



**Nottinghamshire  
County Council**

# **Nottinghamshire Minerals Local Plan**

## **Equality Impact Assessment Main Modifications**

**March 2021**

# Contents

1.0	Introduction .....	1
2.0	What is an Equality Impact Assessment? .....	3
3.0	Equality Impact Assessment Process .....	4
	EqIA within the Plan making process .....	4
	EqIA Methodology .....	4
4.0	Profile of Nottinghamshire .....	5
	Age .....	5
	Gender .....	5
	Gender Reassignment .....	6
	Marriage and Civil Partnership .....	6
	Sexual Orientation .....	7
	Pregnancy and maternity/paternity .....	7
	Disability.....	8
	Race.....	9
	Religion and Belief .....	10
	Summary of Nottinghamshire Baseline .....	10
5.0	Assessment of the Minerals Local Plan policies.....	11
	Key Findings .....	11
	Vision and Strategic Objectives.....	11
	Strategic Policies .....	11
	Mineral Provision Policies .....	11
	Development Management Policies.....	12
6.0	Assessment of Minerals Local Plan Public Consultation .....	13
	Appendix One. Draft Plan Policy Impact Assessment .....	14
	Appendix Two. Amended Policy Assessment for the Publication Version .....	21
	Appendix Three. Amended Policy Assessment for Main Modifications.....	23
	Appendix Four. Equality Impact Assessment.....	25

## 1.0 Introduction

- 1.1 As a second-tier authority, Nottinghamshire County Council is the Minerals Planning Authority and so has a statutory responsibility to prepare a Minerals Local Plan and determine planning applications for mineral development (Paragraph 001, Planning Practice Guidance (PPG))<sup>1</sup>.
- 1.2 Since minerals are a finite resource of economic importance, having a local plan is key to secure the long-term future of mineral resources and ensure that throughout the plan period there is a steady and adequate supply to meet the forecasted level of demand.
- 1.3 Part of the plans policies then focus on ensuring this supply by making proposed allocations for mineral extraction sites. The plan also provides policies against which all proposed mineral applications will be determined. Paragraphs 204 and 207 in the National Planning Policy Framework (NPPF, 2019)<sup>2</sup> provide an outline of what Mineral Local Plans should include.
- 1.4 The current Nottinghamshire Minerals Local Plan was adopted in 2005 but with National Policy being updated since its adoption and the allocated sites within it either permitted, refused, operational or completely worked out, a new plan is required.
- 1.5 Nottinghamshire County Council has been developing a new Minerals Local Plan which will supersede the 2005 plan once adopted. Table one below details the progression of the new Minerals Local Plan so far.
- 1.6 **Table One. Timetable of the Nottinghamshire Mineral Local Plan.**

Stage	Date
Issues and Options Consultation	20 <sup>th</sup> November 2017- 14 <sup>th</sup> January 2018
Draft Plan Consultation	27 <sup>th</sup> July- 28 <sup>th</sup> September 2018
Publication Version consultation	30 <sup>th</sup> August- 11 <sup>th</sup> October 2019
Submission to Government	6 <sup>th</sup> February 2020
Virtual Examination Hearing Sessions	26 <sup>th</sup> – 29 <sup>th</sup> October 2020
Proposed Main Modifications Consultation	27 <sup>th</sup> November 2020- 8 <sup>th</sup> January 2021
Adoption	March 2021 (expected)

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

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

<sup>2</sup> MHCLG. 2019. National Planning Policy Framework. [https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/779764/NPPF\\_Feb\\_2019\\_web.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/779764/NPPF_Feb_2019_web.pdf)

- Strategic Policies covering the key issues of Minerals Provision, Biodiversity-Led Restoration, Climate Change, Sustainable Transport, The Built, Historic and Natural Environment, the Nottinghamshire Green Belt and Mineral Safeguarding
- Mineral Provision Policies setting out the mineral requirements during the plan period to 2036, including allocations to meet this demand for different aggregates.
- Development Management Policies, the purpose of which is to deliver the strategic policies and objectives by providing the criteria against which future minerals development will be assessed.
- A framework by which the implementation of and subsequent effect of the plan and its policies can be monitored and reviewed; and
- A Policies Map which identifies site allocations/policies and site-specific Development Briefs.

1.8 Throughout the preparation the new Minerals Local Plan, an Equality Impact Assessment (EqIA) has been undertaken at each stage.

