

Bassetlaw District Council Draft Local Plan 2020b: Equality Impact Assessment

1. Author, Service area, Date

Hanna Toth (Planning Policy Officer), Planning Policy Team, November 2020

2. Who else has been involved in writing this EIA?

Karen Johnson (Planning Policy Team Manager), Richard Gadsby (Policy and Scrutiny Officer).

3. What proposal is this EIA assessing?

The EIA is assessing Bassetlaw District Council's Draft Local Plan version. The Local Plan details the planning policies proposed by Bassetlaw District Council for the period up to 2037. Bassetlaw District Council is committed to promoting a community and organisational culture that fully respects and values everyone's differences and needs. Equality and diversity is integral to our core business, our staff and our service users. In working towards our commitment to equality we will:

- Work towards providing services which meet the needs of all sections of our communities.
- Ensure that respect and dignity is valued as a core principle for all.
- Promote equality and fair treatment and equal access to our services and services commissioned by us.
- Offer a range of translation and interpretation services for those whose first language is not English and also provide information in other formats such as Braille and audio.
- Actively seek the views of our customers and take account of their comments and complaints and allow a reasonable timescale for consultations.
- Consult a range of communities and avoid selecting single minority ethnic organisations or individuals.
- Assess and monitor the impact of new and existing policies and plans on equality groups.
- Provide straight forward information about our service.
- Strive for a workforce that reflects the diversity of the population of Bassetlaw.

4. What is the purpose of your proposal and what is it expected to achieve?

The purpose of the Equality Impact Assessment (EIA) is to assess the potential impact of the policies in the Local Plan on different groups within Bassetlaw. An assessment of the Draft Local Plan policies has been undertaken in relation to:

- Age: older age groups
- Age: younger age groups / children
- Disability
- Gender
- Gender reassignment
- Marriage and civil partnership status
- Pregnancy and maternity
- Race
- Religion or belief
- Sexual orientation
- Human rights

Bassetlaw District Council Draft Local Plan 2020b: Equality Impact Assessment

- Socio Economic (including poverty)

The following questions were used to undertake the EIA:

- Does the policy/decision target or exclude a specific equality group or community?
- Does it affect some equality groups or communities differently and can this be justified?
- Is the policy or service likely to be equally accessed by all equality groups and communities? If not can this be justified?
- Are there any barriers that might make access difficult or stop different groups or communities accessing the policy or service?
- Could the policy promote equality and good relations between different groups? How?

The Draft Bassetlaw Local Plan's (DBLP) main purpose is to set out and deliver the strategic planning priorities for Bassetlaw. It includes policies which will deliver sustainable development to meet Bassetlaw's identified development needs and objectives up to 2037. This includes policies for the delivery of new housing and employment. The Plan identifies where development should be located and how and when it will be delivered.

It also sets out how local centres are going to be supported and improved, and it identifies any additional infrastructure that is needed to support new development and contains a strategy for when and how this will be delivered.

Once the DBLP is adopted, it will replace the Bassetlaw Core Strategy 2011 and Development Management Policies Development Plan Document (DPD). It will form the overall development plan for Bassetlaw District alongside 'made' neighbourhood plans and adopted minerals and waste local plans.

After adoption, the new local plan will be the 'starting point' for considering whether planning applications can be approved.

It contains:

- A long term vision for the District and objectives for future development up to 2037 which describes how key issues that have been identified will be tackled and how the District will evolve over the course of the plan period.
- Site allocations to deliver that development.
- More general development focussed policies.

The Draft Local Plan has been developed in consideration of the evidence base, National Planning Policy and guidance, feedback from public consultations, a Sustainability Appraisal and Habitats Regulations Assessment has been undertaken on the Draft Bassetlaw Local Plan.

In addition to the EIA, the assessment undertaken considers the impact of the policies within the plan on socio economic impact within Bassetlaw District, this is a strategic priority for Bassetlaw District Council, as such the assessment ensures that any negative impacts have been considered and mitigated.

5. Is there any relevance to the aims of the public sector equality duty?

There are three aims of the Equality Act, these are:

- **Eliminate Unlawful discrimination**, harassment, victimisation, and any other conduct prohibited by the act.

**Bassetlaw District Council Draft Local Plan 2020b:
Equality Impact Assessment**

- **Advance Equality of Opportunity**, between people who share protected characteristics and those who don't.
- **Foster Good Relations**, between people who share a protected characteristic and people who do not share it.

How the implementation of the Draft Local Plan will relate to these is outlined in brief below.

Aim	Yes, No or N/A	Details if 'Yes'
Eliminate Unlawful discrimination, harassment, victimisation, and any other conduct prohibited by the act.	Yes	The DBLP aims to ensure the sustainable development of Bassetlaw for the next 15 years. The promotion of balanced and inclusive communities that benefit all is integral to achieving this. The policies set out within the plan guide development and promote opportunities, for example they include policies for the allocation of housing sites to meet need, allocation of strategic employment sites and spaces for commercial development to boost and support the economy as well as protecting and enhancing the natural and built environment.
Advance Equality of Opportunity, between people who share protected characteristics and those who don't.	Yes	The DBLP aims to promote balanced, inclusive and sustainable communities that benefit all. Many of the policies within the draft Plan will benefit the wider community in Bassetlaw and not specifically those with protected characteristics. However, some policies will have the potential for some direct or indirect impact on equalities issues, such as Policy Sites for ST35: Gypsies, Travellers and Travelling Showpeople.
Foster Good Relations, between people who share a protected characteristic and people who do not share it.	Yes	The draft plan and the policies set out within it are inclusive and aim to foster good relations with all sections of the community; this includes those within the protected characteristics classifications.

