

Nottingham City

# land and planning policies

Development Plan Document  
Local Plan Part 2



**Equality Impact Assessment  
Publication Version**

January 2016



Nottingham  
City Council

**Quick Guide to the Equality Impact Assessment (EqIA) of the Publication Version of the Land and Planning Policies (LAPP) document (Local Plan Part 2) (see [www.nottinghamcity.gov.uk/localplan](http://www.nottinghamcity.gov.uk/localplan) )**

**Purpose of this document:**

The Land and Planning Policies (LAPP) document (Local Plan Part 2) forms part of the Local Plan for Nottingham City along with the Core Strategy which guides future development in Nottingham City.

The Local Plan Part 2 contains development management planning policies and site allocations against which planning applications for future development proposals in Nottingham City will be determined.

Following a consultation period on the Local Plan Part 2 which will run from 29th January to 5pm on 11th March 2016, the Local Plan Part 2 will be submitted for independent examination, where its soundness will be tested.

The EqIA assesses the impact of the policies and sites within the Local Plan Part 2 with the aim of removing or minimising disadvantages, meeting the needs of people with protected characteristics and encouraging people with protected characteristics to participate in public life.

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## **Section 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 City Council.
- 1.2 The City Council has a General Equality Duty to:
  - Eliminate unlawful discrimination, harassment and victimisation.
  - Advance equality of opportunity and to foster good relations between people who have protected characteristics (as defined by the Equalities Act 2010) and those who do not.
- 1.3 The Council has set out nine Equality Objectives along with several measures and targets to support the delivery of these (see Appendix 1).
- 1.4 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.
- 1.5 In order to have due regard to the aims of the General Equality Duty when setting policies, an Equality Impact Assessment (EqIA) of the Local Plan Part 2: Land and Planning Policies Document (LAPP) has been undertaken. The EqIA needs to read alongside the LAPP.
- 1.6 The purpose of the EqIA is to highlight the likely impact of the strategy and policies on the target groups and give due consideration to taking action to improve the policies where this is appropriate and achievable.
- 1.7 For the purpose of this assessment, the following equality groups have been considered:
  - Age Equality;
  - Race;
  - Gender;
  - Disability Equality;
  - Sexual Orientation Equality; and
  - Religion or Belief Equality;

- 1.8 The Council's Equality Objectives highlight the importance of equality and sets out how the Council will meet its general and specific duties, how it will assess compliance with the general and specific Duties under the Equality Act, and how it will assess the impact of policies on the promotion of Race Equality.
- 1.9 An Equality Impact Assessment is defined by the Equality & Human Rights Commission as "...a tool that helps public authorities make sure their policies, and the ways they carry out their functions, do what they are intended to do for everybody".
- 1.10 Undertaking Equality Impact Assessments allows local authorities to identify any potential discrimination caused by their policies or the way they work and take steps to make sure that it is removed. Equality Impact Assessments also allow for the identification of opportunities to promote equality.
- 1.11 The LAPP includes policies on a wide range of topics and site allocations across the City. To make sure that the LAPP meets the needs of all members of the community it is important to use the Equality Impact Assessment to identify potential discrimination and opportunities to promote equality.
- 1.12 There is a requirement to understand the impacts new plans can have on equalities. The public sector equality duty, which came into place in 2011, requires public bodies to have due regard to the need to eliminate discrimination, advance equality opportunity, and foster good relations in the course of developing policies and delivering services.
- 1.13 As stated in the LAPP Preferred Option document, an EqIA is to be undertaken when the document is 'published'. This EqIA has been prepared to accompany the Publication Draft of the LAPP and has been prepared in liaison with the Council's Equality & Diversity Officer and representatives from the following teams - Building Control (particularly relating to matters of access), Housing Strategy, Regeneration and Planning Policy.

### **What is an Equality Impact Assessment?**

- 1.14 The Equality Act came into force in April 2011. This replaces the three previous separate public sector duties relating to Equalities with a single duty covering all protected strands. This general duty will require that public bodies have due regard to the need to:
- Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Act;
  - Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
  - Foster good relations between persons who share a relevant protected characteristic and persons who do not share it;
  - 'Due regard' means that a public body must give weight to the duties

outlined above in proportion to its relevance when discharging their functions. As shown in recent case law this must be done in a conscious way with focus on the specific requirements of the legislation. Therefore this Equality Impact Assessment and the changes that result from it will be an important part of the decision to adopt the LAPP Document as part of the development plan for Nottingham City.

### **What is the Local Plan Part 2: Land and Planning Policies Document (LAPP)?**

- 1.15 The LAPP (Local Plan Part 2) forms part of the City's Local Development Framework (LDF) which, alongside the Nottingham Aligned Core Strategy (adopted in 2014) will replace the saved policies of the Local Plan (2005). These two documents will be the key planning documents for the City Council.
- 1.16 The document is City-wide in coverage and includes development management policies as well as non-strategic site allocations. Views expressed at the Preferred Option stage, as well as site appraisals and the Sustainability Appraisal process have informed these.

### **Methodology**

- 1.17 The Equality Act (October 2010) identifies equality in terms of people's "protected characteristics". Equality is now looked at in terms of certain headings and the impact of the policies in the LAPP are be assessed against these.

## **Section 2: The Approach to the Equality Impact Assessment**

### **2.1 Stage 1 - Evidence Gathering**

Understand the community – what are the issues? Are there any spatial concentrations?

The most significant difference between the City's population structure and nationally is in the 20-24 age range (15.5% and 6.6% respectively). This is primarily due to the number of students attending the two universities (Source: ONS, 2014 Mid Year Estimates).

The City is relatively ethnically diverse with 34.6% (25.2% in 2001) of the population coming from Black and Minority ethnic groups (i.e. all categories except White British) - this compares with 14.6% regionally and 20.2% nationally (Source: ONS, 2011 Census).

### **2.2 Stage 2 - Scoping of Relevance**

Scope – Each policy and site has been assessed to see if it could have an impact (positive or negative) on a protected characteristic or area where they are concentrated. Policies may also have a neutral impact on the protected characteristics.

### **2.3 Stage 3 – Identifying policies or sites with negative impacts. For these policies consideration has been given as to whether mitigation is necessary.**

### **2.4 Stage 4 – Action Plan**

Does the impact mean action needs to be taken? Mitigation has been identified where necessary.

### **2.5 Stage 5 – Monitoring**

Monitoring of Policies and sites including Policies identified as having potentially negative consequences will take place through the monitoring of the Local Plan Part 2 and the Authority Monitoring Report.

## **Information Gathering**

- 2.6 The following sources of information have been used and are referred to where appropriate:
- Census data;
  - National and Local Statistics;
  - Indices of Multiple Deprivation 2010;
  - National Survey of Sexual Attitudes and Lifestyle (NSSAL) 2012
- 2.7 Using the information gathered from the sources listed above, the following gives a profile of what is known about each of the equality categories in the City.

## **Population**

### **Age Profile**

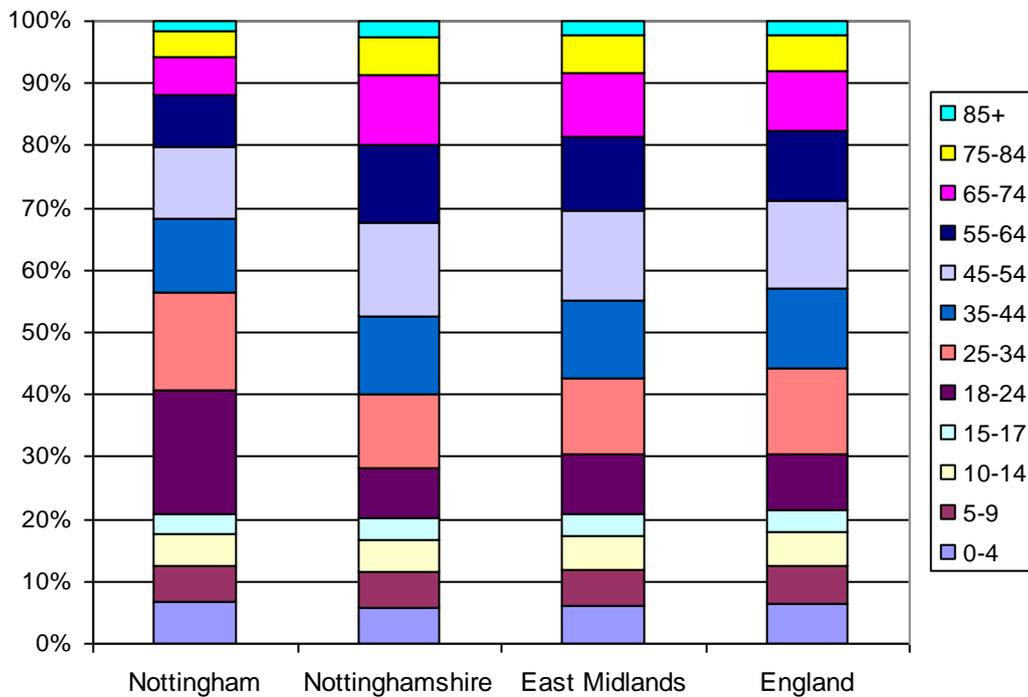
- 2.8 The 2014 Mid Year Estimates show that Nottingham City has a population of 314,300, an increase of 34,600 (12%) since 2004, higher than the national increase of 8%.
- 2.9 The age profile of Nottingham City is younger than regionally and nationally with a significantly higher proportion of 18-24 year olds, primarily due to the large numbers of students at the City's two universities. This is especially clear in the Dunkirk & Lenton ward of Nottingham City, where over 70% of the population is between 16 and 29.
- 2.10 70% of the population of Nottingham City are of working age (16-64) compared to 63% nationally, and just 12% of the population are over retirement age, compared to 18% in England.
- 2.11 The age profile of the City is set out in Table 1 and Figure 1 below.

**Table 1: Age profile of Nottingham City (2014)**

	<b>Males</b>	<b>Females</b>	<b>Persons</b>	<b>%</b>
0-4	10,700	10,210	20,910	6.7%
5-9	9,490	9,030	18,520	5.9%
10-14	7,980	7,560	15,550	4.9%
15-19	12,190	12,340	24,520	7.8%
20-24	24,840	23,720	48,560	15.5%
25-29	13,560	12,300	25,860	8.2%
30-34	12,180	10,980	23,150	7.4%
35-39	10,000	8,850	18,860	6.0%
40-44	9,670	8,980	18,650	5.9%
45-49	9,340	9,340	18,690	5.9%
50-54	8,710	8,580	17,290	5.5%
55-59	7,170	7,080	14,250	4.5%
60-64	6,380	6,090	12,470	4.0%
65-69	5,570	5,350	10,910	3.5%
70-74	3,740	4,320	8,060	2.6%
75-79	3,110	3,960	7,070	2.2%
80-84	2,300	3,220	5,520	1.8%
85-89	1,200	2,290	3,490	1.1%
90+	560	1,380	1,940	0.6%
<b>All Ages</b>	<b>158,700</b>	<b>155,600</b>	<b>314,300</b>	<b>100</b>

Source: Office for National Statistics 2014

**Figure 1: Age profile of Nottingham, Nottinghamshire, East Midlands and England (2014)**



Source: Office for National Statistics 2014

## Population Projections

- 2.12 In May 2014 the Office for National Statistics released 2012-based population projections to 2037. The projections take into account births, deaths, and migration, but are based on past trends. As such, they do not take into account the capacity of a City to accommodate an increase in population, so should be used as indicative rather than as a *prediction* of the future population.
- 2.13 The population of Nottingham is projected to increase from 308,700 in 2012 to 323,400 in 2022, an increase of 14,700 (5%), and to 352,200 in 2037, an increase of 43,500 (14%). The increases projected for England are 7% to 2022 and 16% to 2037.
- 2.14 Unlike some other areas, the over 65 population in Nottingham is not projected to change much, at least in the short term – from 11.7% in 2012 to 12.7% in 2022 and 16.0% in 2037 (compared to 17%, 19% and 24% respectively for England). This is mainly due to the City's large student population and high levels of population churn.

**Table 2: 2012-Based Sub-National Population Projections**

	2012 Mid Year Estimate	2012-based projection for 2022	2012-based projection for 2031	Change 2012-2037
<b>Nottingham</b>	308,700	323,400	352,300	14%
<b>Broxtowe</b>	110,700	118,300	127,300	15%
<b>Gedling</b>	114,000	120,900	129,600	14%
<b>Rushcliffe</b>	111,600	119,700	129,700	16%
<b>East Midlands</b>	4,567,700	4,857,100	5,229,900	14%
<b>England</b>	53,493,700	57,337,800	62,166,000	16%

Source: Office for National Statistics, 2014

## Race / Ethnicity

- 2.15 The 2011 Census showed that 65% of the population of the City are from the White British ethnic group, compared to 80% in England. The remainder – 35% - are from Black and Minority Ethnic groups, an increase from 19% in 2001, with the largest groups being Pakistani (5.5% - an increase from 3.6% in 2001); Other White (5.1% - an increase from 2.5%); and White and Black Caribbean (4.0% - an increase from 2%) - see table 3 below.