1.9 The EqIA is used to assess the impact of the proposed policies in the Minerals Local plan on groups and individuals with protected characteristics. This ensures the needs of these groups and individuals have been considered and policies do not discriminate against any particular individuals or groups. It demonstrates the Council has met its Public Sector Duty as set out in the 2010 Equality Act.

1.10 This report outlines the purpose and scope of the EqIA and explains the methodology used. It includes a current profile of Nottinghamshire to help establish any potential impacts that the policies may have.

1.11 The report concludes with findings from the EqIA that have, alongside the Sustainability Appraisal and Health Impact Assessment, considered the potential impact of the proposed policies and shaped the new Minerals Local Plan. Where policies have changed significantly following consultation, these have been re-assessed so to ensure policies do not have unintended equality consequences.

## 2.0 What is an Equality Impact Assessment?

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

## 3.0 Equality Impact Assessment Process

### EqIA within the Plan making process

- 3.1 In order to ensure policies do not create negative equality impacts on individuals and groups, the EqIA should form part of the policy making process as early as possible.
- 3.2 As the Draft Plan Consultation document, published in July 2018, was the first to contain and propose policies, this was the first time an EqIA was undertaken. The full assessment can be found in appendix one.
- 3.3 Feedback received during the consultation on the Draft Plan informed the next version of the Plan, which was the Publication Version (August 2019), with some minor and significant changes made to the policies. For amended policies, a review of the EqIA was undertaken with this reassessment detailed in appendix two.
- 3.4 Following the hearing sessions held in October 2020, further amendments to the policies were proposed in the Schedule of Main Modifications Document (November 2020). Another review of the EqIA was therefore undertaken for the amended policies, this can be found in appendix three. A schedule of additional modifications was also proposed however these amendments are factual corrections and so are not deemed significant. These additional modifications therefore were not considered within the review of the EqIA.

### EqIA Methodology

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

## 4.0 Profile of Nottinghamshire

- 4.1 Before assessing whether the proposed policies have any potential differential equality impacts on the protected characteristic groups, the current profile of Nottinghamshire in relation to these groups should be first understood.
- 4.2 To provide this insight, data from the 2011 Census can be used as well as other Office for National Statistics (ONS) data which provide an update for some statistics. What source have been used is referenced throughout, with the data broken down into the protected characteristics in the below sections.
- 4.3 To understand the position of Nottinghamshire, the County will be compared to the East Midlands and England's average data for a regional and national comparison.

### Age

- 4.4 Since the 2011 census data, the ONS has released annual population estimates. The mid-2017 data is shown in table two.

Table Two. Mid 2017 population estimates. Source ONS.

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

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

### Gender

- 4.6 The ONS mid 2017 population estimates also provides a predicted breakdown of the population by gender. Table three shows that Nottinghamshire's population is forecasted

to be similar to the regional and national average, with a slightly higher percentage of females than males.

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

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

### Gender Reassignment

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

### Marriage and Civil Partnership

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

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

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

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

<sup>3</sup> Gender Identity Research and Education Society. 2017.



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

### Sexual Orientation

4.11 There is limited data available on sexual orientation, with only the 2011 Census data on same-sex civil partnership providing a small indication. As detailed in table four, the amount of same-sex civil partnerships in Nottinghamshire is consistent with the regional and national average.

### Pregnancy and maternity/paternity

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

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

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

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

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

Female Lone Parent: In full time employment	4,842	22.4%	27,090	21.3%	327,795	20.9%
Female Lone Parent: not in employment	7,146	33.0%	43,481	34.3%	584,483	37.4%

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

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

### Disability

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

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

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

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

<sup>4</sup> Nottinghamshire JNSA: The People of Nottinghamshire, Final 21/12/2017.