Analysis of Policies – Equality and Poverty Impact Assessment of Each Draft Local Plan Policy

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Local Plan Policy	Equalities Groups- Is the effect Neutral, Positive or Negative?									Socio Economic Impact (including poverty)	Explanation and Evidence	
	Age	Disability	Gender Re-assignment	Race	Religion	Sexual Orientation	Marriage & Civil Partnership	Pregnancy & Maternity	Human rights			
Section 1												
ST01: Bassetlaw's Spatial Strategy	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Positive	ST01 sets out the key principles of strategic development in the District and for the next 15 years expected in Bassetlaw. The policy is written positively and there is no negative discrimination of any of the protected characteristics. It is expected that the overall strategy will improve the socio-economic standing of all Bassetlaw residents.
ST02: Rural Bassetlaw	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	ST02 sets out the guidelines in favour of sustainable housing development rates for the duration of the DBLP in the rural areas. The policy is written positively and there is no negative discrimination of any of the protected characteristics. ST02 is expected to deliver positive impact on the age characteristic, as it will encourage the development of a broad range of housing in Rural Bassetlaw; including specialist housing.

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ST03: Bassetlaw Garden Village	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Positive	ST03 sets out the key principles for developing the Bassetlaw Garden Village. The policy is written positively and there is no negative discrimination of any of the protected characteristics. ST03 is expected to deliver a positive impact on the socio economic consideration as the site will deliver a brand new green-agenda led settlement in Bassetlaw that will provide the ideal location to live, work and play.
ST04: Bassetlaw Garden Village Spatial Design Framework	Positive	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	ST04 sets out the main spatial design framework of the Bassetlaw Garden Village. The policy aims to deliver a high quality design master plan that will ensure an appropriate development of the Garden Village. The policy is written positively and there is no negative discrimination of any of the protected characteristics. ST04 is expected to impact the age and disability characteristics in a positive

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											manner, as the site is due to deliver a broad range of housing that also includes specialist housing. Furthermore, the site's spatial framework is expected to provide access for all.
ST05: Bassetlaw Garden Village Delivery and Legacy Management	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	ST05 set out to ensure the timely delivery of the Bassetlaw Garden Village and it's complex infrastructure requirements based on the indicative masterplans. The policy also sets out the assumption in favour of phasing development of the site. ST05 sets out the need for the establishment of long-term sustainable governance and stewardship arrangements for the community assets on site as well. The policy is written positively and there is no positive or negative discrimination of any of the protected characteristics.

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ST06: Worksop Central Area	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	ST06 sets out the key principles of development in the Worksop Central Area. This policy accompanies the Worksop Central Area DPD which details a more in-depth masterplan for the area. The policy is written positively and there is no positive or negative discrimination of any of the protected characteristics.
ST07: Cottam Priority Regeneration Area	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	ST07 identifies the former Cottam Power station site as a Priority Regeneration Area, which is expected to come forward at the 5 year review period of the DBLP. The policy is written positively and there is no positive or negative discrimination of any of the protected characteristics.
Section 2											
ST08: Provision of Land for Employment Development	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Positive	ST08 aims to ensure an attractive and flexible supply of employment land is available to deliver the Council's strategy for economic prosperity, job growth and inward

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											investment. The policy is written positively and there is no negative discrimination of any of the protected characteristics. ST08 is expected to deliver additional employment in the District, which is expected to have a positive socio-economic impact as it will generate jobs.
ST09: Site EM006: High Marnham Renewable Energy and Low Carbon Technology Hub	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Positive	ST09 sets out the key development principles for the Former High Marnham Power station site. The site is expected to become an 'energy hub' that provides access to various low carbon sector employment. The policy is written positively and there is no negative discrimination of any of the protected characteristics. ST09 is expected to deliver additional specialist, high skill employment in the District which is expected to have a positive socio-economic impact, as it will generate specialist jobs.

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ST10: Site SEM001: Apleyhead Junction	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Positive	ST10 sets out the key development principles for the Apleyhead Junction site. The strategic employment site is expected to deliver B use class employment. The policy is written positively and there is no negative discrimination of any of the protected characteristics. ST10 is expected to deliver additional employment in the District which is expected to have a positive socio-economic impact, as it will generate additional jobs.
ST11: Existing Employment Sites	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	ST11 sets out the existing employment sites with B1, B2 and B8 use class within Bassetlaw. These sites are considered important drivers of the District's economy, therefore new or additional B class development is supported on them. The policy is written positively and there is no positive or negative discrimination of any of the protected characteristics.