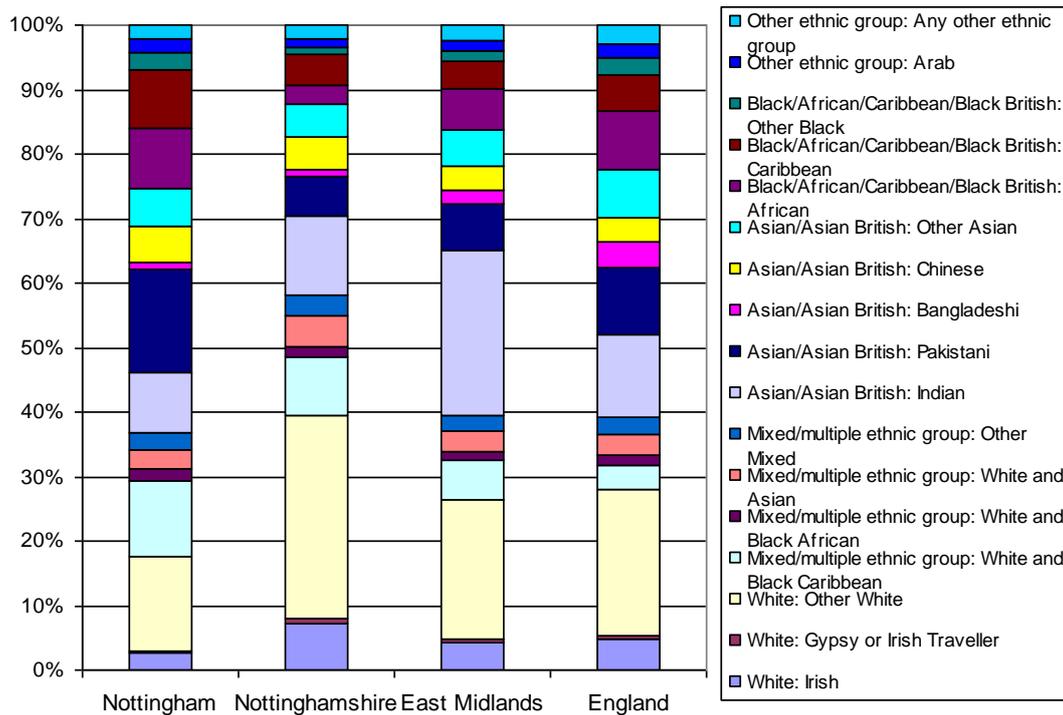
**Table 3: Ethnic Groups in Nottingham Compared to Nottinghamshire, East Midlands and England (2011)**

Ethnic Group		Nottingham	Nottinghamshire	East Midlands	England
<b>Total (number)</b>		<b>305,680</b>	<b>785,802</b>	<b>4,533,222</b>	<b>53,012,456</b>
White	British	65.4	92.6	85.4	79.8
	Irish	0.9	0.5	0.6	1.0
	Gypsy or Irish Traveller	0.1	0.1	0.1	0.1
	Other White	5.1	2.3	3.2	4.6
Mixed or multiple ethnicity	White & Black Caribbean	4.0	0.7	0.9	0.8
	White & Black African	0.7	0.1	0.2	0.3
	White & Asian	1.1	0.3	0.5	0.6
	Other Mixed	0.9	0.2	0.3	0.5
Asian or Asian British	Indian	3.2	0.9	3.7	2.6
	Pakistani	5.5	0.4	1.1	2.1
	Bangladeshi	0.3	0.1	0.3	0.8
	Chinese	2.0	0.4	0.5	0.7
	Other Asian	2.1	0.4	0.8	1.5
Black/African/Caribbean / Black British	African	3.2	0.2	0.9	1.8
	Caribbean	3.1	0.4	0.6	1.1
	Other Black	1.0	0.1	0.2	0.5
Other ethnic group	Arab	0.8	0.1	0.2	0.4
	Any other ethnic group	0.7	0.2	0.4	0.6
BME (not White British)		34.7	7.4	14.5	20.0

Source: 2011 Census, Office for National Statistics

Note: Gypsies and travellers are considered to be a separate ethnic group in the 2011 Census, and are treated as such in this EqIA. Their housing needs in terms of new pitch provision have been assessed separately, (see Sustainable, Inclusive and Mixed Communities Background Paper 2015 and The Nottingham Gypsy and Traveller Accommodation Assessment 2015) and have informed the Local Plan (Housing Size, Mix and Choice section).

**Figure 2: BME groups in Nottingham, Nottinghamshire, East Midlands and England (2011)**



Source: 2011 Census, Office for National Statistics

2.16 Within the City, there are some particular communities of BME groups – with a high proportion of people from the Pakistani group in Radford/Hyson Green/ Forest Fields; concentrations of White: Other in Sneinton, the City centre, Hyson Green and St Ann’s; and concentrations of the Indian ethnic group in the Meadows, Hyson Green and Wollaton.

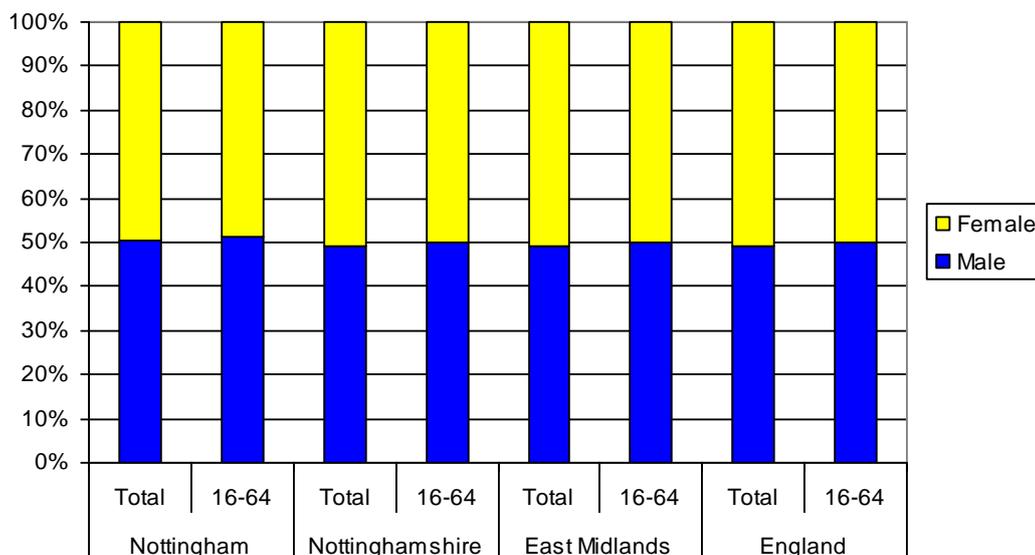
Source: 2011 Census (Super Output Area level data), Office for National Statistics.

2.17 Some 59,700 people in Nottingham (20% of the population of the City) were born outside of the UK. Of these, 38,500 (65%) arrived between 2001 and 2011. This group will include the large numbers of EU Accession Migrant workers arriving after 2004.  
Source: 2011 Census, Office for National Statistics.

**Gender**

2.18 The 2014 Mid-year Estimates show that the population of Nottingham is 314,300, with 158,700 Males (50.5%) and 155,600 Females (49.5%). The working age (16-64) population is 219,090, of which 51.3% are Male and 48.7% Female.  
The proportion of males is slightly higher in the 30-39 age groups, and lower in the 70+ age groups.

**Figure 3: Gender breakdown in Nottingham, Nottinghamshire, East Midlands and England (2014)**



Source: 2014 Mid Year Estimates, Office for National Statistics

2.19 In terms of pay, the average gross weekly pay and hourly pay of residents is shown in Table 4 below.

As can be seen males earn more than females in all four comparator areas. Males in Nottingham earn significantly less than in the county, regional and national averages but females are on a par with Nottinghamshire and the region.

**Table 4: Average pay in Nottingham compared to Nottinghamshire, East Midlands and England (2014)**

Median pay (£s)	Nottingham	Nottinghamshire	East Midlands	England
<b>Weekly pay - gross</b>				
Male Full Time Workers	424.9	536.6	526.5	565.3
Female Full Time Workers	422.5	427.5	420.2	466.0
Total Full Time Workers	424.3	489.6	483.4	523.6
<b>Hourly pay - gross</b>				
Male Full Time Workers	10.67	13.12	12.73	13.88
Female Full Time Workers	11.10	11.39	11.17	12.40
Total Full Time Workers	10.76	12.46	12.10	13.29

Source: ONS Annual Survey of Hours and Earnings 2014 - resident analysis.  
Note confidence intervals apply.

## Disabled People

2.20 Data from the 2011 Census shows that 27,700 people (9.1% of the population) in Nottingham City have a long term health problem or disability which limits their daily activities a lot. A further 27,700 (9.1%) are limited a little.

2.21 The proportion of people with long term health problems increases with age, and Nottingham has higher than average health problems for every age group except 16-24s. Women tend to have more long term health problems than men.

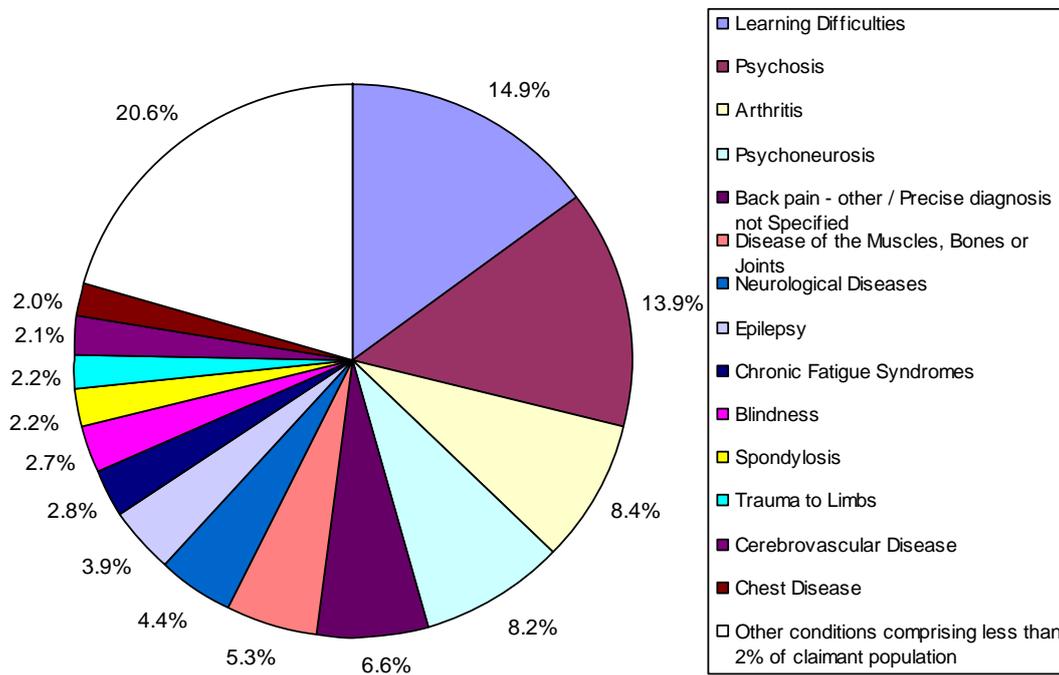
**Table 5: Health and Disability in Nottingham compared to Nottinghamshire, East Midlands and England (2011)**

	<b>Nottingham</b>	<b>Nottinghamshire</b>	<b>East Midlands</b>	<b>England</b>
Day-to-day activities limited a lot	9.1	9.7	8.7	8.3
Day-to-day activities limited a little	9.1	10.6	9.9	9.3
Day-to-day activities not limited	81.9	79.7	81.4	82.4
Day-to-day activities limited a lot: Age 16 to 64	6.7	6.4	5.7	5.6
Day-to-day activities limited a little: Age 16 to 64	7.6	8.2	7.6	7.1
Day-to-day activities not limited: Age 16 to 64	85.8	85.3	86.6	87.3

Source: 2011 Census, Office for National Statistics

- 2.22 11,130 people of working age were claiming Disability Living Allowance<sup>1</sup> in November 2014, with a further 5,780 people of pensionable age also claiming. Note that this does not cover all people defined as disabled as some people may not meet the criteria, may not wish to claim or may not be aware they can claim.
- 2.23 Of the 11,130 claims, over 50% were claiming due to one of 5 main conditions – learning difficulties; psychosis; arthritis; psychoneurosis and back pain – other, see figure 4 below.

**Figure 4: Claimants of Disability Living Allowance in Nottingham by main disabling condition, November 2014**



Source: DWP ONS Crown Copyright Reserved [from Nomis on 29/07/2015]

### Sexual Orientation

- 2.24 There is no national data on the number of people who are lesbian, gay or bisexual. The National Survey of Sexual Attitudes and Lifestyle in 2010-12 estimates that approximately 5% of men and 8% of women in Britain have ever had a same-sex partner. National government estimates that around 6% of the UK population is gay, lesbian or bisexual. Stonewall, a national charity involved in gay, lesbian and bisexual issues consider 5-7% to be a reasonable estimate. The 2011 Census did not ask questions relating to sexual orientation – only asking about marital status, including if a person was in a registered same sex civil partnership. For England and Wales this

<sup>1</sup> Disability Living Allowance (DLA) provides a non-contributory, non means-tested and tax-free contribution towards the disability-related extra costs of severely disabled people who claim help with those costs before the age of 65.

gave a percentage of 0.2% of adults (the same percentage as Nottingham), so is unlikely to be an accurate figure for the proportion of lesbian, gay or bisexual people.

### Religion /Belief

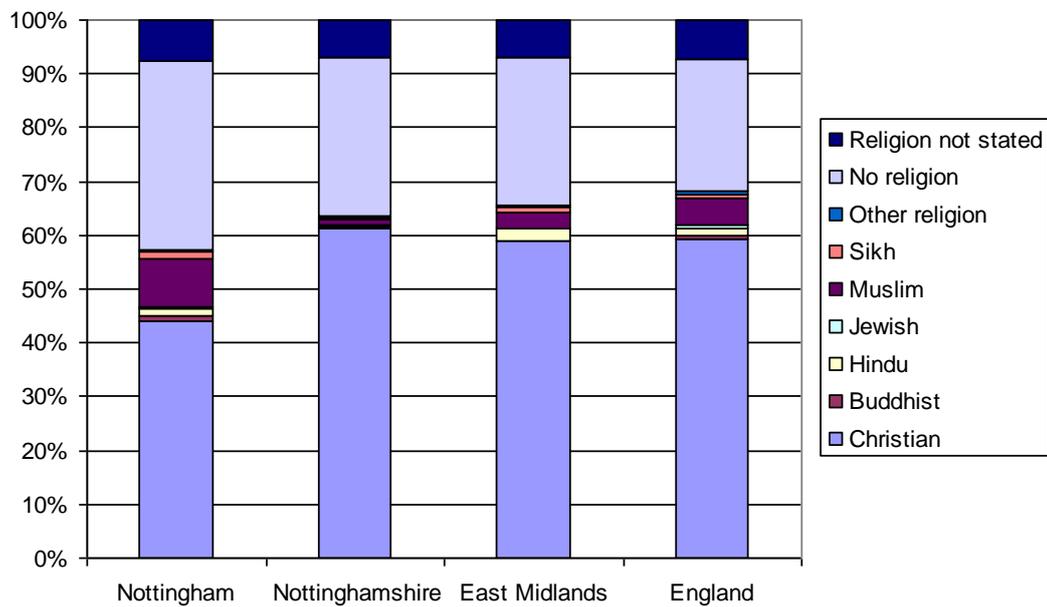
- 2.25 The 2011 Census showed that the dominant religion in Nottingham is Christian, with relatively high proportions of people with a Muslim faith, Sikh faith and Hindu faith.
- 2.26 While religion is often linked to ethnic background, it is important to note that this is not automatically true. However, the religious make up of the population does follow a similar pattern to the ethnic background with a more diverse picture within Nottingham City than the County, Region and England.

