



**Nottinghamshire
County Council**

**Nottinghamshire County
Council and Nottingham City
Council**

Draft Waste Local Plan

Equality Impact Assessment

October 2021

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1.0 Introduction

- 1.1 Nottinghamshire County Council and Nottingham City Council are the Waste Planning Authorities for the Plan Area and have a statutory responsibility to prepare a Waste Local Plan which they then use to determine planning applications for waste development (Paragraph 001, Planning Practice Guidance (PPG)).
- 1.2 The plan provides policies against which all proposed waste applications will be determined.
- 1.3 The current Nottinghamshire and Nottingham Waste Local Plan was adopted in 2002 but with National Policy being updated since its adoption and the partial replacement of the Plan with the Waste Core Strategy in 2013, a new plan is now required.
- 1.4 Nottinghamshire County Council and Nottingham City Council have been developing a new Waste Local Plan which will supersede the 2002 plan and Waste Core Strategy (2013) once adopted. Table 1 below details the progression of the new Waste Local Plan so far.

Table 1 - Timetable of the Nottinghamshire and Nottingham Waste Local Plan.

Stage	Date
Issues and Options Consultation	27 February until 7 May 2020
Draft Plan Consultation (Reg 18)	February 7 th until 4 th April 2022
Publication (Reg 19) and Submission	September 2022/January 2023
Examination	February/March 2023
Adoption	March 2023 (expected)

- 1.5 Once adopted, the plan will form the planning strategy for waste development within Nottinghamshire and Nottingham until 2038. In summary the plan contains the following:
 - An overview of the Plan area
 - A long-term Vision for waste development in Nottinghamshire and Nottingham to 2038
 - Strategic Objectives demonstrating how the Vision will be achieved
 - Strategic Policies covering the key issues of Waste Provision, Climate Change, Community, Health and Wellbeing, Sustainable Transport, The Built, Historic and Natural Environment and the Nottinghamshire Green Belt.
 - 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.
- 1.6 The EqIA is used to assess the impact of the proposed policies in the Waste 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 Councils have met their Public Sector Duty as set out in the 2010 Equality Act.

- 1.7 This report outlines the purpose and scope of the EqIA and explains the methodology used. It includes a current profile of Nottinghamshire and Nottingham to help establish any potential impacts that the policies may have.
- 1.8 The report concludes with findings from the EqIA that have, alongside the Sustainability Appraisal (SA) considered the potential impact of the proposed policies and shaped the new Waste Local Plan.

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 potentially impact on equality of individuals or groups. Under the Equality Act 2010, it is the Councils duty as public bodies 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 Waste Local Plan is altering policies, an EqIA has been undertaken to assess how the policies proposed in the new Nottinghamshire and Nottingham Waste 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 The Draft Waste Plan Consultation document, published in February 2022, is the first to contain and propose policies, as such this is the first time an EqIA has been undertaken. The full assessment can be found in Appendix 1.

EqIA Methodology

- 3.3 This document provides further detail on how the policies in the Draft Waste Local Plan have been assessed, and so compliments and provides further background information to the EqIA assessment document.
- 3.4 This EqIA contains three steps:
 - Outlining the baseline of Nottinghamshire's and Nottingham's population in relation to the protected characteristics groups
 - Assessing and examining 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.
 - Assessing the public consultation 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.
- 3.5 These three steps form the following chapters, with this document being reviewed by Equalities Officers from both Nottinghamshire County Council and Nottingham City Council.

4.0 Profile of Nottinghamshire and Nottingham

- 4.1 Before assessing whether the proposed policies have any potential differential equality impacts on the protected characteristic groups, the current profile of Nottinghamshire and Nottingham 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 sources 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 and Nottingham, the County and City 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-2020 data is shown in table 2.

Table 2 - Mid 2020 population estimates. Source ONS.