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ST12: Rural Economic Growth Economic Growth Outside Employment Areas	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Positive	ST12 sets out principles that ensure a thriving rural economy by encouraging development that will generate employment opportunities proportionate to the rural location. The policy is written positively and there is no negative discrimination of any of the protected characteristics. ST12 is expected to deliver additional employment in the District. This is projected to have a positive socio-economic impact, as it will generate jobs and improved access to employment in Rural Bassetlaw.
ST13: Visitor Economy	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Positive	ST13 sets out principles to promote and develop Bassetlaw as a destination for visitors. The policy is written positively and there is no negative discrimination of any of the protected characteristic. ST13 is expected to deliver additional employment in the District. This is projected to have a positive socio-

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											economic impact, as it will generate jobs in the visitor economy sector.
ST14: Promoting Competitive Town Centres	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Positive	ST14 sets out the Council Plan priority to improving the quality, vitality and vibrancy of the Main Towns. It also hopes to ensure that town centres can operate effectively in the long term. The policy is written positively and there is no negative discrimination of any of the protected characteristic. ST14 is expected to deliver additional retail, evening economy, leisure and commercial activity in the town centres. This is projected to have a positive socio-economic impact, as it will generate increased footfall in the town centres. It will also generate opportunity for more jobs in the town centres.
ST15: Town Centres, Local Centres, Local	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	ST15 sets out key principles to maintain and enhance the vitality and viability of town and local centres in the

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shops and Services											District. The policy is written positively and there is no positive or negative discrimination of any of the protected characteristics.
Section 3											
ST16: Distribution of Housing	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	ST16 sets out the list of housing allocation sites that will deliver all new homes up to the end of the plan period in 2037. The policy is written positively and there is no positive or negative discrimination of any of the protected characteristics.
ST17: HS1: Peaks Hill Farm	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Positive	ST17 sets out the key principles that will support the delivery of a strategic mixed use development at Peaks Hill Farm in Worksop. The policy is written positively and there is no negative discrimination of any of the protected characteristics. ST17 is expected to impact the age equality characteristic in a positive manner, as the site is due to deliver a broad range of housing that also includes specialist housing.

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ST18: HS2: Former Pupil Referral Centre	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	ST18 sets out key principles that will support the delivery of housing development at the Former Pupil Referral Centre in Worksop. The policy is written positively and there is no positive or negative discrimination of any of the protected characteristics.
ST19: HS3: Radford Street	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Positive	ST19 sets out key principles that will support the delivery of an all-affordable housing development at the Former Manton Allotment site in Worksop. The policy is written positively and there is no negative discrimination of any of the protected characteristic. ST19 is expected have a positive impact on the socio economic characteristic, as it will deliver affordable housing. This will provide increased opportunity of access to house ownership from varying socio-economic backgrounds.
ST20: HS4: Former	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	ST20 sets out key principles that will support the delivery

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Manton Primary School											of housing development at the Former Manton Primary School in Worksop. The policy is written positively and there is no positive or negative discrimination of any of the protected characteristics.
ST21: HS5: Talbot Road	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	ST21 sets out key principles that will support the delivery of housing development at Talbot Road, Worksop. The policy is written positively and there is no positive or negative discrimination of any of the protected characteristics.
ST22: HS6: Former Knitwear Factory	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Positive	ST22 sets out key principles that will support the delivery of an all-affordable housing development at the Former Knitwear Factory site in Worksop. The policy is written positively and there is no negative discrimination of any of the protected characteristic. ST22 is expected have a positive impact on the socio economic characteristic, as it will deliver affordable

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											housing. This will provide increased opportunity of access to house ownership from varying socio-economic backgrounds.
ST23: HS7: Trinity Farm	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	ST23 sets out key principles that will support the delivery of housing development at the Trinity Farm site, Retford. The policy is written positively and there is no negative discrimination of any of the protected characteristics. ST23 is expected to impact the age characteristic in a positive manner, as the site is due to deliver a broad range of housing that also includes a retirement home.
ST24: HS8: Milnercroft	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Positive	ST24 sets out key principles that will support the delivery of an all-affordable housing development at the Former Milnercroft Allotment site in Retford. The policy is written positively and there is no negative discrimination of any of the protected characteristic. ST24 is expected have a positive

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											impact on the socio economic characteristic, as it will deliver affordable housing. This will provide increased opportunity of access to house ownership from varying socio-economic backgrounds.
ST25: HS9: Former Elizabethan School	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	ST25 sets out key principles that will support the delivery of housing development at Former Elizabethan School site in Retford. The policy is written positively and there is no positive or negative discrimination of any of the protected characteristics.
ST26: HS10: St Michael's View, Hallcroft Road	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	ST26 sets out key principles that will support the delivery of housing development at St Michael's View in Retford. The policy is written positively and there is no positive or negative discrimination of any of the protected characteristics.
ST27: HS11: Fairy Grove Nursery	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	ST27 sets out key principles that will support the delivery of housing development at Fairy Grove Nursery site in Retford. The policy is written

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											positively and there is no positive or negative discrimination of any of the protected characteristics.
ST28: HS12: Station Road	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	ST28 sets out key principles that will support the delivery of housing development at Station Road in Retford. The policy is written positively and there is no positive or negative discrimination of any of the protected characteristics.
ST29: HS13: Ordsall South	Positive	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Positive	ST29 sets out key principles that will support the delivery of a landscape sensitive housing development at Ordsall South, Retford. The policy is written positively and there is no negative discrimination of any of the protected characteristic. ST 29 is expected have a positive impact on the socio economic characteristic, as it will deliver affordable housing and will include provision for public realm improvements in Retford Town Centre. ST29 is also expected to impact the age