**Table 6: Religion in Nottingham compared to Nottinghamshire, East Midlands and England (2011)**

Religion	Nottingham	Nottinghamshire	East Midlands	England
<b>Total (number)</b>	<b>305,680</b>	<b>785,802</b>	<b>4,533,222</b>	<b>53,012,456</b>
Christian	44.2	61.3	58.8	59.4
Buddhist	0.7	0.2	0.3	0.5
Hindu	1.5	0.4	2.0	1.5
Jewish	0.3	0.1	0.1	0.5
Muslim	8.8	0.9	3.1	5.0
Sikh	1.4	0.4	1.0	0.8
Other religion	0.5	0.3	0.4	0.4
No religion	35.0	29.3	27.5	24.7
Religion not stated	7.6	7.0	6.8	7.2

Source: 2011 Census, Office for National Statistics

**Figure 5: Religion in Nottingham, Nottinghamshire, East Midlands and England (2011)**



Source: 2011 Census, Office for National Statistics

### Section 3: Screening the Allocations & Development Management Policies

3.1 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 summarise the impact on a group it is considered each policy will have.

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

### Section 4: Assessment of the Allocations & Development Management Policies

- 4.1 All of the sites and the vast majority of policies were identified as likely to have a direct positive impact or neutral/negligible impact on certain groups
- 4.2 However two policies and one site allocation were identified with potential negative impacts and therefore appropriate mitigation, actions and monitoring have been assessed in further detail.

- 4.3 **Policy HE1** - Proposals affecting designated and non-designated heritage assets
- 4.4 This policy could result in a conflict between protecting the historic environment, especially listed buildings and adding alterations to improve access for those with limited mobility (e.g where physical adaptations to promote accessibility may be considered inappropriate to the character of the building)

### **Consideration of Alternatives**

- 4.5 Policies to protect the historic environment are required by the National Planning Policy Framework. It is therefore concluded that there is no alternative to this policy.

### **Mitigation/Actions**

- 4.6 Experience from Development Management and Building Control professionals suggest that this conflict is more apparent than actual. In most cases as solutions can generally be negotiated through the Development Management process using innovative design solutions and through making reasonable adjustments where services are provided from historic buildings. In addition this policy will also be considered along with other policies such as DE1 (Building Design and Use) which seek to mitigate adverse impacts and maximise accessibility. However, there may be some cases when mitigation is inevitably not possible or limited due to the particular characteristics of heritage assets which benefit from statutory protection.
- 4.7 **Policy HO2** - Protecting dwelling houses [Use Class C3] suitable for family occupation

This policy may have a negative impact on people requiring alternative forms of housing, for example, young people/smaller households.

### **Consideration of Alternatives**

- 4.8 This policy seeks to ensure that the existing stock of homes across Nottingham becomes more sustainable and meets the needs of families in line with wider council objectives. The number of family homes in Nottingham is low compared to surrounding areas and it is not considered appropriate to pursue an alternative approach.

## **Mitigation/Actions**

4.9 The policy does not apply in the City Centre where an alternative range of accommodation is available and other policies, particularly the Quarters Policies (RE2-RE5), Waterside (RE8) and HO5 (Locations for Purpose Built Student Accommodation) promote alternative accommodation for smaller households including students. Policy HO2 also allows for the development of other accommodation where this is appropriate in terms of the context of the site and local needs. Provision of dwellings of a format suitable for smaller households is likely to increase via the use of Permitted Development rights which allow conversion of existing offices and some retail premises to residential use. It is considered that further mitigation is unnecessary.

### **4.10 PA22 Western Boulevard - Residential Use**

This allocation may have a negative impact on travelling show people as part of the site is currently used as showmans' winter quarters and storage.

## **Consideration of Alternatives**

4.11 The quantum of sites set out in the plan is needed to support the delivery of housing across the plan area.

## **Mitigation/Actions**

4.12 Should all of the site be developed for housing appropriate and suitable premises for the relocation for existing occupiers will be required.

## **Section 5: Consultation**

5.1 Consultation on the EqIA will be undertaken in parallel with the LAPP Publication document.

## **Section 6: Conclusions**

6.1 This assessment meets the duty placed on the City Council to undertake EqIA and considers a range of evidence and data relating to City's population and characteristics. The assessment concludes that the LAPP generally has an overall positive impact on protected characteristics. However there are two policies and one site allocation which may potentially have a negative impact on identified groups. The assessment identifies appropriate mitigations and actions to address these.

## Section 7: Full Assessment of Development Management Policies

Age: (Y:Young people inc students, F: Families, O:Older people)

Policy	Equalities Group						Commentary
	Age	Race	Gender	Disabled People	Sexual Orientation	Religion / Belief	
<b>Policy CC1: Sustainable Design and Construction</b>	<b>+FO</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	Sustainable design will reduce energy costs which will particularly benefit families and older people
<b>Policy CC2: Decentralised Energy and Heat Networks</b>	<b>+FO</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	Decentralised Energy and Heat Networks will reduce energy costs which will particularly benefit families and older people
<b>Policy CC3: Water</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	It is not anticipated that this policy will impact on any specific group.

Policy	Equalities Group						Commentary
	Age	Race	Gender	Disabled People	Sexual Orientation	Religion / Belief	
<b>Policy EE1: Providing a Range of Employment Sites</b>	+YF	+	+	+	0	0	The allocation and delivery of land for employment will benefit all members of the community and provide specific opportunities to address gender, race and disability inequalities. Promotion of new employment within existing employment sites in the most accessible locations may particularly benefit those without access to a car e.g. young people, BME groups and disabled people and could also be of benefit to women who are less likely to have access to a car than men.
<b>Policy EE2: Protecting existing business parks/industrial estates</b>	+YF	+	+	+	0	0	The protection of land for employment will benefit all members of the community and provide specific opportunities to address age, gender, race and disability inequalities.
<b>Policy EE3: Change of use to non-employment uses</b>	0	0	0	0	0	0	The policy contains criteria to judge proposals for change of use to non-employment uses. The protection of land for employment will benefit all members of the community and provide specific opportunities to address age, gender, race and disability inequalities. The policy also allows in certain circumstances re-use for other uses. The impact will depend on the change.

Policy	Equalities Group						Commentary
	Age	Race	Gender	Disabled People	Sexual Orientation	Religion / Belief	
<b>Policy EE4: Local Employment and Training Opportunities</b>	+Y	+	+	+	0	0	Training particularly assists young people, BME groups and disabled people into employment
<b>Policy SH1: Major retail and leisure developments within the City Centre's Primary Shopping Area</b>	+YFO	+	+	+	+	+	Protecting and enhancing the City's network of retail centres will have a positive impact on the quality of life of residents by providing focal points for the provision of services and facilities and by reducing the need to travel. This may be of particular benefit to young people, older people, BME groups and disabled people 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 e.g. young people, BME groups and disabled people and could also be of benefit to women who are less likely to have access to a car than men.
<b>Policy SH2: Development within Primary Frontages</b>	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
	Age	Race	Gender	Disabled People	Sexual Orientation	Religion / Belief	
<b>Policy SH3: Development within Secondary Frontages</b>	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>Policy SH4: Development of main town centre uses in edge of centre and out of centre locations</b>	+YFO	+	+	+	+	+	Protecting and enhancing the City's network of retail centres will have a positive impact on the quality of life of residents by providing focal points for the provision of services and facilities and by reducing the need to travel. This may be of particular benefit to young people, older people, BME groups and disabled people 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 e.g. young people, BME groups and disabled people and could also be of benefit to women who are less likely to have access to a car than men.
<b>Policy SH5: Independent Retail Clusters</b>	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
	Age	Race	Gender	Disabled People	Sexual Orientation	Religion / Belief	
<b>Policy SH6: Food and Drink Uses and High Occupancy Licensed Premises / Entertainment Venues within the City Centre</b>	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>Policy SH7: Centres of Neighbourhood Importance (CONIs)</b>	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>Policy SH8: Markets</b>	+YFO	0	0	+	0	0	This policy will impact positively on those who need access to low cost items ie people in social need - proportionally this will help young people including students, young families, disabled people and older people.

Policy	Equalities Group						Commentary
	Age	Race	Gender	Disabled People	Sexual Orientation	Religion / Belief	
<b>Policy RE1: Facilitating Regeneration</b>	<b>+YFO</b>	<b>+</b>	<b>+</b>	<b>+</b>	<b>0</b>	<b>0</b>	Facilitating regeneration will have a positive impact on both existing and future residents. In particular it will provide increased opportunities for young people, young families, disabled people and older people to access suitable housing. Affordable housing provision which may be required as part of a development will benefit those on low incomes and may also bring benefits to disabled people, BME groups and older and younger people, as these groups tend to have a higher need for affordable housing. Delivery of land for employment in particular will provide opportunities to address age, gender, race and disability inequalities. Improving pedestrian and cycle linkages will benefit disabled people and older people

Policy	Equalities Group						Commentary
	Age	Race	Gender	Disabled People	Sexual Orientation	Religion / Belief	
<b>Policy RE2: Canal Quarter</b>	<b>+YFO</b>	<b>+</b>	<b>+</b>	<b>+</b>	<b>0</b>	<b>0</b>	Delivery of land for employment in particular will provide opportunities to address age, gender, race and disability inequalities. Improving pedestrian and cycle linkages will benefit disabled people and older people. 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 inc students, young families, disabled people and older people to access suitable housing. Affordable housing provision which may be required as part of a development will benefit those on low incomes and may also bring benefits to disabled people, BME groups and older and younger people, as these groups tend to have a higher need for affordable housing.

Policy	Equalities Group						Commentary
	Age	Race	Gender	Disabled People	Sexual Orientation	Religion / Belief	
<b>Policy RE3: Creative Quarter</b>	<b>+YFO</b>	<b>+</b>	<b>+</b>	<b>+</b>	<b>0</b>	<b>0</b>	Delivery of land for employment in particular will provide opportunities to address age, gender, race and disability inequalities. Improving pedestrian and cycle linkages will benefit disabled people and older people. 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 inc students, young families, disabled people and older people to access suitable housing. Affordable housing provision which may be required as part of a development will benefit those on low incomes and may also bring benefits to disabled people, BME groups and older and younger people, as these groups tend to have a higher need for affordable housing.

Policy	Equalities Group						Commentary
	Age	Race	Gender	Disabled People	Sexual Orientation	Religion / Belief	
<b>Policy RE4: Castle Quarter</b>	<b>+YFO</b>	<b>+</b>	<b>+</b>	<b>+</b>	<b>0</b>	<b>0</b>	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, disabled people 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 disabled people, BME groups and older and younger people, as these groups tend to have a higher need for affordable housing. Delivery of land for employment in particular will provide opportunities to address age, gender, race and disability inequalities. Improving pedestrian and cycle linkages will benefit disabled people and older people

Policy	Equalities Group						Commentary
	Age	Race	Gender	Disabled People	Sexual Orientation	Religion / Belief	
<b>Policy RE5: Royal Quarter</b>	<b>+YFO</b>	<b>+</b>	<b>+</b>	<b>+</b>	<b>0</b>	<b>0</b>	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 inc students, young families, disabled people 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 disabled people, BME groups and older and younger people, as these groups tend to have a higher need for affordable housing. Delivery of land for employment in particular will provide opportunities to address age, gender, race and disability inequalities. Improving pedestrian and cycle linkages will benefit disabled people and older people

Policy	Equalities Group						Commentary
	Age	Race	Gender	Disabled People	Sexual Orientation	Religion / Belief	
<b>Policy RE6: The Boots Site</b>	<b>+YFO</b>	<b>+</b>	<b>+</b>	<b>+</b>	<b>0</b>	<b>0</b>	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, disabled people and older people to access suitable housing. Affordable housing provision which may be required as part of a development will benefit those on low incomes and may also bring benefits to disabled people, BME groups and older and younger people, as these groups tend to have a higher need for affordable housing. Delivery of land for employment in particular will provide opportunities to address age, gender, race and disability inequalities. Improving pedestrian and cycle linkages will benefit disabled people and older people

Policy	Equalities Group						Commentary
	Age	Race	Gender	Disabled People	Sexual Orientation	Religion / Belief	
<b>Policy RE7: Stanton Tip</b>	<b>+YFO</b>	<b>+</b>	<b>+</b>	<b>+</b>	<b>0</b>	<b>0</b>	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, disabled people 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 disabled people, BME groups and older and younger people, as these groups tend to have a higher need for affordable housing. Delivery of land for employment in particular will provide opportunities to address age, gender, race and disability inequalities. Improving pedestrian and cycle linkages will benefit disabled people and older people

