	2.3%
	White and Black Caribbean	5,174	0.7%	40,404	0.9%	415,616	0.8%
	White and Black African	961	0.1%	8,814	0.2%	161,550	0.3%
	White and Asian	2,719	0.3%	21,688	0.5%	332,708	0.6%
	Other Mixed	1,862	0.2%	15,318	0.3%	283,005	0.5%
Asian/ Asian British		17,139	2.2%	293,423	6.5%	4,143,403	7.8%
	Indian	7,204	0.9%	168,928	3.7%	1,395,702	2.6%
	Pakistani	3,470	0.4%	48,940	1.1%	1,112,282	2.1%
	Bangladeshi	600	0.1%	13,258	0.3%	436,514	0.8%
	Chinese	2,942	0.4%	24,404	0.5%	379,503	0.7%
	Other Asian	2,923	0.4%	37,893	0.8%	819,402	1.5%
Black/ African/ Caribbean/ Black British		5,102	0.6%	81,484	1.8%	1,846,614	3.5%
	African	1,754	0.2%	41,768	0.9%	977,741	1.8%
	Caribbean	2,782	0.4%	28,913	0.6%	591,016	1.1%
	Other Black	566	0.1%	10,803	0.2%	277,857	0.5%
Other ethnic Group		2,042	0.3%	25,735	0.6%	548,418	1%
	Arab	815	0.1%	9,746	0.2%	220,985	0.4%
	Any other ethnic group	1,227	0.2%	15,989	0.4%	327,433	0.6%

Religion and Belief

- 4.19 The most recent data on religion and belief is from the 2011 Census, which is shown in table nine. As can be seen, a third of the County's usual resident population had either no religion or did not respond as this was a voluntary question.
- 4.20 For those who did state a religion, 96.2% stated they were Christian which is high compared to the regional and national average. Out of the 18,800 residents who stated any other religion than Christianity, 37% were Muslim, 18.5% Hindu, 16.6% Sikh, 9.9% Buddhist and 3.8% Jewish. All of these are lower than the regional and national average.

Table Nine. Religion status. Source: 2011 Census Data, ONS.

Religion (2011)	Nottinghamshire		East Midlands		England	
	Number	%	Number	%	Number	%
All Usual Residents	785,802	100%	4,533,222	100%	53,012,456	100%
Has Religion	500,835	63.7%	2,975,723	65.6%	36,094,120	68.1%
Christian	481,994	61.3%	2,666,172	58.8%	31,479,876	59.4%
Buddhist	1,860	0.2%	12,672	0.3%	238,626	0.5%
Hindu	3,480	0.4%	89,723	2%	806,199	1.5%
Jewish	717	0.1%	4,254	0.1%	261,282	0.5%
Muslim	6,963	0.9%	140,649	3.1%	2,660,116	5%
Sikh	3,132	0.4%	44,335	1%	420,196	0.8%
Other Religion	2,689	0.3%	17,918	0.4%	227,825	0.4%
No Religion	230,138	29.3%	1,248,056	27.5%	13,114,232	24.7%
Religion not stated	54,829	7%	309,443	6.8%	3,804,104	7.2%

Summary of Nottinghamshire Baseline

- 4.21 The above details the profile of Nottinghamshire, with age and gender and sexual orientation similar to the regional and national average.
- 4.22 Where Nottinghamshire diverged from the regional and national average was for race and religion, with less diversity than the East Midlands and England. Nottinghamshire also had a higher proportion of the population limited in their day to day activities and identified themselves as in bad or very bad health.
- 4.23 Like the region but unlike the national average, Nottinghamshire also had a higher proportion of teenage conception rate and lone parents, though a high proportion of these lone parents were in part time or full employment.
- 4.24 By understanding Nottinghamshire's profile, it can be considered how the Minerals Local Plan may impact on any of the protected characteristic groups.

5.0 Assessment of the Minerals Local Plan policies

- 5.1 Using the methodology set out in chapter three, each of the Minerals Local Plan policies, vision and strategic objectives were assessed against each protected characteristic. The results of this analysis are detailed in the appendix.
- 5.2 The original assessment was based on the proposed policies in the Draft Plan (July 2018), following consultation some of the policies have been amended. Therefore, these amended policies were re-assessed, with this detailed in appendix two. The below

identifies the key findings for the four sections of the plan: vision and strategic objectives; strategic policies; mineral provision policies and; development management policies.