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											and disability characteristic in a positive manner, as the site is due to deliver a broad range of accessible housing.
ST30: HS14: Ollerton Road, Tuxford	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	ST30 sets out key principles that will support the delivery of housing development at Ollerton Road in Tuxford. The policy is written positively and there is no positive or negative discrimination of any of the protected characteristics.
ST31: Affordable Housing	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Positive	ST31 sets out key principles that will support the delivery of affordable housing on planning applications of 10 or more dwellings in Bassetlaw. The policy is written positively and there is no negative discrimination of any of the protected characteristic. ST31 is expected have a positive impact on the socio economic characteristic, as it encourages the delivery of affordable housing District-wide. This will provide increased opportunity of access to house ownership

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											from varying socio-economic backgrounds.
ST32: Housing Mix, Type and Density	Positive	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Positive	ST32 sets out that new housing development in the District be of various mix, type and density. The policy is written positively and there is no negative discrimination of any of the protected characteristic. ST32 is expected have a positive impact on the socio economic, age and disability characteristics. This is because it encourages the delivery of a mix of market and affordable housing and specialist housing for older people and disabled persons District-wide. Furthermore, encouraging affordable housing provision will provide increased opportunity of access to house ownership from varying socio-economic backgrounds.
ST33: Specialist Housing	Positive	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	ST33 set out principles in favour of well-designed specialist housing that address the needs of older

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											people, people with disabilities, or other specific groups who may require properties that are specifically designed. The policy is written positively and there is no negative discrimination of any of the protected characteristic. ST33 is expected to have a positive impact on the age and disability characteristics. This is because it encourages the delivery of a well- designed specialist housing for older people and disabled persons District-wide.
ST34: Sites for Gypsies, Travellers and Travelling Showpeople	Neutral	Neutral	Neutral	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	ST34 sets out principles to support additional accommodation needs of Gypsies and Travellers and Travelling Show People on existing sites yards with capacity in the District. The policy is written positively and there is no negative discrimination of any of the protected characteristic. ST34 is expected to have a

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											positive impact on the race characteristic, as the policy addresses the needs of a specific race/ group of individuals.
ST35: Houses in Multiple Occupation	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	ST35 sets out principles that limit the amount of HMOs in Worksop town centre with the help of the passed Article 4 (1) Direction. The policy is written positively and there is no positive or negative discrimination of any of the protected characteristics.
ST36: Agricultural and Forestry Workers Dwellings	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	ST36 sets out principles that enable existing agricultural or forestry operations to be able to provide suitable accommodation on site of their business for workers. The policy is written positively and there is no positive or negative discrimination of any of the protected characteristics.
Section 4											
ST37: Design Quality	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	ST37 sets out principles that require development to achieve high quality design in terms of place making,

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											buildings and landscaping. The policy is written positively and there is no positive or negative discrimination of any of the protected characteristics.
ST38: Shopfronts, Signage and Security	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	ST38 sets out principles that ensure that the primary (advertisement and display) and secondary roles (improvement of overall appearance and attractiveness) of shop frontages are met within the District. The policy is written positively and there is no positive or negative discrimination of any of the protected characteristics.
ST39: Landscape Character	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	ST39 sets out that proposals for development should be informed by, and sympathetic to, the special qualities and features of the District's landscape. The policy is written positively and there is no positive or negative discrimination of any of the protected characteristics.

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ST40: Green Gaps	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	ST40 sets out all the allocated Green Gaps in the District. These designations aim to protect landscape quality and preserve the open and undeveloped character of land at the locations indicated in the policy. The policy is written positively and there is no positive or negative discrimination of any of the protected characteristics.
ST41: Green and Blue Infrastructure	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	ST41 sets out the principle that green and blue infrastructure should be protected, and where appropriate, improved and extended. ST41 is expected to provide quality, safe and accessible network of better connected open spaces, recreational areas, that enhance visual amenity, biodiversity, landscape, productivity and enable healthy lifestyles. The policy is written positively and there is no positive or negative discrimination of

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Local Plan Policy	Equalities Groups- Is the effect Neutral, Positive or Negative?									Socio Economic Impact (including poverty)	Explanation and Evidence
	Age	Disability	Gender Re-assignment	Race	Religion	Sexual Orientation	Marriage & Civil Partnership	Pregnancy & Maternity	Human rights		
											any of the protected characteristics.
ST42: Biodiversity and Geodiversity	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	ST42 sets out the principle that biodiversity and geodiversity within the District should be protected and enhanced. The policy is written positively and there is no positive or negative discrimination of any of the protected characteristics.
ST43: Trees, Woodland and Hedgerows	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	ST43 will protect existing trees, woodland and hedgerows and secure additional planting that increase canopy cover in the interests of biodiversity, amenity and climate change adaptation in Bassetlaw District. The policy is written positively and there is no positive or negative discrimination of any of the protected characteristics.
ST44: The Historic Environment	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	ST44 sets out the principle that Bassetlaw's historic environment is an asset of significant cultural, social and economic value, which should be protected. The policy is written positively

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											and there is no positive or negative discrimination of any of the protected characteristics.
ST45: Heritage Assets	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	ST45 sets out guidelines that encourage the enhancement of the significance of designated heritage assets and/or their settings. It also provides guidelines to planning applications that have potential effects on a designated heritage asset. The policy is written positively and there is no positive or negative discrimination of any of the protected characteristics.
Section 5											
ST46: Promoting Health and Well-Being	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive	ST46 aims to create an environment, which supports health, active, inclusive and safe communities. The policy is written positively and is expected to affect all equalities groups in a positive manner, as it encourages health and well-being District wide.