Age (Mid-2020)	Nottinghamshire		Nottingham City		East Midlands		England	
	Number	%	Number	%	Number	%	Number	%
0-4	45,346	6%	19,700	6%	276,111	6%	3,384,925	6%
5-9	49,334	6%	20,580	6%	291,006	6%	3,497,402	6%
10-14	44,900	5%	18,810	6%	266,570	6%	3,166,038	6%
15-19	42,856	5%	28,760	9%	276,149	6%	3,120,730	6%
20-24	43,872	5%	49,830	15%	321,077	7%	3,526,141	6%
25-29	49,791	6%	32,940	10%	307,837	6%	3,831,624	7%
30-34	48,478	6%	23,990	7%	290,984	6%	3,757,400	8%
35-39	48,890	6%	20,150	6%	285,556	6%	3,642,643	7%
40-44	49,592	6%	17,670	5%	283,337	6%	3,442,758	6%
45-49	59,757	7%	17,260	5%	336,073	7%	3,850,108	7%
50-54	62,430	8%	17,850	5%	345,584	7%	3,907,196	7%
55-59	56,701	7%	16,680	5%	310,081	6%	3,479,034	6%
60-64	48,537	6%	13,750	4%	269,906	6%	2,982,920	5%
65-69	49,042	6%	11,550	3%	269,843	6%	2,890,646	5%
70-74	44,831	5%	10,120	3%	242,936	5%	2,604,535	5%
75-79	30,336	4%	6,760	2%	162,887	3%	1,813,420	3%
80-84	22,278	3%	5,240	2%	119,614	3%	1,369,854	3%
85+	20,880	3%	5,460	2%	116,115	2%	1,352,056	2%
Total	817,851	-	337,100	100	4,771,666	-	55,619,430	-

- 4.5 Table two shows that Nottinghamshire's population is generally evenly split between the ages ranges shown when compared to the East Midlands and England. Nottingham City has a higher than percentage of 20-24 years olds, at 15% when compared to Nottinghamshire (6%), the East Midlands (7%) and England as a whole (6%). Nottinghamshire also has a higher older population, when compared to Nottingham City, the East Midlands and England as a whole.

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, whereas in Nottingham City the opposite is shown in terms of population by gender, with a split of 49% female and 51% male forecast.

Table 3 - Mid-2017 population estimates by gender. Source: ONS.

Gender (Mid-2017)	Nottinghamshire		Nottingham City		East Midlands		England	
	Number	%	Number	%	Number	%	Number	%

All Usual Residents	817,851	100%	337,100	100%	4,771,666	100%	55,619,430	100%
Female	414,808	51%	113,750	49%	2,412,260	51%	28,138,377	51%
Male	403,043	49%	171,830	51%	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.¹ The 2021 Census for the first time asked adults (16+): ‘is the gender you identify with the same as your registered sex at birth?’ The results should provide better evidence to assess equality for gender reassignment in Nottinghamshire and Nottingham, in the future.

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 4 - Marital and civil partnership status. Source: 2011 Census, ONS.

Marital and civil partnership status (2011)	Nottinghamshire		Nottingham City		East Midlands		England	
	Number	%	Number	%	Number	%	Number	%
Population aged 16+	643,480	100%	250,104	100.0%	3,694,767	100%	42,989,620	100%
Single (never married or never registered a same-sex civil partnership)	192,587	29.9%	128,363	51.3%	1,192,443	32.3%	14,889,928	34.6%
Married	323,211	50.2%	79,116	31.6%	1,790,916	48.5%	20,029,369	46.6%
In registered same-sex partnership	1,301	0.2%	600	0.2%	7,179	0.2%	100,288	0.2%
Separated (but still legally married or still legally in a same-sex civil partnership)	15,994	2.5%	6,945	2.8%	96,149	2.6%	1,141,196	2.7%

¹ Gender Identity Research and Education Society. 2017.