Policy	Equalities Group						Commentary
	Age	Race	Gender	Disabled People	Sexual Orientation	Religion / Belief	
<b>Policy RE8: Waterside</b>	<b>+YFO</b>	<b>+</b>	<b>+</b>	<b>+</b>	<b>0</b>	<b>0</b>	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, disabled people and older people to access suitable housing. Affordable housing provision which may be required as part of a development will benefit those on low incomes and may also bring benefits to disabled people, BME groups and older and younger people, as these groups tend to have a higher need for affordable housing. Delivery of land for employment in particular will provide opportunities to address age, gender, race and disability inequalities. Improving pedestrian and cycle linkages will benefit disabled people and older people
<b>Policy HO1: Housing Mix</b>	<b>+FO</b>	<b>0</b>	<b>0</b>	<b>+</b>	<b>0</b>	<b>0</b>	The Policy encourages a mix of housing including family housing and provision for older people. This policy should also benefit disabled people. The Policy also refers to National Housing Standards 'Category 2 level' for accessibility

Policy	Equalities Group						Commentary
	Age	Race	Gender	Disabled People	Sexual Orientation	Religion / Belief	
<b>Policy HO2: Protecting dwellinghouses (Use Class C3) suitable for family occupation</b>	-Y +F	0	+	0	0	0	The Policy protects dwellings for family housing. This Policy may have a negative impact on young people
<b>Policy HO3: Affordable Housing</b>	+YFO	0	0	+	0	0	The Policy encourages the provision of affordable housing, which should benefit young people and may also bring benefits to disabled people, BME groups and older people, as these groups tend to have a higher need for affordable housing
<b>Policy HO4: Specialist Housing</b>	+O	0	0	0	0	0	The Policy encourages the provision of specialist housing for older people, other vulnerable groups and for hostel accommodation
<b>Policy HO5: Locations for Purpose Built Student Accommodation</b>	+Y	0	0	0	0	0	The Policy provides criteria for assessing the development of purpose built student accommodation

Policy	Equalities Group						Commentary
	Age	Race	Gender	Disabled People	Sexual Orientation	Religion / Belief	
<b>Policy HO6: Houses in Multiple Occupation (HMOs) and Purpose Built Student Accommodation</b>	<b>+YO</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	The Policy encourages development which may benefit young people inc students, however there is also a criteria to ensure that the design of purpose-built student accommodation is capable of being reconfigured to meet general housing need. The Policy may also benefit single older people too
<b>Policy DE1: Building Design and Use</b>	<b>+O</b>	<b>0</b>	<b>0</b>	<b>+</b>	<b>0</b>	<b>0</b>	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 which will particularly benefit and meet the needs of people who have mobility problems such as older people and disabled people
<b>Policy DE2: Context and Place Making</b>	<b>+O</b>	<b>0</b>	<b>0</b>	<b>+</b>	<b>0</b>	<b>0</b>	Developments will be expected to create accessible places which will particularly benefit and meet the needs of older people and disabled people and avoid obstruction of, or adversely affecting a public right of way

Policy	Equalities Group						Commentary
	Age	Race	Gender	Disabled People	Sexual Orientation	Religion / Belief	
<b>Policy DE3: Design Principles for Development within the City Centre Primary Shopping Area</b>	+O	0	0	+	0	0	Development will be expected to provide good accessibility, especially for people with disabilities, reinstating or introducing new pedestrian linkages where appropriate.
<b>Policy DE4: Creation and Improvement of Public Open Spaces in the City Centre</b>	+O	0	0	+	0	0	The Policy will encourage accessible Public Squares, linkages and open spaces which should particularly benefit young, older people and disabled people
<b>Policy DE5: Shopfronts</b>	+O	0	0	+	0	0	Developments will be expected to create accessible shopfronts which will particularly benefit and meet the needs of older people and disabled people

Policy	Equalities Group						Commentary
	Age	Race	Gender	Disabled People	Sexual Orientation	Religion / Belief	
<b>Policy DE6: Advertisements</b>	+O	0	0	+	0	0	The policy includes a criteria regarding pedestrian safety to meet the needs of older people and disabled people. The Policy also states that action will be taken against advertisements where they prejudice public safety
<b>Policy HE1: Proposals affecting designated and non-designated heritage assets</b>	-O	0	0	-	0	0	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, this policy will be considered along with other policies such as 'Building Design and use'
<b>Policy HE2: Caves</b>	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>Policy LS1: Food and Drink Uses and Licensed Entertainment Venues Outside the City Centre</b>	+YF	0	0	0	0	0	There is a restriction on the location of takeaways with regards to schools which should benefit young people

Policy	Equalities Group						Commentary
	Age	Race	Gender	Disabled People	Sexual Orientation	Religion / Belief	
<b>Policy LS2: Safeguarding Land for Further and Higher Education Facilities</b>	+YF	0	0	0	0	0	The provision of education is particularly important to young people
<b>Policy LS3: Safeguarding land for Health Facilities</b>	+YFO	0	0	+	0	0	The provision of health facilities are often important to a range of groups
<b>LS4: Public Houses outside the City Centre and / or designated as an Asset of Community Value</b>	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
	Age	Race	Gender	Disabled People	Sexual Orientation	Religion / Belief	
<b>Policy LS5: Community Facilities</b>	+YFO	+	+	+	+	+	Community facilities are often important to a range of groups
<b>Policy TR1: Parking and Travel Planning</b>	+YO	+	+	+	0	0	Transport provision is of particular benefit to young people, older people, and disabled people 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 e.g. young people, BME groups and disabled people and could also be of benefit to women who are less likely to have access to a car than men.

Policy	Equalities Group						Commentary
	Age	Race	Gender	Disabled People	Sexual Orientation	Religion / Belief	
<b>Policy TR2: The Transport Network</b>	<b>+YO</b>	<b>+</b>	<b>+</b>	<b>+</b>	<b>0</b>	<b>0</b>	Transport provision is of particular benefit to young people, older people, and disabled people 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 e.g. young people, BME groups and disabled people and could also be of benefit to women who are less likely to have access to a car than men.
<b>TR3: Cycling</b>	<b>+YF</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	Cycle Routes are of particular benefit to the young and families
<b>Policy EN1: Development of Open Space</b>	<b>+YF</b>	<b>0</b>	<b>0</b>	<b>+</b>	<b>0</b>	<b>0</b>	The provision of open space particularly benefits young people, families and people with mental health issues and disabled people
<b>Policy EN2: Open Space in New Development</b>	<b>+YF</b>	<b>0</b>	<b>0</b>	<b>+</b>	<b>0</b>	<b>0</b>	The provision of open space particularly benefits young people, families and people with mental health issues and disabled people

Policy	Equalities Group						Commentary
	Age	Race	Gender	Disabled People	Sexual Orientation	Religion / Belief	
<b>Policy EN3: Playing Fields and Sports Grounds</b>	<b>+YF</b>	<b>0</b>	<b>0</b>	<b>+</b>	<b>0</b>	<b>0</b>	The provision of open space particularly benefits young people, families and people with mental health issues and disabled people
<b>Policy EN4: Allotments</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>+</b>	<b>0</b>	<b>0</b>	The provision of allotments particularly benefits people with mental health issues and disabled people
<b>Policy EN5: Development Adjacent to Waterways</b>	<b>+YF</b>	<b>0</b>	<b>0</b>	<b>+</b>	<b>0</b>	<b>0</b>	Cycle Routes are of particular benefit to the young and families. Safe public connections are of particular benefit to disabled people
<b>Policy EN6: Biodiversity</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	It is not anticipated that this policy will impact on any specific group.
<b>Policy EN7: Trees</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	It is not anticipated that this policy will impact on any specific group.
<b>Policy MI1: Minerals Safeguarding Areas</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	It is not anticipated that this policy will impact on any specific group.

Policy	Equalities Group						Commentary
	Age	Race	Gender	Disabled People	Sexual Orientation	Religion / Belief	
<b>Policy MI2: Restoration, After-use and After-care</b>	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>Policy MI3: Hydrocarbons</b>	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>Policy IN1: Telecommunications</b>	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>IN2: Land Contamination Instability and Pollution</b>	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>Policy IN3: Hazardous Installations and Substances</b>	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>Policy IN4: Developer Contributions</b>	0	0	0	0	0	0	Improved services and infrastructure will generally have a positive impact but it depends on the nature of contribution



## Section 8: Full Assessment of Site Allocations

Age: (Young people inc students, F: Families, O:Older people)

Site Ref	Site Name	Age	Race	Gender	Disabled People	Sexual Orientation	Religion / Belief	Commentary
PA01	Bestwood Road - Former Bestwood Day Centre	+YFO	+	0	+	0	0	Bulwell Ward has a high proportion of families, disabled people and females. 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, disabled people 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 disabled people, BME groups, older and younger people, as these groups tend to have a higher need for affordable housing
PA02	Blenheim Lane	+YF	+	0	0	0	0	Bulwell Ward has a high proportion of families, disabled people and females. Delivery of land for employment in particular may provide opportunities to address age and race inequalities. The existing allotments are to be reprovisioned

Site Ref	Site Name	Age	Race	Gender	Disabled People	Sexual Orientation	Religion / Belief	Commentary
PA03	Eastglade, Top Valley - Former Eastglade School Site	+YFO	+	0	+	0	0	Bestwood Ward has a high proportion of families, females and disabled people. 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, disabled people 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 disabled people, BME groups, older and younger people, as these groups tend to have a higher need for affordable housing. New housing will also have health benefits. Publicly accessible open space (rather than school playing fields) to be created so negative impacts avoided.
PA04	Linby Street/Filey Street	+YFO	+	+	+	0	0	Bulwell Ward has a high proportion of families, disabled people and females. There are vacant buildings currently, so mixed use development will benefit all members of the community. Housing will provide increased opportunities for young people, young families, disabled people and older people to access suitable housing. Affordable housing provision may also bring benefits to disabled people, older people, BME Groups and younger people. Delivery of land for employment in particular may provide opportunities to address race and age inequalities. The other uses may be of particular benefit to young people, older people, and disabled people who may face greater challenges in accessing key services and facilities. This may particularly benefit those without access to a car e.g. young people,

Site Ref	Site Name	Age	Race	Gender	Disabled People	Sexual Orientation	Religion / Belief	Commentary
								BME groups and disabled people and could also be of benefit to women who are less likely to have access to a car than men.
PA05	Ridgeway - Former Padstow School Detached Playing Field	<b>+YFO</b>	<b>+</b>	<b>0</b>	<b>+</b>	<b>0</b>	<b>0</b>	Bestwood Ward has a high proportion of families, females and disabled people. 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, disabled people 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 disabled people, BME groups, older and younger people, as these groups tend to have a higher need for affordable housing. New housing will also have health benefits. Publicly accessible open space (rather than school playing fields) to be created so negative impacts avoided.

Site Ref	Site Name	Age	Race	Gender	Disabled People	Sexual Orientation	Religion / Belief	Commentary
PA06	Beckhampton Road - Former Padstow School Detached Playing Field	<b>+YFO</b>	<b>+</b>	<b>0</b>	<b>+</b>	<b>0</b>	<b>0</b>	Bestwood Ward has a high proportion of families, females and disabled people. 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, disabled people 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 disabled people, BME groups, older and younger people, as these groups tend to have a higher need for affordable housing. New housing will also have health benefits. Publicly accessible open space (rather than school playing fields) to be created so negative impacts avoided.
PA07	Hucknall Road/Southglade Road - Southglade Food Park	<b>+YF</b>	<b>+</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	Bestwood Ward has a high proportion of families, females and disabled people. Delivery of land for employment in particular may provide opportunities to address age and race inequalities

Site Ref	Site Name	Age	Race	Gender	Disabled People	Sexual Orientation	Religion / Belief	Commentary
PA08	Eastglade Road - Former Padstow School Site	+YFO	+	0	+	0	0	Bestwood Ward has high proportion of families, females and disabled people. 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, disabled people 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 disabled people, BME groups, older and younger people, as these groups tend to have a higher need for affordable housing. New housing will also have health benefits. Publicly accessible open space (rather than school playing fields) to be created so negative impacts avoided.
PA09	Edwards Lane - Former Haywood School Detached Playing Field	+YFO	+	0	+	0	0	Bestwood Ward has a high proportion of families, females and disabled people. 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, disabled people 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 disabled people, BME groups, older and younger people, as these groups tend to have a higher need for affordable housing. New housing will also have health benefits. Publicly accessible open space (rather than school playing fields) to be created so negative impacts avoided.

Site Ref	Site Name	Age	Race	Gender	Disabled People	Sexual Orientation	Religion / Belief	Commentary
PA10	Piccadilly - Former Henry Mellish School Playing Field	<b>+YFO</b>	<b>+</b>	<b>0</b>	<b>+</b>	<b>0</b>	<b>0</b>	Bulwell Forest Ward has a high proportion of older people. The allocation and delivery of land for housing will have a positive impact on both existing and future residents, and help rebalance the population. In particular it will provide increased opportunities for young people, young families, disabled people 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 disabled people, BME groups, older and younger people, as these groups tend to have a higher need for affordable housing. New housing will also have health benefits. Publicly accessible open space (rather than school playing fields) to be created so negative impacts avoided.
PA11	Stanton Tip - Hemphill Vale	<b>+YFO</b>	<b>+</b>	<b>+</b>	<b>+</b>	<b>0</b>	<b>0</b>	Bulwell Ward has a high proportion of families, disabled people and females. Mixed use development will benefit all members of the community. Housing will provide increased opportunities for young people, young families, disabled people and older people to access suitable housing. Affordable housing provision may also bring benefits to disabled people, older people, BME Groups and younger people. Delivery of land for employment in particular may provide opportunities to address race and age inequalities. The other uses may be of particular benefit to young people, older people, and disabled people who may face greater challenges in accessing key services and facilities. This may particularly benefit those without access to a car e.g. young people, BME groups and disabled people and

Site Ref	Site Name	Age	Race	Gender	Disabled People	Sexual Orientation	Religion / Belief	Commentary
								could also be of benefit to women who are less likely to have access to a car than men.
PA12	Highbury Road - Former Henry Mellish School Site	<b>+YFO</b>	<b>0</b>	<b>0</b>	<b>+</b>	<b>0</b>	<b>0</b>	Bulwell Ward has a high proportion of families, disabled people and females. 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 disabled people and older and younger people, as these groups tend to have a higher need for affordable housing. New housing will also have health benefits. The community/education uses may be of particular benefit to young people and their parents/carers.