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ST47: Promoting Community Services and Facilities	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive	ST47 sets out principles that will support proposals which deliver appropriately located community facilities. The policy is written positively and is expected to affect all equalities groups in a positive manner, as it will provide community facilities that can be utilised by all District wide.
ST48: Delivering Quality Open Space	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive	ST48 sets out principles that will support new provision, enhancement and maintenance of publicly accessible open space per 1000 people in the District. This is broken down into different types of open space. The policy is written positively and is expected to affect all equalities groups in a positive manner, as it will provide publicly accessible, high quality open space to all District wide.
ST49: Promoting Sport and Recreation	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive	ST49 sets out principles that promote the protection and enhancement of outdoor and indoor sport facilities in order to provide a range of

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											quality, accessible and safe facilities to encourage healthier, active lifestyles. The policy is written positively and is expected to affect all equalities groups in a positive manner, as it will provide publicly accessible and a broad range of sport facilities to all District wide.
ST50: Protecting Amenity	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive	ST50 sets out principles that ensure that impact on private amenity is considered by all planning application within the District. The policy is written positively and is expected to affect all equalities groups in a positive manner, as it will ensure that private amenity of all residents in the District is protected.
ST51: Contaminated and Unstable Land	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	ST51 ensures that there are development proposals that are on contaminated or unstable land have submitted the appropriate contamination assessments and/or land instability risk assessments before planning permission. The

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	Age	Disability	Gender Re-assignment	Race	Religion	Sexual Orientation	Marriage & Civil Partnership	Pregnancy & Maternity	Human rights		
											policy is written positively and there is no positive or negative discrimination of any of the protected characteristics.
Section 6											
ST52: Reducing Carbon Emissions, Climate Change Mitigation and Adaptation	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive	ST52 ensures that all future development in the District will aim to reduce carbon emissions and mitigate or adapt to climate change. The policy is written positively and is expected to affect all equalities groups in a positive manner, as it will ensure reduction in carbon emissions District wide, providing a greener living environment for all.
ST53: Renewable and Low Carbon Energy Generation	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Positive	ST53 sets out that development that generates, transmits and/or stores renewable and low carbon energy, including community energy schemes, that generates, transmits and/or stores renewable and low carbon energy will be supported, subject to the provision of details of expected power generation

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											based upon yield or local self-consumption of electricity. ST53 is expected to have a positive impact on the socio economic characteristic as it will encourage the delivery of additional specialist, high skill employment in the low carbon sector District-wide.
ST54: Flood Risk and Drainage	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive	ST54 requires all development proposals to consider and, where necessary, address the effect of the proposed development on flood risk and drainage systems, both on-site and offsite dependent on the scale and size of the development. The policy is written positively and is expected to affect all equalities groups in a positive manner, as it will ensure reduced flood risk and improved drainage system for all District wide.
ST55: Protecting Water Quality	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive	ST55 ensures that all development meets the objectives set out by the Water Framework Directive

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	Age	Disability	Gender Re-assignment	Race	Religion	Sexual Orientation	Marriage & Civil Partnership	Pregnancy & Maternity	Human rights		
and Management											by making sure that no waterbody fails to meet the element and overall class status set out in the Humber River Basin Management Plan. The policy is written positively and is expected to affect all equalities groups in a positive manner, as it will ensure high quality water for all District wide.
Section 7											
ST56: Transport Infrastructure	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive	ST56 seeks to ensure that all development in the District is supported by appropriate on-site and off-site transport infrastructure. The policy is written positively and is expected to affect all equalities groups in a positive manner, as it will ensure appropriate District-wide provision of transport infrastructure for all.
ST57: Sustainable Transport and Active Travel	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive	ST57 seeks to increase the provision of efficient, safe and sustainable public transport networks that offer a range of transport choices for the movement of all people and goods in the

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	Age	Disability	Gender Re-assignment	Race	Religion	Sexual Orientation	Marriage & Civil Partnership	Pregnancy & Maternity	Human rights		
											District. The policy is written positively and is expected to affect all equalities groups in a positive manner, as it will ensure appropriate District-wide provision of sustainable transport networks for all.
Section 8											
ST58: Safeguarded Land	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	ST58 lists land that is safeguarded to support the delivery of identified infrastructure schemes. The policy is written positively and there is no positive or negative discrimination of any of the protected characteristics.
ST59: Digital Infrastructure	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive	ST59 ensure that there is provision for the most up to date digital communications infrastructure, to allow connection to that network from first occupation for residents in Bassetlaw District. The policy is written positively and is expected to affect all equalities groups in a positive manner, as it will ensure equal access to

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	Age	Disability	Gender Re-assignment	Race	Religion	Sexual Orientation	Marriage & Civil Partnership	Pregnancy & Maternity	Human rights		
											quality digital infrastructure District-wide.
ST60: Provision and Delivery of Infrastructure	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive	ST60 seeks to ensure that the Council, working alongside neighbouring Local Authorities and infrastructure partners; deliver the necessary infrastructure in proportion to the proposed growth in Bassetlaw in a timely manner. The policy is written positively and is expected to affect all equalities groups in a positive manner, as it will ensure appropriate District-wide provision of transport infrastructure for all.