Key Findings

Vision and Strategic Objectives

- 5.3 The impact of the vision on all of the protected characteristic groups was considered to be neutral as reference to the protection of quality of life did not prejudice or promote any group above another.
- 5.4 For most of the strategic objectives no clear link was found with matters of equality. The exception was SO2 and SO5. However, as these both sought to minimise impacts on all communities and assist in economic growth over the County, there was a neutral impact on all groups.
- 5.5 This was also the same for the Publication Version vision and strategic objectives and so no recommendations have been made.

Strategic Policies

- 5.6 Out of the eight strategic policies in the Draft Plan, it was found SP1, SP2, SP4 and SP5 all had a neutral or negligible impact on the protected characteristics. It was found the remaining strategic policies did not have a clear link with matters of equality.
- 5.7 The amendments made to the policies that form the Publication Version were further assessed and no further impacts or connections were found. Therefore, no recommendations have been made.

Mineral Provision Policies

- 5.8 All of the Mineral provision policies, except policies MP11 and MP12, were found to have no clear link to matters of equality. For both MP11 and MP12, the policies looked to protect all communities and not protect or prejudice any particular group or individual. Therefore, the impact was found to be neutral.
- 5.9 MP12 was significantly amended from the Draft Plan and Publication version however it was still found to have a neutral impact. No recommendations have therefore been made.

Development Management Policies

- 5.10 Out of the seventeen Development Management Policies, six policies were identified as having a neutral impact on equality. For the other eleven policies, no clear link could be established to the matters of equality.
- 5.11 The amendments made in the Publication Version were also assessed and no further positive or negative impacts were identified. Therefore, there was no recommendations made.

6.0 Assessment of Minerals Local Plan Public Consultation

- 6.1 The Minerals Local Plan has been developed in conjunction with a range of consultees and stakeholders. Those consulted have included:
- Local residents (both those expressing an interest and targeted consultation to those living with 250m of a proposed mineral site)
 - Resident and interest groups
 - Landowners and agents
 - Mineral operators and industry bodies

- Local businesses
 - Organisations representing different groups of people (e.g. Age Concern)
 - Statutory bodies.
- 6.2 Consultation has taken place/is due to take place as follows:
- Issues and Options: November 2017- January 2018
 - Draft Plan: July – September 2018
 - Publication Version: September 2019- October 2019
- 6.3 All public consultation has been conducted in line with the Nottinghamshire County Council Statement of Community Involvement. This has the purpose of involving as many people and organisations as possible in the planning process, part of which is ensuring hard to reach groups are not marginalised.
- 6.4 The public consultation exercise for the Minerals Local Plan was first considered through an Equality Impact Assessment (EqIA) at the Draft Plan stage. This initial EqIA identified that two groups (those with visual disabilities and those who cannot read English) could be disadvantaged in terms of access to the mainly written format of the consultation material. As such the EqIA suggested that the consultation material be available in alternative formats on request.
- 6.5 In terms of the Publication Version, the recommendations from the initial EqIA were carried forward. No additional differential or adverse impacts on any of the other protected characteristic groups were identified in relation to the public consultation process.

Appendix One. Draft Plan Policy Impact Assessment

The policies listed in the below table are as they appear in the Draft Plan Consultation Document that was published in July 2018. Appendix Two provides the assessment undertaken on amended policies as they appear in the Publication Version that was published in June 2019.

Key

Likely Impact	
✓	Positive
0	Neutral/ Negligible
-	Negative
n/a	Not Applicable

Policy	Protected Characteristics									Commentary	
	Age	Gender Reassignment	Gender partnerships	Marriage and civil	Pregnancy and maternity	Disability	Race	Religion and beliefs	Gender		Sexual Orientation
VISION AND STRATEGIC OBJECTIVES											
Vision	0	0	0	0	0	0	0	0	0	0	The Vision aims to protect “ <i>the quality of life and health of those living, working in, or visiting Nottinghamshire will be protected</i> ”. Therefore, it does not prejudice any particular group or individuals above others and so has a neutral/negligible impact.
SO1: Improving the sustainability of minerals development	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	There is no clear link between this objective and any potential impact on any protected characteristics.
SO2: Providing an adequate supply of minerals	0	0	0	0	0	0	0	0	0	0	This strategic objective seeks to create a prosperous County for all by providing enough mineral. Therefore, it does not prejudice any particular group or individuals and so has a neutral/negligible impact.
SO3: Addressing Climate Change	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	There is no clear link between this objective and any potential impact on any protected characteristics.
SO4: Safeguarding of mineral resources	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	There is no clear link between this objective and any potential impact on any protected characteristics.
SO5: Minimising impacts on communities	0	0	0	0	0	0	0	0	0	0	This objective seeks to minimise impacts on communities and ensure local people are involved. As it seeks to include all, the impact is neither negative nor positive and so has a neutral/negligible impact.
SO6: Protecting and enhancing natural assets	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	There is no clear link between this objective and any potential impact on any protected characteristics.