Divorced or formerly in a same-sex civil partnership which is now legally dissolved	61,885	9.6%	20,729	8.3%	342,665	9.3%	3,857,137	9%
Widowed or surviving partner from a same-sex civil partnership	48,502	7.5%	14,351	5.7%	265,415	7.2%	2,971,702	6.9%

4.9 Table 4 shows that in 2011 Nottinghamshire and Nottingham both had a lower proportion of single people and a higher proportion of married people compared to the East Midlands and the England average.

4.10 The amount of people in a same-sex relationship was comparable to the East Midlands and national average, in both Nottinghamshire and Nottingham.

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

Birth Rates

4.12 Data related to birth rates 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 Nottingham and so is included within table five and six below.

Table 5 - Number of Births. Source: 2011 Census Data, ONS.

Births (2011)	Nottinghamshire	Nottingham City	East Midlands	England
Birth Rate per 1,000 women aged 15-44	62.9	61.9	63.1	64.9
Teenage Birth rate (under 18s), per 1000 in age group	10.3	12.4	10.2	9.1

4.13 As table five shows, Nottinghamshire's and Nottingham Cities birth rate and teenage birth rate is similar to the regional average, though both differ from the national average, being lower for the former and higher for the latter. In Nottingham City the teenage birth rate is 3.3% higher than the England average and 2'2% higher than in Nottinghamshire overall.

Table 6 - Family Types. Source: 2011 Census Data, ONS.

Family Type	Nottinghamshire		Nottingham City		East Midlands		England	
	Number	%	Number	%	Number	%	Number	%
All Lone parent households with dependent children	21,632	100%	11,957	100.0%	126,927	100%	1,564,681	100%
Lone Parent in part time employment	7,546	34.9%	3,826	32.0%	44,601	35.1%	522,789	33.4%
Lone Parent in full time employment	6,260	28.9%	2,428	20.3%	34,775	27.4%	407,873	26.1%
Lone Parent not in employment	7,826	36.2%	5,703	47.7%	47,551	37.5%	634,019	40.5%
Total Male Lone Parent	2,427	11.2%	1,109	9.3%	13,648	10.8%	151,744	9.7%
Male Lone Parent: in part time employment	329	1.5%	175	1.5%	1,893	1.5%	22,130	1.4%
Male Lone Parent: in full time employment	1,418	6.6%	442	3.7%	7,685	6.1%	80,078	5.1%
Male Lone Parent: not in employment	680	3.1%	492	4.1%	4,070	3.2%	49,536	3.2%
Total Female Lone Parent	19,205	88.8%	10,848	90.7%	113,279	89.2%	1,412,937	90.3%
Female Lone Parent: In part time employment	7,217	33.4%	3,651	30.5%	42,708	33.6%	500,659	32.0%
Female Lone Parent: In full time employment	4,842	22.4%	1,986	16.6%	27,090	21.3%	327,795	20.9%
Female Lone Parent: not in employment	7,146	33.0%	5,211	43.6%	43,481	34.3%	584,483	37.4%

4.14 In terms of Lone parent households and those in employment, whilst Nottinghamshire is similar to the East Midlands 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 East Midlands and England average.

4.15 In terms of Lone parent households and those in employment, whilst Nottinghamshire is similar to the East Midlands average, both are higher than the England 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 East Midlands and England average. In Nottingham the rate of lone male parents is marginally lower than the England average and the number of female lone parents is 0.4% higher than the England average.

Disability

- 4.16 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 as having a long term health problems or disability.
- 4.17 Table seven shows that both Nottinghamshire (9.7%) and Nottingham (9.1%) have a higher than average long term health problem compare to the England average of 8.3%. In terms of provision of care both Nottinghamshire and Nottingham were broadly comparable with the East Midlands and England averages.

Table 7 - Health and Provision of unpaid care. Source: 2011 Census Data, ONS.