Objectives of the Draft Bassetlaw Local Plan

Draft Local Plan Spatial Objective	Spatial Objective description
SO1	To locate new development in sustainable locations and through new settlements that respect the environmental capacity of the District, support a balanced pattern of growth across urban and rural areas, make best use of previously developed land and buildings and minimises the loss of the District's highest quality agricultural land.
SO2	To provide a choice of land to ensure that the District's housing stock better meets local housing needs and aspirations of all residents by providing a range of market, affordable and specialist housing types, tenures and sizes in appropriate and sustainable locations.
SO3	To encourage and support sustainable economic growth by promoting a competitive, diverse and stable economy by providing the right conditions, land and premises to meet District and sub-regional employment needs and those of inward investors, while helping to create more jobs, education and training opportunities that meet local employment needs and aspirations.
SO4	To support the sensitive regeneration of previously developed, vacant or underused sites and spaces, within urban and rural Bassetlaw to facilitate their comprehensive redevelopment for housing, employment and leisure, to secure social, environmental and landscape improvements, and deliver positive amenity benefits for all.
SO5	To promote the delivery of a new sustainable landscape-led Garden Village developed around well-connected locally distinctive neighbourhoods and spaces, which have all the benefits of quality place-making, with innovation and smart low carbon living at its core.
SO6	To promote rural Bassetlaw as a living and working landscape, by protecting and improving opportunities for homes, jobs, services and community infrastructure so that the District's rural settlements continue to support their local communities, and so that quality countryside is retained but utilised appropriately.
SO7	To support and enhance the vitality and vibrancy of town centres and local centres as places for shopping, leisure, cultural, commercial, community and residential activities, and secure their positive regeneration by promoting an appropriate mix and scale of development and environmental improvements which maximise their potential for residents, businesses and visitors alike.
SO8	To ensure new development, places and spaces are of high quality and sustainable design which reflects local character and distinctiveness, respects residential amenity and enables people to live safe, healthy, accessible, green and active lifestyles.
SO9	To promote more healthy communities and help to reduce health inequalities, by minimising locational disadvantage, promoting healthy and active lifestyles and reducing human exposure to environmental risks to achieve equitable outcomes for all.

Objectives of the Draft Bassetlaw Local Plan

Draft Local Plan Spatial Objective	Spatial Objective description
SO10	To protect and enhance the District's diverse historic built and natural environments, the distinctive separate character of settlements and their wider landscape and townscape settings, thereby recognising the important contribution heritage assets, their settings and archaeology make to securing a high quality environment and to the visitor economy.
SO11	To protect, restore and enhance the quality, diversity, character, distinctiveness, biodiversity and geodiversity of the District's natural environment, by creating links within and to the green/blue infrastructure network to create a series of high quality, multifunctional, well-connected spaces, sites and landscapes that improve people's quality of life and where biodiversity can thrive, respond and adapt to change.
SO12	To support Bassetlaw's transition to a low carbon District through the careful planning and design of new development, making more sustainable use of land and resources, promoting tree and woodland planting, reducing exposure to flood risk, promoting energy and water efficiency, minimising waste generation and promoting the use of low carbon, renewable energy, and other alternative technologies, with sustainable construction methods.
SO13	To make efficient use of the existing transport infrastructure and improve accessibility for all to jobs and facilities by sustainable and public transport, to help reduce the need to travel by car, make travel as easy and affordable as possible, both within the District and along key routes to and from Bassetlaw.
SO14	To ensure that new settlements and new development contributes to the provision of necessary physical, social and green infrastructure to deliver planned levels of growth at the right time and to mitigate its impacts on existing communities and the environment.

Analysis by characteristic

Summary

The Draft Bassetlaw Local Plan (DBLP) 2020 contains 60 policies and has the underlying principle to deliver sustainable development to secure a better quality of life for everyone now and for future generations. Every policy in the DBLP is intended to positively impact all residents, employees and visitors of Bassetlaw, regardless of gender, faith, race, disability, sexuality, age, rural isolation and social deprivation. It will promote improved equal access to opportunities throughout the District. All the policies within the DBLP contribute towards achieving sustainable development with policies promoting the location of new homes, jobs and economic growth, conservation and enhancement of the natural environment and built heritage, improved infrastructure (both sustainable and generic), renewable energy generation, improved digital infrastructure, accessible green spaces, improved green and blue infrastructure networks and the development of balanced communities.