Site Ref	Site Name	Age	Race	Gender	Disabled People	Sexual Orientation	Religion / Belief	Commentary
PA13	Edwards Lane - Former Haywood School Site	<b>+YFO</b>	<b>+</b>	<b>0</b>	<b>+</b>	<b>0</b>	<b>0</b>	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, disabled people 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 disabled people, BME groups, older and younger people, as these groups tend to have a higher need for affordable housing. New housing will also have health benefits. Publicly accessible open space (rather than school playing fields) to be created so negative impacts avoided.
PA14	Arnside Road - Former Chronos Richardson	<b>+YFO</b>	<b>+</b>	<b>0</b>	<b>+</b>	<b>0</b>	<b>0</b>	Bestwood Ward has a high proportion of families, females and disabled people. 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, disabled people 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 disabled people, BME groups, older and younger people, as these groups tend to have a higher need for affordable housing. New housing will also have health benefits. New housing will also have health benefits

Site Ref	Site Name	Age	Race	Gender	Disabled People	Sexual Orientation	Religion / Belief	Commentary
PA15	Bulwell Lane - Former Coach Depot	<b>+YFO</b>	<b>+</b>	<b>0</b>	<b>+</b>	<b>0</b>	<b>0</b>	Basford Ward has a high proportion of families. 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, disabled people 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 disabled people, BME groups, older and younger people, as these groups tend to have a higher need for affordable housing
PA16	Woodhouse Way - Nottingham Business Park North	<b>+YF</b>	<b>+</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	Billborough Ward has the highest proportion of disabled people in the City and a high proportion of females and older people. Delivery of land for employment in particular may provide opportunities to address age and race inequalities

Site Ref	Site Name	Age	Race	Gender	Disabled People	Sexual Orientation	Religion / Belief	Commentary
PA17	Woodhouse Way - Woodhouse Park	<b>+YFO</b>	<b>+</b>	<b>0</b>	<b>+</b>	<b>0</b>	<b>0</b>	Bilborough Ward has the highest proportion of disabled people in the City and high proportion of females and older people. The allocation and delivery of land for housing will have a positive impact on both existing and future residents, and help rebalance the population. In particular it will provide increased opportunities for young people, young families, disabled people 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 disabled people, BME groups, older and younger people, as these groups tend to have a higher need for affordable housing. New housing will also have health benefits. Young people and disabled people will benefit from a proportion of the site being for accessible open space
PA18	Vernon Road - Former Johnsons Dyeworks	<b>+YFO</b>	<b>+</b>	<b>0</b>	<b>+</b>	<b>0</b>	<b>0</b>	Basford Ward has a high proportion of families. Housing will provide increased opportunities for young people, young families, disabled people and older people to access suitable housing. Affordable housing provision may also bring benefits to disabled people, BME groups, older and younger people. Delivery of land for employment in particular may provide opportunities to address age and race inequalities.

Site Ref	Site Name	Age	Race	Gender	Disabled People	Sexual Orientation	Religion / Belief	Commentary
PA19	Lortas Road	<b>+YFO</b>	<b>+</b>	<b>0</b>	<b>+</b>	<b>0</b>	<b>0</b>	Berridge Ward has the highest proportion of BME in the City. 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, disabled people 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 disabled people, BME groups, older and younger people, as these groups tend to have a higher need for affordable housing. New housing will also have health benefits. Publicly accessible open space (rather than school playing fields) to be created so negative impacts avoided.
PA20	Haydn Road/Hucknall Road - Severn Trent Water Depot	<b>+YFO</b>	<b>+</b>	<b>0</b>	<b>+</b>	<b>0</b>	<b>0</b>	Berridge Ward has the highest proportion of BME in the City. Housing will provide increased opportunities for young people, young families, disabled people and older people to access suitable housing. Affordable housing provision may also bring benefits to disabled people, BME groups, older and younger people. Delivery of land for employment in particular may provide opportunities to address age and race inequalities.

Site Ref	Site Name	Age	Race	Gender	Disabled People	Sexual Orientation	Religion / Belief	Commentary
PA21	Mansfield Road - Sherwood Library	<b>+YFO</b>	<b>+</b>	<b>+</b>	<b>+</b>	<b>0</b>	<b>0</b>	Mixed use development will benefit all members of the community. Housing will provide increased opportunities for young people, young families, disabled people and older people to access suitable housing. Affordable housing provision may also bring benefits to disabled people, older people, BME Groups and younger people. Delivery of land for employment in particular will provide opportunities to address race and age inequalities. The other uses may be of particular benefit to young people, older people, and disabled people who may face greater challenges in accessing key services and facilities. This may particularly benefit those without access to a car e.g. young people, BME groups and disabled people and could also be of benefit to women who are less likely to have access to a car than men.
PA22	Western Boulevard	<b>+YFO</b>	<b>-</b>	<b>0</b>	<b>+</b>	<b>0</b>	<b>0</b>	Basford Ward has a high proportion of families. Housing will provide increased opportunities for young people, young families, disabled people and older people to access suitable housing. Affordable housing provision may also bring benefits to disabled people, BME groups, older and younger people. Delivery of land for employment in particular may provide opportunities to address age and race inequalities. Site is currently occupied by travelling show people development of the whole site may have a negative impact but mitigation measures have been identified.

Site Ref	Site Name	Age	Race	Gender	Disabled People	Sexual Orientation	Religion / Belief	Commentary
PA23	Radford Road - Former Basford Gasworks	+YFO	+	+	+	0	0	Basford Ward has a high proportion of families. Mixed use development will benefit all members of the community. Housing will provide increased opportunities for young people, young families, disabled people and older people to access suitable housing. Affordable housing provision may also bring benefits to disabled people, older people, BME Groups and younger people. Delivery of land for employment in particular may provide opportunities to address race and age inequalities. The other uses may be of particular benefit to young people, older people, and disabled people who may face greater challenges in accessing key services and facilities. This may particularly benefit those without access to a car e.g. young people, BME groups and disabled people and could also be of benefit to women who are less likely to have access to a car than men.

Site Ref	Site Name	Age	Race	Gender	Disabled People	Sexual Orientation	Religion / Belief	Commentary
PA24	College Way - Melbury School Playing Field	+YFO	+	0	+	0	0	Bilborough Ward has the highest proportion of disabled people in the City and high proportion of females and older people. The allocation and delivery of land for housing will have a positive impact on both existing and future residents, and help rebalance the population. In particular it will provide increased opportunities for young people, young families, disabled people 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 disabled people, BME groups, older and younger people, as these groups tend to have a higher need for affordable housing.. New housing will also have health benefits. The loss of open space would cause a negative impact on young people and disabled people, however, this should be mitigated by a proportion of the site being accessible open space

Site Ref	Site Name	Age	Race	Gender	Disabled People	Sexual Orientation	Religion / Belief	Commentary
PA25	Chingford Road Playing Field	+YFO	+	0	+	0	0	Bilborough Ward has the highest proportion of disabled people in the City and high proportion of females and older people. The allocation and delivery of land for housing will have a positive impact on both existing and future residents, and help rebalance the population. In particular it will provide increased opportunities for young people, young families, disabled people 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 disabled people, BME groups, older and younger people, as these groups tend to have a higher need for affordable housing. New housing will also have health benefits. The loss of open space would cause a negative impact on young people and disabled people, however, this should be mitigated by a proportion of the site being for accessible open space
PA26	Denewood Crescent - Denewood Centre	+0	0	0	+	0	0	Bilborough Ward has the highest proportion of disabled people in the City and a high proportion of females and older people. The loss of a training centre/offices could have a negative impact on race and age inequalities, however, the allocation and delivery of land for housing will have a positive impact on both existing and future residents, and help rebalance the population. In particular it will provide increased opportunities for young people, young families, disabled people 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 disabled people,

Site Ref	Site Name	Age	Race	Gender	Disabled People	Sexual Orientation	Religion / Belief	Commentary
								BME groups, older and younger people, as these groups tend to have a higher need for affordable housing
PA27	Wilkinson Street - Former PZ Cussons	<b>+YFO</b>	<b>+</b>	<b>0</b>	<b>+</b>	<b>0</b>	<b>0</b>	Leen Valley Ward has a high proportion of families and BME and disabled people. Housing will provide increased opportunities for young people, young families, disabled people and older people to access suitable housing. Affordable housing provision may also bring benefits to disabled people, BME groups, older and younger people. Delivery of land for employment in particular may provide opportunities to address age and race inequalities. A proportion of the site will be for accessible open space

Site Ref	Site Name	Age	Race	Gender	Disabled People	Sexual Orientation	Religion / Belief	Commentary
PA28	Ransom Road - Hine Hall	<b>+YFO</b>	<b>+</b>	<b>0</b>	<b>+</b>	<b>0</b>	<b>0</b>	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, disabled people 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 disabled people, BME groups, older and younger people, as these groups tend to have a higher need for affordable housing. New housing will also have health benefits.
PA29	Bobbers Mill Bridge - Land Adjacent to Bobbers Mill Industrial Estate	<b>+YFO</b>	<b>0</b>	<b>0</b>	<b>+</b>	<b>0</b>	<b>0</b>	Leen Valley Ward has a high proportion of families and BME and disabled people. The loss of employment opportunities could have a negative impact on race and age inequalities, however, 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, disabled people 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 disabled people, BME groups, older and younger people, as these groups tend to have a higher need for affordable housing

Site Ref	Site Name	Age	Race	Gender	Disabled People	Sexual Orientation	Religion / Belief	Commentary
PA30	Bobbers Mill Bridge - Bobbers Mill Industrial Estate	<b>+YFO</b>	<b>+</b>	<b>0</b>	<b>+</b>	<b>0</b>	<b>0</b>	Leen Valley Ward has a high proportion of families, BME and disabled people. Housing will provide increased opportunities for young people, young families, disabled people and older people to access suitable housing. Affordable housing provision may also bring benefits to disabled people, BME groups, older and younger people. Delivery of land for employment in particular may provide opportunities to address age and race inequalities.
PA31	Ascot Road - Speedo	<b>+YFO</b>	<b>+</b>	<b>0</b>	<b>+</b>	<b>0</b>	<b>0</b>	Leen Valley Ward has a high proportion of families, BME and disabled people. 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, disabled people 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 disabled people, BME groups, older and younger people, as these groups tend to have a higher need for affordable housing

Site Ref	Site Name	Age	Race	Gender	Disabled People	Sexual Orientation	Religion / Belief	Commentary
PA32	Beechdale Road - South of Former Co-op Dairy	+YFO	0	0	+	0	0	Leen Valley Ward has a high proportion of families, BME and disabled people. The loss of employment opportunities could have a negative impact on race and age inequalities, however, 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, disabled people 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 disabled people, BME groups, older and younger people, as these groups tend to have a higher need for affordable housing
PA33	Chalfont Drive - Former Government Buildings	+YFO	0	0	+	0	0	Leen Valley Ward has a high proportion of families, BME and disabled people. The loss of employment opportunities could have a negative impact on race and age inequalities, however, 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, disabled people 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 disabled people, BME groups, older and younger people, as these groups tend to have a higher need for affordable housing

Site Ref	Site Name	Age	Race	Gender	Disabled People	Sexual Orientation	Religion / Belief	Commentary
PA34	Beechdale Road – Former Beechdale Baths	<b>+YFO</b>	<b>+</b>	<b>0</b>	<b>+</b>	<b>0</b>	<b>0</b>	Leen Valley Ward has a high proportion of families, BME and disabled people. The allocation and delivery of land for housing will provide increased opportunities for young people, young families, disabled people and older people to access suitable housing. Affordable housing provision may also bring benefits to disabled people, BME groups, older and younger people. The retail use may be of particular benefit to young people, older people, and disabled people who may face greater challenges in accessing key services and facilities. This may particularly benefit those without access to a car e.g. young people, BME groups and disabled people and could also be of benefit to women who are less likely to have access to a car than men.. Alternative provision for the existing leisure facility is being provided elsewhere in the vicinity
PA35	Woodyard Lane - Siemens	<b>+YFO</b>	<b>0</b>	<b>0</b>	<b>+</b>	<b>0</b>	<b>0</b>	Wollaton Ward has the highest proportion of older people in the City. The loss of employment opportunities could have a negative impact on race and age inequalities, however, housing will provide increased opportunities for young people, young families, disabled people and older people to access suitable housing. Affordable housing provision may also bring benefits to disabled people, BME groups, older and younger people. The community uses may be of particular benefit to young people and their parents/carers. Young people and disabled people will benefit from a proportion of the site being open space

Site Ref	Site Name	Age	Race	Gender	Disabled People	Sexual Orientation	Religion / Belief	Commentary
PA36	Russell Drive - Radford Bridge Allotments	<b>+YFO</b>	<b>+</b>	<b>0</b>	<b>+</b>	<b>0</b>	<b>0</b>	Wollaton Ward has the highest proportion of older people in the City. Housing will provide increased opportunities for young people, young families disabled people and older people to access suitable housing. Affordable housing provision may also bring benefits to disabled people, BME Groups, older and younger people. Young people and disabled people will benefit from a proportion of the site being open space. The allotments are to be reprovided
PA37	Robin Hood Chase	<b>+YFO</b>	<b>0</b>	<b>0</b>	<b>+</b>	<b>0</b>	<b>0</b>	St Ann's Ward has a high proportion of young people and BME groups. 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 disabled people and older and younger people, as these groups tend to have a higher need for affordable housing. New housing will also have health benefits. Delivery of the community facility/centre may provide opportunities to address age and disability inequalities

Site Ref	Site Name	Age	Race	Gender	Disabled People	Sexual Orientation	Religion / Belief	Commentary
PA38	Carlton Road - Former Castle College	+YFO	+	0	+	0	0	St Ann's Ward has a high proportion of young people and BME groups. The loss of an educational facility could have a negative impact on race and age inequalities, however, mixed use development will benefit all members of the community. Housing will provide increased opportunities for young people, young families, disabled people and older people to access suitable housing. Affordable housing provision may also bring benefits to disabled people, older people, BME Groups and younger people. Delivery of land for employment in particular may provide opportunities to address race and age inequalities. The other uses may be of particular benefit to young people, older people, and disabled people who may face greater challenges in accessing key services and facilities. This may particularly benefit those without access to a car e.g. young people, BME groups and disabled people and could also be of benefit to women who are less likely to have access to a car than men.