Policy	Protected Characteristics									Commentary	
	Age	Gender Reassignment	Gender partnerships	Marriage and civil	Pregnancy and maternity	Disability	Race	Religion and beliefs	Gender		Sexual Orientation
SO7: Protecting and enhancing historic assets	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	There is no clear link between this objective and any potential impact on any protected characteristics.
SO8: Protecting agricultural soils	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	There is no clear link between this objective and any potential impact on any protected characteristics.
STRATEGIC POLICIES											
SP1: Sustainable Development	0	0	0	0	0	0	0	0	0	0	Policy SP1 seeks to “ <i>secure development that improves the economic, social and environmental conditions in the area</i> ”. Therefore, it seeks a positive impact for all and so has neither a positive or negative impact on the protected characteristics and so has a neutral/negligible impact.
SP2: Minerals Provision	0	0	0	0	0	0	0	0	0	0	Policy SP2 seeks to ensure that all proposals for development “ <i>demonstrate that they have prioritised the avoidance of adverse... impacts</i> ”. Therefore, it does not prejudice any particular group or individuals above others and so has a neutral/ negligible impact.
SP3: Biodiversity- Led Restoration	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	There is no clear link between this policy and any potential impact on any protected characteristic.
SP4: Climate Change	0	0	0	0	0	0	0	0	0	0	Policy SP4 seeks to avoid areas vulnerable to climate change and flood risk. It does not seek to positively or negatively impact any protected characteristic group and so has a neutral/ negligible impact.
SP5: Sustainable Transport	0	0	0	0	0	0	0	0	0	0	Policy SP5 seeks to minimise highway impact and ensure transport routes use main highways to avoid residential areas. This seeks to protect all and does not prejudice any

Policy	Protected Characteristics									Commentary	
	Age	Gender Reassignment	Gender partnerships	Marriage and civil	Pregnancy and maternity	Disability	Race	Religion and beliefs	Gender		Sexual Orientation
											particular group or individuals over others and therefore has a neutral/ negligible impact.
SP6: The Built, Historic and Natural Environment	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	There is no clear link between this policy and any potential impact on any protected characteristic.
SP7: The Nottinghamshire Green Belt	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	There is no clear link between this policy and any potential impact on any protected characteristic.
SP8: Minerals Safeguarding, Consultation Areas and Associated Minerals Infrastructure	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	There is no clear link between this policy and any potential impact on any protected characteristic.
MINERAL PROVISION											
MP1: Aggregate Provision	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	There is no clear link between this policy and any potential impact on any protected characteristic.
MP2: Sand and Gravel Provision	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	There is no clear link between this policy and any potential impact on any protected characteristic.
MP3: Sherwood Sandstone Provision	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	There is no clear link between this policy and any potential impact on any protected characteristic.
MP4: Crushed rock (limestone) Provision	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	There is no clear link between this policy and any potential impact on any protected characteristic.
MP5: Secondary and recycled aggregates	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	There is no clear link between this policy and any potential impact on any protected characteristic.

Policy	Protected Characteristics									Commentary	
	Age	Gender Reassignment	Gender partnerships	Marriage and civil	Pregnancy and maternity	Disability	Race	Religion and beliefs	Gender		Sexual Orientation
MP6: Brick Clay Provision	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	There is no clear link between this policy and any potential impact on any protected characteristic.
MP7: Gypsum Provision	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	There is no clear link between this policy and any potential impact on any protected characteristic.
MP8: Silica Sand Provision	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	There is no clear link between this policy and any potential impact on any protected characteristic.
MP9: Industrial Dolomite Provision	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	There is no clear link between this policy and any potential impact on any protected characteristic.
MP10: Building Stone Provision	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	There is no clear link between this policy and any potential impact on any protected characteristic.
MP11: Coal	0	0	0	0	0	0	0	0	0	0	Policy MP11 seeks to permit development only “ <i>where proposals can show national, local or community benefits which clearly outweigh the likely adverse impacts</i> ”. It does not prejudice any particular group or individuals and so has a neutral/ negligible impact.
MP12: Hydrocarbon Minerals	0	0	0	0	0	0	0	0	0	0	Policy MP12 seeks to support development that will not lead to unacceptable impacts on the environment and residential amenity. The policy seeks this for all and so does not prejudice any particular group or individuals. Therefore the impact is neutral/ negligible.
DEVELOPMENT MANAGEMENT POLICIES											
DM1: Protecting Local Amenity	0	0	0	0	0	0	0	0	0	0	Policy DM1 outlines how development will only be supported where adverse impacts on amenity are avoided or adequately mitigated. The policy does not prejudice or