[file:///C:/Users/eb325/Downloads/The\\_People\\_of\\_Nottinghamshire\\_2017\\_final\\_20171221\\_190085.pdf](file:///C:/Users/eb325/Downloads/The_People_of_Nottinghamshire_2017_final_20171221_190085.pdf)

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

### Race

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

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

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

Any other ethnic group	1,227	0.2%	15,989	0.4%	327,433	0.6%
------------------------	-------	------	--------	------	---------	------

### Religion and Belief

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

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

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

### Summary of Nottinghamshire Baseline

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

## 5.0 Assessment of the Minerals Local Plan policies

- 5.1 Using the methodology set out in chapter three, each of the Minerals Local Plan policies, vision and strategic objectives were assessed against each protected characteristic. The results of this analysis are detailed in the appendices.
- 5.2 The original assessment was based on the proposed policies in the Draft Plan (July 2018), following consultation some of the policies were amended for the Publication Version of the plan. Therefore, these amended policies were re-assessed, with this detailed in appendix two.
- 5.3 Following the virtual examination hearing sessions, main modifications were proposed to some of the policies and so these were re-assessed which is detailed in appendix three.
- 5.4 The sections below identify the key findings from the assessments for the four sections of the plan: vision and strategic objectives; strategic policies; mineral provision policies and; development management policies.

### Key Findings

#### Vision and Strategic Objectives

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

#### Strategic Policies

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

#### Mineral Provision Policies

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

5.13 Policy MP12 was also significantly amended in the Schedule of Main Modifications, after further assessment the policy was still found to have a neutral impact. Therefore, no recommendations have been made.

#### Development Management Policies

5.14 Out of the seventeen Development Management Policies, six policies were identified as having a neutral impact on equality. For the other eleven policies, no clear link could be established to the matters of equality.

5.15 The amendments made in the Publication Version and Schedule of Main Modifications were also assessed and no further positive or negative impacts were identified. Therefore, no recommendations were made.

## 6.0 Assessment of Minerals Local Plan Public Consultation

- 6.1 The Minerals Local Plan has been developed in conjunction with a range of consultees and stakeholders. Those consulted have included:
- Local residents
  - Resident and interest groups
  - Landowners and agents
  - Mineral operators and industry bodies
  - Local businesses
  - Organisations representing different groups of people (e.g. Age Concern)
  - Statutory bodies.
- 6.2 Consultation has taken place as follows:
- Issues and Options: November 2017- January 2018
  - Draft Plan: July – September 2018
  - Publication Version: 30<sup>th</sup> August 2019- 11<sup>th</sup> October 2019
  - Schedule of Main Modifications: 27<sup>th</sup> November 2020- 8<sup>th</sup> January 2021
- 6.3 All public consultation has been conducted in line with the Nottinghamshire County Council Statement of Community Involvement. This has the purpose of involving as many people and organisations as possible in the planning process, part of which is ensuring hard to reach groups are not marginalised.
- 6.4 The public consultation exercise for the Minerals Local Plan was first considered through an Equality Impact Assessment (EqIA) at the Draft Plan stage. This initial EqIA identified that two groups (those with visual disabilities and those who cannot read English) could be disadvantaged in terms of access to the mainly written format of the consultation material. As such the EqIA suggested that the consultation material be available in alternative formats on request.
- 6.5 In terms of the Publication Version and Schedule of Main Modifications consultations, the recommendations from the initial EqIA were carried forward. No additional differential or adverse impacts on any of the other protected characteristic groups were identified in relation to the public consultation process.

## Appendix One. Draft Plan Policy Impact Assessment

The policies listed in the below table are as they appear in the Draft Plan Consultation Document that was published in July 2018. Appendix Two provides the assessment undertaken on amended policies as they appear in the Publication Version that was published in June 2019. Appendix Three details the assessment undertaken on the amended policies as they appear in the Main Modification document published in November 2020 following the virtual hearing sessions.

### Key

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



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

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

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

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

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

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

## Appendix Two. Amended Policy Assessment for the Publication Version

After consultation on the Draft Plan, some policies were amended with some of these changes being minor and others significant. Where policies have been amended significantly, these have been reassessed and this is detailed below. These policies are as they appear in the Publication Version which was published in June 2019.

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

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



## Appendix Three. Amended Policy Assessment for Main Modifications

After the virtual hearing sessions in October 2020, Main Modifications were proposed to the Publication Version of the Plan. Where policies have been modified significantly, these have been reassessed and this is detailed below. These policies are as they appear in the Schedule of Main Modifications document published in November 2020.