Site Ref	Site Name	Age	Race	Gender	Disabled People	Sexual Orientation	Religion / Belief	Commentary
PA39	Carlton Road - Former Albany Works Site and Co-op	<b>+YFO</b>	<b>+</b>	<b>+</b>	<b>+</b>	<b>0</b>	<b>0</b>	St Ann's Ward has a high proportion of young people and BME group. The allocation and delivery of land for housing will provide increased opportunities for young people, young families, disabled people and older people to access suitable housing. Affordable housing provision may also bring benefits to disabled people, BME groups, older and younger people. The other uses may be of particular benefit to young people, older people, and disabled people who may face greater challenges in accessing key services and facilities. This may particularly benefit those without access to a car e.g. young people, BME groups and disabled people and could also be of benefit to women who are less likely to have access to a car than men.
PA40	Daleside Road - Former Colwick Service Station	<b>+YFO</b>	<b>+</b>	<b>0</b>	<b>+</b>	<b>0</b>	<b>0</b>	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, disabled people 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 disabled people, BME groups, older and younger people, as these groups tend to have a higher need for affordable housing

Site Ref	Site Name	Age	Race	Gender	Disabled People	Sexual Orientation	Religion / Belief	Commentary
PA41	Alfreton Road - Forest Mill	+YFO	+	0	+	0	0	Radford & Park Ward has a high proportion of young people and BME groups. Mixed use development will benefit all members of the community. Housing will provide increased opportunities for young people, young families, disabled people and older people to access suitable housing. Affordable housing provision may also bring benefits to disabled people, BME groups, older and younger people. Delivery of land for employment in particular may provide opportunities to address race and age inequalities. The other uses may be of particular benefit to young people, older people, and disabled people who may face greater challenges in accessing key services and facilities. This may particularly benefit those without access to a car e.g. young people, BME groups and disabled people and could also be of benefit to women who are less likely to have access to a car than men.

Site Ref	Site Name	Age	Race	Gender	Disabled People	Sexual Orientation	Religion / Belief	Commentary
PA42	Ilkeston Road - Radford Mill	<b>+YFO</b>	<b>+</b>	<b>+</b>	<b>+</b>	<b>0</b>	<b>0</b>	Radford & Park Ward has a high proportion of young people and BME groups. Mixed use development will benefit all members of the community. Housing will provide increased opportunities for young people, young families, disabled people and older people to access suitable housing. Affordable housing provision may also bring benefits to disabled people, older people, BME Groups and younger people. Delivery of land for employment in particular may provide opportunities to address race and age inequalities. The other uses may be of particular benefit to young people, older people, and disabled people who may face greater challenges in accessing key services and facilities. This may particularly benefit those without access to a car e.g. young people, BME groups and disabled people and could also be of benefit to women who are less likely to have access to a car than men.
PA43	Salisbury Street	<b>+YFO</b>	<b>+</b>	<b>0</b>	<b>+</b>	<b>0</b>	<b>0</b>	Radford & Park Ward has a high proportion of young people and BME groups. 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, disabled people 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 disabled people, BME groups, older and younger people, as these groups tend to have a higher need for affordable housing

Site Ref	Site Name	Age	Race	Gender	Disabled People	Sexual Orientation	Religion / Belief	Commentary
PA44	Derby Road - Sandfield Centre	+YFO	+	+	+	0	0	Radford & Park Ward has a high proportion of young people and BME. Mixed use development will benefit all members of the community. Housing will provide increased opportunities for young people, young families, disabled people and older people to access suitable housing. Affordable housing provision may also bring benefits to disabled people, older people, BME Groups and younger people. Delivery of land for employment in particular may provide opportunities to address race and age inequalities. The other uses may be of particular benefit to young people, older people, and disabled people who may face greater challenges in accessing key services and facilities. This may particularly benefit those without access to a car e.g. young people, BME groups and disabled people and could also be of benefit to women who are less likely to have access to a car than men.

Site Ref	Site Name	Age	Race	Gender	Disabled People	Sexual Orientation	Religion / Belief	Commentary
PA45	Prospect Place	+FO	0	0	+	0	0	Dunkirk & Lenton Ward has the highest proportion of young people in the City. The Ward has a high proportion of Homes in Multiple Ownership however, to try and rebalance this the site has been allocated for predominantly family housing. The loss of employment opportunities could have a negative impact on race and age inequalities, however, 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, disabled people 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 disabled people, BME groups, older and younger people, as these groups tend to have a higher need for affordable housing
PA46	Derby Road - Former Hillside Club	+YFO	+	0	+	0	0	Dunkirk & Lenton Ward has the highest proportion of young people in the City. The Ward has a high proportion of Homes in Multiple Ownership however, to try and rebalance this the site has been allocated for predominantly family housing. 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, disabled people 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 disabled people, BME groups, older and younger people, as

Site Ref	Site Name	Age	Race	Gender	Disabled People	Sexual Orientation	Religion / Belief	Commentary
								these groups tend to have a higher need for affordable housing. New housing will also have health benefits.
PA47	Abbey Street/Leen Gate	<b>+YFO</b>	<b>+</b>	<b>0</b>	<b>+</b>	<b>0</b>	<b>0</b>	Dunkirk & Lenton Ward has the highest proportion of young people in the City. Delivery of land for employment in particular may provide opportunities to address age and race inequalities. Housing will provide increased opportunities for young people, young families, disabled people and older people to access suitable housing. Affordable housing provision may also bring benefits to disabled people, BME groups, older and younger people.
PA48	Queens Drive - Land adjacent to the Portal	<b>+Y</b>	<b>+</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	Delivery of land for employment in particular may provide opportunities to address age and race inequalities

Site Ref	Site Name	Age	Race	Gender	Disabled People	Sexual Orientation	Religion / Belief	Commentary
PA49	NG2 West - Enterprise Way	+Y	+	0	0	0	0	Delivery of land for employment in particular may provide opportunities to address age and race inequalities
PA50	NG2 South - Queens Drive	+Y	+	0	0	0	0	Delivery of land for employment in particular may provide opportunities to address age and race inequalities
PA51	Riverside Way	+YFO	+	0	+	0	0	Housing will provide increased opportunities for young people, young families, disabled people and older people to access suitable housing. Affordable housing provision may also bring benefits to disabled people, BME groups, older and younger people. Delivery of land for employment in particular may provide opportunities to address age and race inequalities.

Site Ref	Site Name	Age	Race	Gender	Disabled People	Sexual Orientation	Religion / Belief	Commentary
PA52	University Boulevard - Nottingham Science and Technology Park	+YF	+	0	0	0	0	Dunkirk & Lenton Ward has the highest proportion of young people in the City. Delivery of land for employment in particular may provide opportunities to address age and race inequalities.
PA53	Electric Avenue	+YF	+	0	0	0	0	Delivery of land for employment in particular may provide opportunities to address age and race inequalities
PA54	Boots	+YFO	+	0	+	0	0	Dunkirk & Lenton Ward has the highest proportion of young people in the City. Mixed use development will benefit all members of the community. Housing will provide increased opportunities for young people, young families, disabled people and older people to access suitable housing. Affordable housing provision may also bring benefits to disabled people, older people, BME Groups and younger people. Delivery of land for employment in particular may provide opportunities to address race and age inequalities. The other uses may be of particular benefit to young people, older people, and disabled people who may face greater challenges in accessing key services and facilities. This may particularly benefit those without access to a car

Site Ref	Site Name	Age	Race	Gender	Disabled People	Sexual Orientation	Religion / Belief	Commentary
								e.g. young people, BME groups and disabled people.
PA55	Ruddington Lane - Rear of 107-127	<b>+YFO</b>	<b>+</b>	<b>0</b>	<b>+</b>	<b>0</b>	<b>0</b>	Clifton North Ward has a high proportion of older people. The allocation and delivery of land for housing will have a positive impact on both existing and future residents, and help rebalance the population. In particular it will provide increased opportunities for young people, young families, disabled people 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 disabled people, BME groups and older and younger people as these groups tend to have a higher need for affordable housing. New housing will also have health benefits.

Site Ref	Site Name	Age	Race	Gender	Disabled People	Sexual Orientation	Religion / Belief	Commentary
PA56	Sturgeon Avenue - The Spinney	+YFO	+	0	+	0	0	Clifton North Ward has a high proportion of older people. 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, disabled people and older people to access suitable housing. If specialist housing, it will particularly benefit disabled people and older people, or family housing would help rebalance the population. Affordable housing provision which may be required as part of development will benefit those on low incomes and may also bring benefits to disabled people, BME groups, older and younger people, as these groups tend to have a higher need for affordable housing. Specialist elderly housing may benefit older people
PA57	Clifton West	+YFO	+	0	+	0	0	Clifton South Ward has a high proportion of older people, females and disabled people. The allocation and delivery of land for housing will have a positive impact on both existing and future residents, and help rebalance the population. In particular it will provide increased opportunities for young people, young families, disabled people 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 disabled people, BME groups and older and younger people, as these groups tend to have a higher need for affordable housing. New housing will also have health benefits. The loss of open space would cause a negative impact on young people and disabled people, however, this

Site Ref	Site Name	Age	Race	Gender	Disabled People	Sexual Orientation	Religion / Belief	Commentary
								should be mitigated by a proportion of the site being for accessible open space
PA58	Green Lane - Fairham House	<b>+YFO</b>	<b>0</b>	<b>0</b>	<b>+</b>	<b>0</b>	<b>0</b>	Clifton South Ward has a high proportion of older people, females and disabled people. The allocation and delivery of land for housing will provide increased opportunities for young people, young families, disabled people and older people to access suitable housing. Affordable housing provision may also bring benefits to disabled people, BME groups, older and younger people. The other uses may be of particular benefit to young people, older people, and disabled people who may face greater challenges in accessing key services and facilities. This may particularly benefit those without access to a car e.g. young people, BME groups and disabled people.

Site Ref	Site Name	Age	Race	Gender	Disabled People	Sexual Orientation	Religion / Belief	Commentary
PA59	Farnborough Road - Former Fairham Comprehensive School	+YFO	+	0	+	0	0	Clifton South Ward has a high proportion of older people, females and disabled people. The allocation and delivery of land for housing will have a positive impact on both existing and future residents, and help rebalance the population. In particular it will provide increased opportunities for young people, young families, disabled people 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 disabled people, BME groups and older and younger people, as these groups tend to have a higher need for affordable housing. New housing will also have health benefits. The loss of open space would cause a negative impact on young people and disabled people, however, this should be mitigated by a proportion of the site being for accessible open space
PA60	Victoria Centre	+YFO	+	+	+	0	0	St Ann's Ward has a high proportion of young people and BME groups. The uses may be of particular benefit to young people, young families, older people, and disabled people who may face greater challenges in accessing key services and facilities. This may particularly benefit those without access to a car e.g. young people, BME groups and disabled people and could also be of benefit to women who are less likely to have access to a car than men. The transport improvements should particularly benefit disabled people

Site Ref	Site Name	Age	Race	Gender	Disabled People	Sexual Orientation	Religion / Belief	Commentary
PA61	Royal Quarter - Burton Street, Guildhall, Police Station and Fire Station	<b>+YFO</b>	<b>+</b>	<b>0</b>	<b>+</b>	<b>0</b>	<b>0</b>	St Ann's Ward has a high proportion of young people and BME groups. Mixed use development will benefit all members of the community. Housing will provide increased opportunities for young people, young families, disabled people and older people to access suitable housing. Affordable housing provision may also bring benefits to disabled people older people, BME Groups and younger people. Delivery of land for employment in particular may provide opportunities to address race and age inequalities. The other uses may be of particular benefit to young people, older people, and disabled people who may face greater challenges in accessing key services and facilities. This may particularly benefit those without access to a car e.g. young people, BME groups and disabled people.
PA62	Creative Quarter - Brook Street East	<b>+YFO</b>	<b>+</b>	<b>0</b>	<b>+</b>	<b>0</b>	<b>0</b>	St Ann's Ward has a high proportion of young people and BME. Mixed use development will benefit all members of the community. Housing will provide increased opportunities for young people, young families, disabled people and older people to access suitable housing. Affordable housing provision may also bring benefits to disabled people, older people BME Groups and younger people. Delivery of land for employment in particular may provide opportunities to address race and age inequalities. The other uses may be of particular benefit to young people, older people, and disabled people who may face greater challenges in accessing key services and facilities. This may particularly benefit those without access to a car e.g. young people, BME groups and disabled people

Site Ref	Site Name	Age	Race	Gender	Disabled People	Sexual Orientation	Religion / Belief	Commentary
PA63	Creative Quarter - Brook Street West	<b>+YFO</b>	<b>+</b>	<b>0</b>	<b>+</b>	<b>0</b>	<b>0</b>	St Ann's Ward has a high proportion of young people and BME groups. Mixed use development will benefit all members of the community. Housing will provide increased opportunities for young people, young families, disabled people and older people to access suitable housing. Affordable housing provision may also bring benefits to disabled people, older people, BME Groups and younger people. Delivery of land for employment in particular may provide opportunities to address race and age inequalities. The other uses may be of particular benefit to young people, older people, and disabled people who may face greater challenges in accessing key services and facilities. This may particularly benefit those without access to a car e.g. young people, BME groups and disabled people
PA64	Creative Quarter - Sneinton Market	<b>+YFO</b>	<b>+</b>	<b>0</b>	<b>+</b>	<b>0</b>	<b>0</b>	St Ann's Ward has a high proportion of young people and BME. Mixed use development will benefit all members of the community. Housing will provide increased opportunities for young people, young families, disabled people and older people to access suitable housing. Affordable housing provision may also bring benefits to disabled people, older people, BME Groups and younger people. Delivery of land for employment in particular may provide opportunities to address race and age inequalities. The other uses may be of particular benefit to young people, older people, and disabled people who may face greater challenges in accessing key services and facilities. This may particularly benefit those without access to a car e.g. young people, BME groups and disabled people