The DBLP includes many larger strategic sites that aim to have a positive socio-economic impact on the District as a whole; some of these include the creation of a brand new Garden Village, the identification of the Cottam Priority Regeneration Area for long term growth, and the allocation of the new low carbon energy hub at the former High Marnham Power station site. Many of the policies within the Plan will benefit the wider community across Bassetlaw District and not specifically those with protected characteristics. However, some policies will have the potential for some direct or indirect impact on different groups. Each policy has been assessed for their potential positive, negative or neutral impact on potentially vulnerable equalities groups as well as the potential to impact on Socio-economic impacts (including poverty).

Age

The age-protected characteristic includes the consideration of all ages in society, the assessment of which recognises that vulnerability can change across age groups and the impact of a policy will not necessarily be uniform across all ages. The assessment identified that the impact of the DBLP policies were generally positive for all with some having a particularly positive impacts on this group. The DBLP aims to provide sustainable development addressing the needs of current and wider population; this includes provision and access to healthcare, education and training, jobs, appropriate accommodation and leisure facilities for all. The policies within the plan are written positively to ensure that needs are appropriately assessed and addressed through individual development proposals. For example, Policy ST34 (Specialist Housing) ensures that new housing provision meets the identified need at the local level, including bungalows, affordable housing and specialist housing; which are needed to support the ageing population.

Disability

The policies within the DBLP were identified as being generally positive for all within society. The policies within the draft plan are written positively, with some policies having positive impacts on this group. The policies in the DBLP should address the needs of those with disabilities, for example Policy ST33 (Housing Mix, Type and Density) and Policy ST34 (Specialist Housing) sets out the requirement that new housing development in the District be of various mix, type and density. Both policies also encourage the delivery of a mix of market and affordable housing, including specialist housing for disabled persons District-wide.

Gender reassignment

The policies within the DBLP are regarded as being generally positive for all and as having no impact on this group. The promotion of equal opportunities is integral to the integrity of the plan to

support sustainable development. The DBLP is inclusive of all members of the community and does not discriminate against any gender reassignment.

Race

The policies within the Local Plan are regarded as being generally positive for all, the only policy within the Local Plan which had positive impact directed particularly at the Race protected characteristic group is Policy ST35 (Sites for Gypsies, Travellers and Travelling Showpeople). It provides a criteria based policy which directs appropriate site development should the need arise.

Religion

The policies within the DBLP are regarded as being generally positive for all and as having no differential impact on this group. The promotion of equal opportunities is integral to the integrity of the plan to support sustainable development. The DBLP is inclusive of all members of the community and does not discriminate against any religion.

Gender

The policies within the DBLP are regarded as being generally positive for all and as having no differential impact on this group. The promotion of equal opportunities is integral to the integrity of the plan to support sustainable development. The DBLP is inclusive of all members of the community and does not discriminate against gender.

Sexual orientation

The policies within the DBLP are regarded as being generally positive for all and as having no differential impact on this group. The promotion of equal opportunities is integral to the integrity of the plan to support sustainable development. The DBLP is inclusive of all members of the community and does not discriminate against sexual orientation.

Marriage and civil partnership status

The policies within the DBLP are regarded as being generally positive for all and as having no differential impact this group. The promotion of equal opportunities is integral to the integrity of the plan to support sustainable development. The DBLP is inclusive of all members of the community and does not discriminate against any relationship status.

Pregnancy and maternity

The policies within the DBLP are regarded as being generally positive for all. The promotion of equal opportunities is integral to the integrity of the plan to support sustainable development. The DBLP is inclusive of all members of the community and does not discriminate against pregnancy or maternity. Given the potential health care and community infrastructure needs of this protected characteristic group, some of the policies in the plan have highlighted a positive impact through assessment.

Socio Economic Impact (including poverty)

The assessment of the impact of the policies in the plan on socio economic impact (including poverty) supports that the plan is written in a positive manner with the aim of benefitting all of those in society. A strong local economy is vital to maintaining and enhancing the overall prosperity and well-being of the District and its communities. In recent decades, the District's economy has begun a transformation: employment in traditional industries - such as coal fired power generation has declined significantly – resulting in the District beginning to experience a step-change in economic growth. The Council Plan is committed to supporting sustainable economic growth in order to diversify the economy, upskill residents, attract inward investment and help existing businesses thrive. The Delivering Economic Prosperity section of the DBLP contains all the policies that will facilitate this. An example is Policy ST09 (Site: EM006 High Marnham Renewable Energy and Low

**Bassetlaw District Council Draft Local Plan 2020b:
Equality Impact Assessment**

Carbon Technology Hub). ST09 aims to diversify the available job vacancies available in the District, introducing low carbon related employment into the District.

The Living Communities Section of the DBLP ensures that the development of housing provision across the District provides for the needs of all. The various housing allocation sites throughout the District reflect the Spatial Hierarchy indicated in ST01 (Spatial Strategy) of the DBLP. All housing policies aim to provide access to housing for all socioeconomic backgrounds and encourages a mix of housing provision on sites. One example for affordable housing provision is Policy ST19 (HS3 Radford Street). ST19 is a housing allocation site, which includes only affordable housing. The Infrastructure and Delivery Chapter aims to ensure that the District is well connected and different forms of sustainable transport are encouraged. The DBLP is also placing a high importance on the promotion of the 'green agenda'. Policies in the Greening Bassetlaw and Healthy Communities sections of the DBLP ensures that all residents of the District receive the necessary green infrastructure, open space and community facilities to enable and encourage healthy lifestyles .