Policy	Protected Characteristics									Commentary
	Age	Gender Reassignment	Marriage and civil partnerships	Pregnancy and maternity	Disability	Race	Religion and beliefs	Gender	Sexual Orientation	
										promote any group or individuals over others and so has a neutral/ negligible impact.
DM2: Water resources and flood risk	0	0	0	0	0	0	0	0	0	Policy DM2 seeks to ensure that development does not increase flood risk to local communities and does not prejudice of promote any group or individual over others. It therefore has a neutral/ negligible impact.
DM3: Agricultural land and soil quality	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	There is no clear link between this policy and any potential impact on any protected characteristic.
DM4: Protection and enhancement of biodiversity and geodiversity	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	There is no clear link between this policy and any potential impact on any protected characteristic.
DM5: Landscape character	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	There is no clear link between this policy and any potential impact on any protected characteristic.
DM6: Historic Environment	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	There is no clear link between this policy and any potential impact on any protected characteristic.
DM7: Public Access	0	0	0	0	0	0	0	0	0	Policy DM7 seeks to ensure public access and rights of way for all are not adversely impacted by mineral development. The policy does not prejudice or promote any group or individual over either and so has a neutral/ negligible impact.
DM8: Cumulative Impact	0	0	0	0	0	0	0	0	0	Policy DM8 seeks to only support development that will not lead to unacceptable cumulative impacts on the amenity of local communities. It does not promote or prejudice any group or individuals and so it has a neutral/ negligible impact.

Policy	Protected Characteristics									Commentary	
	Age	Gender Reassignment	Gender partnerships	Marriage and civil	Pregnancy and maternity	Disability	Race	Religion and beliefs	Gender		Sexual Orientation
DM9: Highways safety and vehicle movements/routeing	0	0	0	0	0	0	0	0	0	0	Policy DM9 seeks to ensure routeing schemes are in place to minimise potential traffic impacts on local communities. It does not promote or prejudice any group or individuals and so it has a neutral/ negligible impact.
DM10: Airfield Safeguarding	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	There is no clear link between this policy and any potential impact on any protected characteristic.
DM11: Planning Obligations	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	There is no clear link between this policy and any potential impact on any protected characteristic.
DM12: Restoration, after-use and aftercare	0	0	0	0	0	0	0	0	0	0	Policy DM12 seeks to ensure that restoration, after-use and aftercare can be of some community benefit/use where possible. It does not prejudice or promote any group or individuals and so it has a neutral/negligible impact.
DM13: Incidental mineral extraction	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	There is no clear link between this policy and any potential impact on any protected characteristic.
DM14: Irrigation Lagoons	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	There is no clear link between this policy and any potential impact on any protected characteristic.
DM15: Borrow Pits	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	There is no clear link between this policy and any potential impact on any protected characteristic.
DM16: Associated industrial development	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	There is no clear link between this policy and any potential impact on any protected characteristic.
DM17: Mineral Exploration	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	There is no clear link between this policy and any potential impact on any protected characteristic.

Appendix Two. Amended Policy Assessment for the Publication Version

After consultation some policies have been amended, some minor and others significantly. Where policies have been amended significantly, these have been reassessed which is detailed below. These policies are as they appear in the Publication Version which was published in June 2019.

Policy	Commentary	Recommended action
VISION AND STRATEGIC OBJECTIVES		
SO6: Protecting and enhancing natural assets	This objective has been significantly amended to reduce the objective length. This change still does not establish a clear link between the policy and potential impacts on any protected characteristics.	None
STRATEGIC POLICIES		
SP1: Sustainable Development	This policy has now been removed and so subsequent Strategic Policies have been re-numbered. As the policy impact was assessed as neutral, no further action is required.	None
SP5 (previously SP6): The built, historic and natural environment	This policy has been significantly amended with the list of considerations of adverse impact altered to include additional considerations. These changes though still do not establish a clear link between the policy and potential equality impacts on any protected characteristics.	None
SP6 (previously SP7): The Nottinghamshire Green Belt	This policy has been significantly amended to ensure conformity with national policy. These changes though still do not establish a clear link between the policy and potential equality impacts on any protected characteristics.	None
MINERAL PROVISION POLICIES		
MP12: Oil and Gas (previously Hydrocarbon Minerals)	This policy has been significantly amended to remove repetition and ensure the policy is consistent with national policy. Considering these changes, the potential impact remains neutral/negligible.	None
DEVELOPMENT MANAGEMENT POLICIES		