Site Ref	Site Name	Age	Race	Gender	Disabled People	Sexual Orientation	Religion / Belief	Commentary
PA65	Creative Quarter - Bus Depot	<b>+YFO</b>	<b>+</b>	<b>0</b>	<b>+</b>	<b>0</b>	<b>0</b>	Mixed use development will benefit all members of the community. Housing will provide increased opportunities for young people, young families, disabled people and older people to access suitable housing. Affordable housing provision may also bring benefits to disabled people, older people, BME Groups and younger people. Delivery of land for employment in particular may provide opportunities to address race and age inequalities. The other uses may be of particular benefit to young people, older people, and disabled people who may face greater challenges in accessing key services and facilities. This may particularly benefit those without access to a car e.g. young people, BME groups and disabled people
PA66	Castle Quarter, Maid Marian Way - College Site	<b>+YFO</b>	<b>+</b>	<b>0</b>	<b>+</b>	<b>0</b>	<b>0</b>	Radford & Park Ward has a high proportion of young people and BME groups. Mixed use development will benefit all members of the community. Housing will provide increased opportunities for young people, young families, disabled people and older people to access suitable housing. Affordable housing provision may also bring benefits to disabled people, older people, BME Groups and younger people. Delivery of land for employment in particular may provide opportunities to address race and age inequalities. The other uses may be of particular benefit to young people, older people, and disabled people who may face greater challenges in accessing key services and facilities. This may particularly benefit those without access to a car e.g. young people, BME groups and disabled people. The college is to be relocated.

Site Ref	Site Name	Age	Race	Gender	Disabled People	Sexual Orientation	Religion / Belief	Commentary
PA67	Broadmarsh Centre	<b>+YFO</b>	<b>+</b>	<b>+</b>	<b>+</b>	<b>0</b>	<b>0</b>	Delivery of land for employment in particular may provide opportunities to address race and age inequalities. The uses may be of particular benefit to young people, young families, older people, and disabled people who may face greater challenges in accessing key services and facilities. This may particularly benefit those without access to a car e.g. young people, BME groups and disabled people and could also be of benefit to women who are less likely to have access to a car than men. The transport improvements should particularly benefit disabled people
PA68	Canal Quarter - Island Site	<b>+YFO</b>	<b>+</b>	<b>0</b>	<b>+</b>	<b>0</b>	<b>0</b>	Mixed use development will benefit all members of the community. Housing will provide increased opportunities for young people, young families, disabled people, and older people to access suitable housing. Affordable housing provision may also bring benefits to disabled people and older people, BME Groups and younger people. Delivery of land for employment in particular may provide opportunities to address race and age inequalities. The other uses may be of particular benefit to young people, older people, and disabled people who may face greater challenges in accessing key services and facilities. This may particularly benefit those without access to a car e.g. young people, BME groups and disabled people.

Site Ref	Site Name	Age	Race	Gender	Disabled People	Sexual Orientation	Religion / Belief	Commentary
PA69	Canal Quarter - Station Street/Carrington Street	<b>+YFO</b>	<b>+</b>	<b>0</b>	<b>+</b>	<b>0</b>	<b>0</b>	Mixed use development will benefit all members of the community. Housing will provide increased opportunities for young people, young families, disabled people and older people to access suitable housing. Affordable housing provision may also bring benefits to disabled people older people BME Groups and younger people. Delivery of land for employment in particular may provide opportunities to address race and age inequalities. The other uses may be of particular benefit to young people, older people, and disabled people who may face greater challenges in accessing key services and facilities. This may particularly benefit those without access to a car e.g. young people, BME groups and disabled people.
PA70	Canal Quarter - Queens Road, East of Nottingham Station	<b>+YFO</b>	<b>+</b>	<b>0</b>	<b>+</b>	<b>0</b>	<b>0</b>	Mixed use development will benefit all members of the community. Housing will provide increased opportunities for young people, young families, disabled people and older people to access suitable housing. Affordable housing provision may also bring benefits to disabled people, older people, BME Groups and younger people. Delivery of land for employment in particular may provide opportunities to address race and age inequalities. The other uses may be of particular benefit to young people, older people, and disabled people who may face greater challenges in accessing key services and facilities. This may particularly benefit those without access to a car e.g. young people, BME groups and disabled people.

Site Ref	Site Name	Age	Race	Gender	Disabled People	Sexual Orientation	Religion / Belief	Commentary
PA71	Canal Quarter - Sheriffs Way, Sovereign House	<b>+YFO</b>	<b>+</b>	<b>0</b>	<b>+</b>	<b>0</b>	<b>0</b>	Mixed use development will benefit all members of the community. Delivery of land for employment in particular may provide opportunities to address race and age inequalities. Housing will provide increased opportunities for young people, young families, disabled people and older people to access suitable housing. Affordable housing provision may also bring benefits to disabled people, older people, BME Groups and younger people. Delivery of land for employment in particular may provide opportunities to address race and age inequalities. The other uses may be of particular benefit to young people, older people, and disabled people who may face greater challenges in accessing key services and facilities. This may particularly benefit those without access to a car e.g. young people, BME groups and disabled people.
PA72	Canal Quarter - Waterway Street	<b>+YFO</b>	<b>+</b>	<b>0</b>	<b>+</b>	<b>0</b>	<b>0</b>	Mixed use development will benefit all members of the community. Housing will provide increased opportunities for young people, young families, disabled people and older people to access suitable housing. Affordable housing provision may also bring benefits to disabled people, older people, BME Groups and younger people. Delivery of land for employment in particular may provide opportunities to address race and age inequalities. The other uses may be of particular benefit to young people, older people, and disabled people who may face greater challenges in accessing key services and facilities. This may particularly benefit those without access to a car e.g. young people, BME groups and disabled people.

Site Ref	Site Name	Age	Race	Gender	Disabled People	Sexual Orientation	Religion / Belief	Commentary
PA73	Canal Quarter - Sheriffs Way/Arkwright Street	<b>+YFO</b>	<b>+</b>	<b>0</b>	<b>+</b>	<b>0</b>	<b>0</b>	Mixed use development will benefit all members of the community. Housing will provide increased opportunities for young people, young families, disabled people and older people to access suitable housing. Affordable housing provision may also bring benefits to disabled people, older people, BME Groups and younger people. Delivery of land for employment in particular may provide opportunities to address race and age inequalities. The other uses may be of particular benefit to young people, older people, and disabled people who may face greater challenges in accessing key services and facilities. This may particularly benefit those without access to a car e.g. young people, BME groups and disabled people.
PA74	Canal Quarter - Arkwright Street East	<b>+YFO</b>	<b>+</b>	<b>0</b>	<b>+</b>	<b>0</b>	<b>0</b>	Mixed use development will benefit all members of the community. Housing will provide increased opportunities for young people, young families, disabled people and older people to access suitable housing. Affordable housing provision may also bring benefits to disabled people, older people, BME Groups and younger people. Delivery of land for employment in particular may provide opportunities to address race and age inequalities. The other uses may be of particular benefit to young people, older people, and disabled people who may face greater challenges in accessing key services and facilities. This may particularly benefit those without access to a car e.g. young people, BME groups and disabled people.

Site Ref	Site Name	Age	Race	Gender	Disabled People	Sexual Orientation	Religion / Belief	Commentary
PA75	Canal Quarter - Crocus Street, Southpoint	<b>+YFO</b>	<b>+</b>	<b>0</b>	<b>+</b>	<b>0</b>	<b>0</b>	Mixed use development will benefit all members of the community. Housing will provide increased opportunities for young people, young families, disabled people and older people to access suitable housing. Affordable housing provision may also bring benefits to disabled people, older people, BME Groups and younger people. The other uses may be of particular benefit to young people, older people, and disabled people who may face greater challenges in accessing key services and facilities. This may particularly benefit those without access to a car e.g. young people, BME groups and disabled people.
PA76	Waterside - London Road, Former Hartwells	<b>+YFO</b>	<b>+</b>	<b>0</b>	<b>+</b>	<b>0</b>	<b>0</b>	Mixed use development will benefit all members of the community. Delivery of land for employment in particular may provide opportunities to address race and age inequalities. The other uses may be of particular benefit to young people, older people, and disabled people who may face greater challenges in accessing key services and facilities. This may particularly benefit those without access to a car e.g. young people, BME groups and disabled people.

Site Ref	Site Name	Age	Race	Gender	Disabled People	Sexual Orientation	Religion / Belief	Commentary
PA77	Waterside - London Road, Eastcroft Depot	+YFO	+	0	+	0	0	Mixed use development will benefit all members of the community. Delivery of land for employment in particular may provide opportunities to address race and age inequalities. The other uses may be of particular benefit to young people, older people, and disabled people who may face greater challenges in accessing key services and facilities. This may particularly benefit those without access to a car e.g. young people, BME groups and disabled people.
PA78	Waterside - London Road, South of Eastcroft Depot	+YFO	+	0	+	0	0	Mixed use development will benefit all members of the community. Delivery of land for employment in particular may provide opportunities to address race and age inequalities. The other uses may be of particular benefit to young people, older people, and disabled people who may face greater challenges in accessing key services and facilities. This may particularly benefit those without access to a car e.g. young people, BME groups and disabled people.
PA79	Waterside - Iremonger Road	+O	+	0	+	0	0	The loss of employment opportunities could have a negative impact on race and age inequalities and it will be important for any relocations to be local. Housing will provide increased opportunities for young people, young families, disabled people and older people to access suitable housing. Affordable housing provision may also bring benefits to disabled people, BME groups, older and younger people. Delivery of land for employment in particular may provide opportunities to address age and race inequalities.

Site Ref	Site Name	Age	Race	Gender	Disabled People	Sexual Orientation	Religion / Belief	Commentary
PA80	Waterside - Cattle Market	+YFO	+	0	+	0	0	The loss of employment opportunities could have a negative impact on race and age inequalities and it will be important for any relocations to be local, however, mixed use development will benefit all members of the community. Housing will provide increased opportunities for young people, young families, disabled people and older people to access suitable housing. Affordable housing provision may also bring benefits to disabled people, older people, BME Groups and younger people. Delivery of land for employment in particular may provide opportunities to address race and age inequalities. The other uses may be of particular benefit to young people, older people, and disabled people who may face greater challenges in accessing key services and facilities. This may particularly benefit those without access to a car e.g. young people, BME groups and disabled people.

Site Ref	Site Name	Age	Race	Gender	Disabled People	Sexual Orientation	Religion / Belief	Commentary
PA81	Waterside - Meadow Lane	+YFO	+	0	+	0	0	The loss of employment opportunities could have a negative impact on race and age inequalities and it will be important for any relocations to be local, however, mixed use development will benefit all members of the community. Housing will provide increased opportunities for young people, young families, disabled people and older people to access suitable housing. Affordable housing provision may also bring benefits to disabled people, older people, BME Groups and younger people. Delivery of land for employment in particular may provide opportunities to address race and age inequalities. The other uses may be of particular benefit to young people, older people, and disabled people who may face greater challenges in accessing key services and facilities. This may particularly benefit those without access to a car e.g. young people, BME groups and disabled people.

Site Ref	Site Name	Age	Race	Gender	Disabled People	Sexual Orientation	Religion / Belief	Commentary
PA82	Waterside - Freeth Street	<b>+YFO</b>	<b>+</b>	<b>0</b>	<b>+</b>	<b>0</b>	<b>0</b>	The loss of employment opportunities could have a negative impact on race and age inequalities and it will be important for any relocations to be local, however, mixed use development will benefit all members of the community. Housing will provide increased opportunities for young people, young families, disabled people and older people to access suitable housing. Affordable housing provision may also bring benefits to disabled people, older people, BME Groups and younger people. Delivery of land for employment in particular may provide opportunities to address race and age inequalities. The other uses may be of particular benefit to young people, older people, and disabled people who may face greater challenges in accessing key services and facilities. This may particularly benefit those without access to a car e.g. young people, BME groups and disabled people.
PA83	Waterside - Daleside Road, Trent Lane Basin	<b>+YFO</b>	<b>+</b>	<b>0</b>	<b>+</b>	<b>0</b>	<b>0</b>	Additional housing will provide increased opportunities for young people, young families, disabled people and older people to access suitable housing. Affordable housing provision may also bring benefits to disabled people, BME groups, older and younger people. Delivery of land for employment in particular may provide opportunities to address age and race inequalities.

Site Ref	Site Name	Age	Race	Gender	Disabled People	Sexual Orientation	Religion / Belief	Commentary
PA84	Waterside - Daleside Road, Eastpoint	<b>+YFO</b>	<b>+</b>	<b>0</b>	<b>+</b>	<b>0</b>	<b>0</b>	The uses may be of particular benefit to young people, older people, and disabled people who may face greater challenges in accessing key services and facilities. This may particularly benefit those without access to a car e.g. young people, BME groups and disabled people.
PA85	Waterside - Trent Lane, Park Yacht Club	<b>+YFO</b>	<b>+</b>	<b>0</b>	<b>+</b>	<b>0</b>	<b>0</b>	Additional housing will provide increased opportunities for young people, young families, disabled people and older people to access suitable housing. Affordable housing provision may also bring benefits to disabled people, BME groups, older and younger people. Delivery of land for employment in particular may provide opportunities to address age and race inequalities.