Consultation and Mitigation

Has there been consultation / is consultation planned with people who will be affected by this Policy? How has this affected your decision making?

The Local Plan is an iterative process. The initial draft version of the DBLP was consulted on for a six-week period in October 2016. Following the consultation, comments received were taken into consideration and as a result further evidence work was undertaken and changes made where necessary. The strategic DBLP was consulted on in January 2019 for a six-week period. Both rounds of consultation were widely publicised and consultation events were held across the District. Further changes were required to the DBLP in response to consultation comments and further evidence base work. This resulted in a consultation on a complete Local Plan in January 2020 for a six-week period. This draft included site allocations for the first time, which resulted in over 700 individual responses received. Over 30 consultation events and meetings were attended with the community, Parish Councils, Neighbourhood Plan Groups and stakeholder meetings. To draw attention to the proposed allocation sites, site notices were put up around each site. The consultation provided engagement opportunities through newspaper articles, leaflets, posters, multiple platform social media posts and accessible locations where the publications could be viewed. This provided Bassetlaw residents, employees, visitors and key stakeholders/partner organisations with an opportunity to find out about the DBLP. This was done to give equal opportunity to all residents, employees, visitors and other key stakeholders to comment on the proposed development policies and encourage participation in the planning process.

The Council will be conducting an 8-week consultation from November 2020-January 2021, to enable the public and stakeholders to provide comments on the latest version of the DBLP. This will be a consultation on the full Local Plan. In response to the Local Covid restrictions in place in Bassetlaw all Local Plan consultation events will be held online using MS Teams. This is consistent with the Town and Country Planning (Local Planning) (England) (Coronavirus) (Amendment) Regulations 2020, national planning practice guidance and the Council's Statement of Community Involvement 2020 Update. Should the restrictions lift, and if it is considered safe and appropriate, opportunities to undertake face to face distanced events will be explored.

At least 32 virtual consultation events are planned. Generic events will be held for Worksop, Retford and Harworth & Bircotes and the Rural Area, supplemented by site specific events for key locations/sites where growth is identified by the Local Plan. Multiple events will be held for those sites/locations expected to generate interest. This approach will give our communities the opportunity to view and discuss the aims and purpose of the Bassetlaw Local Plan, and the details relating to different sites with Planning Policy Officers.

Not all of our residents will be able to or will be comfortable accessing the consultation virtually. To ensure that all residents have the opportunity to engage with the process a new dedicated Local Plan community consultation hotline will be manned in office hours by Planning Officers. For those residents with detailed queries/comments a call back service will be put in place so that the most appropriate Officer can discuss residents' concerns. Officers will also distribute paper extracts of the Local Plan, comments forms and other consultation material on request.

**Bassetlaw District Council Draft Local Plan 2020b:
Equality Impact Assessment**

A number of resources will be used to promote the consultation and encourage engagement. Parish Councils, Neighbourhood Plan Groups and the Business Forums within the District will have the opportunity to request 'Consultation Resource Packs' which will offer both printed and digital access to resources. These resources will include leaflets, posters, comments forms and flyers. Social media will also enable consultation promotion and provide information regarding the DBLP, with regular updates from across the BDC accounts. This will also include regular updates and signposting, including, information videos, 'Frequently Asked Questions' and 'How to Guides,' the latter of which will inform people how to book and access the online events. As they were successful at the previous consultation, site notices will be placed at the site specific allocations within the plan.

The Planning Policy Team and Communications Team has been involved with the organisation of Consultation events and publicity. Planning Policy Team, Communications Team, Regeneration Growth Team and Planning Administration team have all been involved with the management and staffing of all consultation events. All the Councillors from all levels (County, Local, Parish) have all been involved with the consultation process, having visited some of the Consultation events themselves.

The evolution of the Draft Bassetlaw Local Plan:

- **October 2016 – Initial Draft consultation**
- **January 2019 – Consultation on the draft Bassetlaw Plan: Strategic Plan**
- **January 2020 - Consultation on the draft Bassetlaw Local Plan and draft Community Infrastructure Levy (CIL) Charging Schedule**
- **November 2020 – Consultation on the draft Bassetlaw Local Plan**

As a result of your decision how can you mitigate negative / maximise positive outcomes and foster good relationships?

The development of the policies have included equality and sustainability assessments which have been undertaken, these have thoroughly assessed each of the policies within the emerging Draft Bassetlaw Local Plan, where necessary mitigation requirements have been written into the emerging policies. The EIA does not identify any negative impacts on any of the protected characteristics as a result of the implementation of the emerging policies.

Describe how you will	address and monitor the impact
1. No Impact - No Major Change	The assessment outcome demonstrates no negative impact on any protected characteristics has been identified. As a result no changes have been identified for the emerging Draft Bassetlaw Local Plan. There is an accompanying monitoring framework to the DBLP, this sets out the key indicators which will inform progress on the plan. An annual monitoring report will be produced.
2. Adjust / Change Policy	Not applicable
3. Adverse Impact but continue as is	Not applicable

**Bassetlaw District Council Draft Local Plan 2020b:
Equality Impact Assessment**

Describe how you will address and monitor the impact	
4. Stop / Remove Policy / Proposal	Not applicable