Policy	Commentary	Recommended action
<b>VISION AND STRATEGIC OBJECTIVES</b>		
<b>Vision</b>	The Vision has been amended to ensure a consistent approach throughout the Plan. Considering these changes, the potential impact remains neutral/negligible.	None
<b>SO1: Improving the sustainability of minerals development</b>	This objective has been significantly amended to ensure conformity with national policy and guidance. These changes though still do not establish a clear link between the policy and potential equality impacts on any protected characteristics.	None
<b>SO3: Addressing climate change</b>	This objective has been significantly amended to include reference to national targets. This change still does not establish a clear link between the policy and potential impacts on any protected characteristics.	None
<b>STRATEGIC POLICIES</b>		
<b>SP1: Minerals Provision</b>	This policy has been significantly amended to ensure conformity with national policy and guidance. Considering these changes, the potential impact remains neutral/negligible.	None
<b>SP2: Biodiversity- Led Restoration</b>	This policy has been significantly amended to ensure conformity with national policy and guidance. These changes though still do not establish a clear link between the policy and potential equality impacts on any protected characteristics.	None
<b>SP3: Climate Change</b>	This policy has been significantly restructured to ensure clarity and include reference to water resources and water quality. Considering these changes, the potential impact remains neutral/negligible.	None

Policy	Commentary	Recommended action
<b>SP4: Sustainable Transport</b>	This policy has been significantly amended to ensure clarity and remove repetition. Considering these changes, the potential impact remains neutral/negligible.	None
<b>SP7: Minerals Safeguarding, Consultation Areas and Associated Minerals Infrastructure</b>	This policy has been significantly amended to provide clarity and ensure the policy is consistent with national policy. These changes though still do not establish a clear link between the policy and potential equality impacts on any protected characteristics.	None
<b>MINERAL PROVISION POLICIES</b>		
<b>MP2: Sand and Gravel Provision</b>	This policy has been amended to avoid confusion as time lapses. These changes though still do not establish a clear link between the policy and potential equality impacts on any protected characteristics.	None
<b>MP6: Brick Clay Provision</b>	This policy has been amended to remove a typographical error. These changes though still do not establish a clear link between the policy and potential equality impacts on any protected characteristics.	None
<b>MP12: Oil and Gas</b>	This policy has been significantly amended to ensure the policy is consistent with national policy and guidance. Considering these changes, the potential impact remains neutral/negligible.	None
<b>DEVELOPMENT MANAGEMENT POLICIES</b>		
<b>DM4: Protection and enhancement of Biodiversity and geodiversity</b>	This policy has been significantly amended to ensure it is consistent with National policy and guidance and is consistent within its approach. The amended policy still does not establish a clear link between the policy and potential equality impacts on any protected characteristics.	None

## Appendix Four. Equality Impact Assessment.

## Equality Impact Assessment (EqIA)

This EqIA is for: *The New Nottinghamshire Minerals Local Plan*

Details are set out: *Draft Plan Consultation, Publication Version and the Schedule of Main Modifications of the Nottinghamshire Minerals Local Plan.*

Officers undertaking the assessment: *Suzanne Osborne James, Principal Planning Officer.  
Steven Osborne James, Senior Planning Officer.  
Emma Brook, Planning Officer.*

Assessment approved by: *Sally Gill, Group Manager, Planning* *Date: 10/03/2021*

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

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

### Part A: Impact, consultation and proposed mitigation

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

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

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

All the plans policies, including the vision and strategic objectives, have been considered individually against each of the protected characteristics and this is outlined in a supporting document that accompanies the Minerals Local Plan. This covers both the Draft Plan (June 2018) policies and any amendments that have been made in the subsequent Publication Version (June 2019) and schedule of Main Modifications (November 2020).

Consultation has been already been undertaken for the Draft Plan (July to September 2018), Publication Version (August to October 2019) and the Main Modifications (November 2020 to January 2021). These consultations have helped to identify whether there are any potential equality impacts and the consultation

themselves have been considered in terms of equality. Again, this is detailed in the Supporting Document that accompanies the Minerals Local Plan.

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

Age	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input type="checkbox"/> Neutral Impact
Disability	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact
Gender reassignment	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact
Pregnancy & maternity	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact
Race Including ethnic origin, colour or nationality	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact
Religion or belief	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact
Sex (gender)	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact
Sexual orientation	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact

Marriage or civil partnership	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact
-------------------------------	-----------------------------------	-----------------------------------	--

**3 Where there are potential negative impacts for protected characteristics these should be detailed including consideration of the equality duty, proposals for how they could be mitigated (where possible) and meaningfully consulted on:**

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

**Part B: Feedback and further mitigation**

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

As no negative impacts have been identified in section two, section three is not applicable, so consultation and further amendments to the policies are not required.