Policy	Commentary	Recommended action
DM2: Water resources and flood risk	The policy has been significantly amended following consultation to ensure clarity in the policy. Considering these changes, the potential impacts remains neutral/ negligible.	None
DM4: Protection and enhancement of Biodiversity and geodiversity	This policy has been significantly amended to reflect changes in National Policy and so ensure it is consistent with National policy and guidance. The amended policy still does not establish a clear link between the policy and potential equality impacts on any protected characteristics.	None
DM5: Landscape Character	This policy has been significantly amended to ensure clarity and does not limit development. The amended policy still does not establish a clear link between policy and potential equality impacts on any protected characteristics.	None
DM6: Historic Environment	This policy has been significantly amended to reflect the changes in National Policy and so ensure consistency. The amended policy still does not establish a clear link between policy and potential equality impacts on any protected characteristics.	None

Appendix Three. Equality Impact Assessment.

Equality Impact Assessment (EqIA)

This EqIA is for:	<i>The New Nottinghamshire Minerals Local Plan</i>	
Details are set out:	<i>Draft Plan Consultation and Publication Version of the Nottinghamshire Minerals Local Plan.</i>	
Officers undertaking the assessment:	<i>Suzanne Osborne James, Principal Planning Officer. Steven Osborne James, Senior Planning Officer. Emma Brook, Planning Officer.</i>	
Assessment approved by:	Sally Gill, Group Manager, Planning	Date: 23.05.19

The Public Sector Equality Duty which is set out in the Equality Act 2010 requires public authorities to have due regard to the need to: Eliminate unlawful discrimination, harassment and victimisation; Advance equality of opportunity between people who share a protected characteristic and those who do not; Foster good relations between people who share a protected characteristic and those who do not.

The purpose of carrying out an Equality Impact Assessment is to assess the impact of a change to services or policy on people with protected characteristics and to demonstrate that the Council has considered the aims of the Public Sector Equality Duty.

Part A: Impact, consultation and proposed mitigation

1 What are the potential impacts of the proposal? *Has any initial consultation informed the identification of impacts?*

The Nottinghamshire Minerals Local Plan seeks to ensure there is a steady and adequate supply of minerals throughout the plan period (until 2036) for Nottinghamshire. It provides strategic, mineral provision and development management policies which together form the overall strategy for mineral development.

To ensure adequate provision of minerals for the whole of the County, allocations for mineral development are proposed within the plan. However, these are based on principle and development at these locations will still go through the planning application process. At these allocated sites, there is potential for environmental impacts that may impact on communities. To ensure these impacts are minimised, the plan's development management policies seek to ensure where impacts are adverse and cannot be mitigated, these proposed schemes will not be permitted for development. The policies are to be applied equally at the planning application stage which will consider in more detail and depth the potential impacts of sites.

All the plans policies, including the vision and strategic objectives, have been considered individually against each of the protected characteristics and this is outlined in a supporting document that accompanies the Minerals Local Plan. This covers both the Draft Plan (June 2018) policies and any amendments that have been made in the subsequent Publication Version (June 2019).

Consultation has been already been undertaken for the Draft Plan (July to September 2018) and will be carried out again for the Publication Version, which is anticipated to take place from September until

October 2019. These consultations have helped, and will help, to identify whether there are any potential equality impacts and the consultation themselves have been considered in terms of equality. Again, this is detailed in the Supporting Document that accompanies the Minerals Local Plan

2 Protected Characteristics: Is there a potential positive or negative impact based on:

Age

Disability

Gender reassignment

Pregnancy & maternity

Race

Including ethnic origin, colour or nationality

Religion or belief

Sex (gender)

Sexual orientation

Marriage or civil partnership

3 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 consulted on:

How do the potential impacts affect people with protected characteristics <i>What is the scale of the impact?</i>	How might negative impact be mitigated or explain why it is not possible	How will we consult
N/A	N/A	N/A

Part B: Feedback and further mitigation

4 Summary of consultation feedback and further amendments to proposal / mitigation

As negative impacts have not been identified in section two and so section three not applicable, consultation and further amendments to the policies is not required.



Completed EqlAs should be sent to equalities@nottscc.gov.uk for publishing on the Council's website before any decision is made.