## Appendix 1: Nottingham City Council Equality Objectives Revised Measures and Targets - January 2014

	<b>Equality Objectives &amp; Current Measures</b>	<b>Target 12/13</b>	<b>CP* 2013</b>	<b>Revised Measure</b>	<b>Target 14/15</b>	<b>CP 2013</b>	<b>Narrative</b>
<b>1</b>	<i>Percentage of 16-18 year old Nottingham City Residents with special educational needs not in employment, education or training</i>			<i>Percentage of 16-18 year old Nottingham City Residents with special educational needs in employment, education or training</i>			<p><b>Lead Officer:</b> Nicki Jenkins – Head of Economic Development</p> <p><b>Director:</b> Chris Henning (Economic Development)</p>
1.1	Overall	5%	-	Percentage of 16-18 year old Nottingham City Residents with special educational needs in employment, education or training (EET)	90%	85%	This figure has been re-profiled and is now reported in the positive i.e. % of young people in employment education or training (EET) instead of a percentage of those classed as not in employment, education or training (NEET).
1.2	School Action Plus (incl. MSG)	10%	-				
1.3	Learning Difficulties & Disabilities	9%	-				
	<b>Equality Objectives &amp; Current Measures</b>	<b>Target 12/13</b>	<b>CP 2013</b>	<b>Revised Measure</b>	<b>Target 14/15</b>	<b>CP</b>	<b>Narrative</b>
<b>2</b>	<i>90% of bus routes to be fully accessible for disabled people by 2013.</i>						<p><b>Lead Officer:</b> Andy Gibbons – Head of Public Transport</p> <p><b>Director:</b> Sue Flack (Planning &amp;</p>

							<b>Transport)</b>
2.1	Percentage of DDA compliant bus routes	90%	94%	-	96%	94%	100% of bus routes will have to be DDA compliant by law, by 2017. Nottingham City has 100% low floor service buses in operation
2.2	-	-	-	No. of residents waiting no longer than 30 mins to access a bus or able to access a bus stop within 400m of their home	93%	91%	GIS mapping is used to develop bus services. This allows effective target setting and monitoring to improve services.
2.3	-	-	-	No. of residents waiting no longer than 60 mins to access a bus or able to access a bus stop within 400m of their home	97%	95%	
<b>3</b>	<b><i>Continue to increase the percentage of respondents stating public services treat people fairly</i></b>	<b>Target 12/13</b>	<b>CP 2013</b>	<b>Revised Measure</b>	<b>Target 14/15</b>	<b>CP</b>	<b>Lead Officer: Imoegen Denton – Equality &amp; Community Relations Lead</b>  <b>Director: Angela Probert (HR &amp; Transformation)</b>
3.1	Percentage of respondents stating public services treat people fairly	88%	83%	N/A	90%	85%	Perceptions of fair treatment decreased from 85% in 2011/2012 according to the 2012/2013 Citizens' survey. Results of the latest Citizens' survey (February 2014) show that there has been an increase in performance.
	Percentage of BME						Perceptions of fair treatment decreased

3.2	citizens stating public services treat people fairly	88%	79.6%	N/A	93%	89.4%	from 81.6% in 2011/2012 according to the 2012/2013 Citizens survey. Results of the latest Citizens' survey (February 2014) show a positive increase in perception.
3.3		N/A	N/A	Percentage of disable citizens stating public services treat people fairly	85%	80%	This measure was not reported on previously in the Equality Objectives report, however the result of the citizens' survey show that performance lags behind that of peer groups
<b>4</b>	<b><i>Satisfaction with information being easy to understand for BME and disabled citizens</i></b>	<b>Target 12/13</b>	<b>CP 2013</b>	<b>Revised Measure</b>	<b>Target 14/15</b>	<b>CP</b>	<b>Lead Officer: Ruby Bhattal – Head of Marketing &amp; Communication</b>  <b>Director: Claire Richmond (Policy Partnerships &amp; Communication)</b>
4.1	Percentage of BME citizens who are satisfied that information is easy to understand	83.2%	79.4%	N/A	95%	90%	Satisfaction with information being easy to understand has decreased from 82.2% in 2011/2012 according to the Citizens' survey. The latest Citizens' survey results are reflected in this report
4.2	Percentage of disabled citizens who are satisfied that information is easy to understand	84.6%	79.2%	N/A	86%	81.4%	Satisfaction with information being easy to understand has decreased from 83.6% in 2011/2012. The latest Citizens' survey results are reflected in this report.
<b>5</b>	<b><i>Employment rates of disabled people, different ethnic groups and care leavers</i></b>	<b>Target 12/13</b>	<b>CP 2013</b>	<b>Revised Measure</b>	<b>Target 14/15</b>	<b>CP</b>	<b>Lead Officer: Nicki Jenkins – Head of Economic Development</b> <b>Director: Chris Henning (Economic Development)</b>
5.1	(No former measure used in relation to disabled people).			People with Long-term health problem or disability (employment rate)	55%	52.5%	2011 census information has been used to give a figure for people with a disability (not comparable with previous census data). This may need to be reviewed if a suitable proxy measure cannot be

		Target 12/13	CP 2013	Revised Measure	Target 14/15	CP	established.
5.2	Black and Black British (unemployment rate)	12%	17.2%	Black and Black British (JSA rate)	7.8%	9.8%	<p>RAG rating: GREEN This group saw an annual fall in the unemployment count (9.7%) which was higher than the national average for that group (8.1%).</p> <p>BME focused activity - The city council has funded 35 12 month work placements (delivered with PATRA) for many years and this has been increased to 50 for 2013/14. The Apprenticeship Hub, in partnership with three BME focused community groups is holding 6 roadshows (Jan – March 14).</p>
5.3	Mixed/Dual heritage (unemployment rate)	9%	19.5%	Mixed/Dual heritage (JSA rate)	3.4%	5.4%	<p>RAG rating: GREEN This group saw an annual fall in the unemployment count (14.8%) which was higher than the national average for that group (10.4%).</p> <p>Data from the 2011 Census suggests that there may be problems with the reporting of ethnicity to Job Centre Plus and this may have resulted in the stated rates for the White and Black or Black British groups being overstated and the Mixed ethnic group rate being underestimated.</p>
5.4	(No former measure used in relation to young people leaving care)	N/A	N/A	Care Leavers in employment, education or training (EET)	19 <sup>th</sup> 37% 20 <sup>th</sup>	19 <sup>th</sup> 34.8% 20 <sup>th</sup>	Figures relate to 19 <sup>th</sup> , 20 <sup>th</sup> and 21 <sup>st</sup> birthdays. This is recorded as to whether they are in EET or NEET (not in EET) within a three month window, two months

					21%	18.5%	before their birthday and a month after.
					21 <sup>st</sup> 30%	21 <sup>st</sup> 26.7%	
<b>6</b>	<b><i>Representation of women, disabled people and different ethnic groups in the Council's workforce</i></b>	<b>Target 12/13</b>	<b>CP 2013</b>	<b>Revised Measure</b>	<b>Target 14/15</b>	<b>CP</b>	<b>Lead Officers: Emma Hodgett &amp; Denise Willis – Head of Talent &amp; Skills Director: Angela Probert (HR &amp; Transformation)</b>
6.1	Percentage of top 5% earners that are black or minority ethnic (BME)	10%	12%	Percentage of BME colleagues employed at grades:  GLPC A – C GLPC D - E GLPC F – G GLPC H – I GLPC J – K SLMG - CD	7% 7% 5% 4% 2% 2%	5.3% 5% 3.3% 1.7% 0.3% 0.1%	According to the 2011 Census, the City's BME population is approximately 35% BME.  2011 data shows: 4.4% 4.3% 3.6% 1.8% 0.1% 0
6.2	Percentage of top 5% earners that are women	55%	51%	Percentage of women employed at grades:  GLPC A – C GLPC D - E GLPC F – G GLPC H – I GLPC J – K SLMG-CD	22% 20% 15% 9% 4% 6%	20% 18% 13% 6.2% 2% 4%	The data provided indicates that the gender profile of the Council currently stands at 37% male and 63% female. According to the 2011 census the City's population is evenly split i.e. 50% male and 50% female.
		<b>Target 12/13</b>	<b>CP 2013</b>	<b>Revised Measure</b>	<b>Target 14/15</b>	<b>CP</b>	
				Percentage of colleagues who			The data indicates that the percentage of

6.3	Percentage of top 5% earners declaring a disability	5%	4%	have declared a disability at grades: GLPC A – C GLPC D - E GLPC F – G GLPC H – I GLPC J – K SLMG-CD	4% 3% 3% 2% 2% 2%	1.5% 0.8% 0.7% 0.3% 0.1% 0%	colleagues who have declared that they have a disability is approximately 4%. According to the 2011 census, 14% of the working aged population stated that they have a disability or illness.
6.4	Following a data verification exercise with Council colleagues, the Percentage return rate of respondents who declare their race, gender, transgender, sexual orientation, age and religion or belief	70%	Not yet Avail..	N/A	70%	Not yet Avail..	Training and communications campaign promoting the use of self service profile updates via ORACLE required to facilitate this.
6.5	Variance in engagement/satisfaction rates between different employee groups:  BME Lesbian Gay men Bisexual Disabled	3% or less	2% 5% -2% 13% 9%	N/A	3% or less	2% 5% -2% 13% 9%	This information relates to the Colleague Opinion Survey (COI) and is calculated based on the difference in satisfaction rates between the general Council population and colleagues with protected characteristics as defined by the Equality Act 2010 (not all groups with protected characteristics are distinguished in the COI. The COI is not conducted every year. The latest survey results relate to 2012.
6.6	Percentage of NCC managers with formal responsibility for colleagues who have	100%	-	Percentage of NCC managers who have completed the Equalities E-	100%	-	The e-learning training has not been rolled out widely due to incompatibility issues with CITRIX. Steps are currently being taken to resolve this.

	completed the Equalities E-Learning Training			Learning Training			
<b>7</b>	<b><i>Reduce repeat incidents of hate crime by 25% by 2014/15</i></b>	<b>Target 12/13</b>	<b>CP 2013</b>	<b>Revised Measure</b>	<b>Target 14/15</b>	<b>CP</b>	<b>Lead Officer: Tim Spink – Senior Neighbourhood Crime &amp; Justice Manager</b>  <b>Director: Peter Moyes (Crime &amp; Drugs Partnership)</b>
7.1	Number of incidents of repeat hate crime	34	31	To reduce repeat incidents of Hate Crime	25	31	Hate crime includes religious hate crime, homophobic and racially motivated hate crime. Racist hate crime represents the highest volume of hate crime in the city. People of Asian ethnicity are the most victimised group of citizens.
<b>8</b>	<b><i>Increase reporting and decrease repeat reporting of domestic and sexual violence</i></b>	<b>Target 12/13</b>	<b>CP 2013</b>	<b>Revised Measure</b>	<b>Target 14/15</b>	<b>CP</b>	<b>Lead Officer: Tim Spink – Senior Neighbourhood Crime &amp; Justice Manager</b>  <b>Director: Peter Moyes (Crime &amp; Drugs Partnership)</b>
8.1	Percentage increase in reporting of incidents of domestic and sexual violence	1.5%	+41%	Increase in domestic violence (DV) incident calls	+43%	+41%	This target relates to DV incident calls. There has been an increase in reporting since 2012/13. The figures provided relate to DV incident calls (YTD April - Nov 13/14). There were 4,582 incidents which equates to 1,343 additional incidents since last year (+41.46%).
8.2	Percentage decrease in repeat reporting of domestic violence	No target set	-38%	Percentage decrease in the number of repeat victims of domestic violence	-40%	-35%	Repeat Victims for both DV incidents and Crimes with 3 or more offences in the previous rolling 12 months from the latest crime/incident.

							<p>Reports from repeat victims refer to the sum of crimes/incidents each victim accounted for. The total being 1234 reports from repeat victims (-38.08%, 759 fewer reports)</p> <p>There were 310 repeat victims YTD (-35.42%, 170 fewer victims)</p>
<b>9</b>	<b><i>Help people keep their energy bills down</i></b>	<b>Target 12/13</b>	<b>CP 2013</b>	<b>Revised Measure</b>	<b>Target 14/15</b>	<b>CP</b>	<p><b>Lead Officer:</b> <b>Gail Scholes – Head of Energy Services</b></p> <p><b>Director: Andy Vaughan (Neighbourhood Services)</b></p>
9.1	Promote energy reduction measures to householders by clearly explaining the measures available, from energy tariff switching through to loft insulation	No target set	-	No. of homes receiving loft cavity or solid wall insulation as part of NCC initiative	20,000	18,000	It is difficult to draw any correlation between the measures used and their impact on equality. However, it may be possible to map performance against deprivation as reported against the 'super output areas' identified in the 2010 Indices of Multiple Deprivation (IMD) report compiled by the Office for National Statistics.
9.2	Number of PV (photovoltaic) panels (solar panels) installed	No target set	-	No. of homes accessing low cost energy as part of an NCC partnership initiative (to include district heating; PV or other domestic energy generation measure)	7,500	3,200	Nottingham is the most energy efficient city in the UK, with 14.55% energy consumption coming from low or zero carbon sources. We deliver a range of measures to domestic housing including the largest decentralised UK energy network, the largest single domestic PV installation programme and the largest energy efficiency retrofit scheme in the UK. Our track record has already secured

							our Low Carbon Pioneer City status from the Department of Energy and Climate Change (DECC) enabling development of the next phase of the City Energy Strategy with our partners to deliver cheaper energy and energy consumption cost saving measures for our citizens. We have been short listed as a 2014 finalist for Energy team of the Year by the Local Government Association
9.3				No. of Citizens switching to cheaper energy tariff as part of NCC/partnership initiative	300	192	
				No. of hits on Nottingham Energy Tariff Switching Website	15,000	7,593	
				Average saving per household switch	£200 pa	£207 (pa)	
		<b>Target 12/13</b>	<b>CP 2013</b>	<b>Revised Measure</b>	<b>Target 14/15</b>	<b>CP</b>	