Health and Provision of unpaid care (2011)	Nottinghamshire		Nottingham City		East Midlands		England	
	Number	%	Number	%	Number	%	Number	%
All Usual Residents	785,802	100%	305,680	100.0%	4,533,222	100%	53,012,456	100%
Long term health problem or disability - day-to-day activities limited a lot	76,216	9.7%	27,699	9.1%	393,242	8.7%	4,405,394	8.3%
Long term health problem or disability - day-to-day activities limited a little	83,456	10.6%	27,683	9.1%	451,055	9.9%	4,947,192	9.3%
Long term health problem or disability - day-to-day activities not limited	626,130	79.7%	250,298	81.9%	3,688,925	81.4%	43,659,870	82.4%
Very Good Health	352,053	44.8%	141,038	46.1%	2,053,334	45.3%	25,005,712	47.1%
Good Health	270,336	34.4%	103,332	33.8%	1,593,206	35.1%	18,141,457	34.2%
Fair Health	115,940	14.8%	41,581	13.6%	634,414	13.9%	6,954,092	13.1%
Bad Health	37,044	4.7%	15,063	4.9%	196,010	4.3%	2,250,446	4.2%
Very Bad Health	10,429	1.3%	4,666	1.5%	56,258	1.2%	660,749	1.2%
Provides no unpaid care	695,104	88.5%	278,726	91.2%	4,042,973	89.2%	47,582,440	89.8%

Provides 1-19 hours unpaid care a week	57,426	7.3%	15,211	5.0%	311,813	6.9%	3,452,636	6.5%
Provides 20-49 hours unpaid care a week	11,592	1.5%	4,314	1.4%	63,603	1.4%	721,143	1.4%
Provides 50 or more hours unpaid care a week	21,680	2.8%	7,429	2.4%	114,833	2.5%	1,256,237	2.4%

Ethnicity

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 and Nottingham City have a higher proportion than the East Midlands and England average of people who classified themselves as White and thus a significantly lower rate of Black and Minority ethnic groups.

Table 8 - Ethnic Group. Source: Data, ONS.

Ethnic Group (2011)	Nottinghamshire		Nottingham City		East Midlands		England	
	Number	%	Number	%	Number	%	Number	%
All Usual Residents	785,802	100%	305,680	100.0%	4,533,222	100%	53,012,456	100%
White	750,803	95.5%	218,698	71.5%	4,046,356	89.3%	45,281,142	85.4%
English/Welsh/Scottish/Northern Irish/British	727,938	92.6%	199,990	65.4%	3,871,146	85.4%	42,279,236	79.8%
Irish	4,133	0.5%	2,819	0.9%	28,676	0.6%	517,001	1%
Gypsy or Irish Traveller	456	0.1%	326	0.1%	3,418	0.1%	54,895	0.1%
Other White	18,276	2.3%	15,563	5.1%	143,116	3.2%	2,430,010	4.6%
Mixed/Multiple ethnic Groups	10,716	1.4%	20,265	6.6%	86,224	1.9%	1,192,879	2.3%
White and Black Caribbean	5,174	0.7%	12,166	4.0%	40,404	0.9%	415,616	0.8%
White and Black African	961	0.1%	2,004	0.7%	8,814	0.2%	161,550	0.3%

	White and Asian	2,719	0.3%	3,304	1.1%	21,688	0.5%	332,708	0.6%
	Other Mixed	1,862	0.2%	2,791	0.9%	15,318	0.3%	283,005	0.5%
	Asian/ Asian British	17,139	2.2%	40,039	13.1%	293,423	6.5%	4,143,403	7.8%
	Indian	7,204	0.9%	9,901	3.2%	168,928	3.7%	1,395,702	2.6%
	Pakistani	3,470	0.4%	16,771	5.5%	48,940	1.1%	1,112,282	2.1%
	Bangladeshi	600	0.1%	1,049	0.3%	13,258	0.3%	436,514	0.8%
	Chinese	2,942	0.4%	5,988	2.0%	24,404	0.5%	379,503	0.7%
	Other Asian	2,923	0.4%	6,330	2.1%	37,893	0.8%	819,402	1.5%
	Black/ African/ Caribbean/ Black British	5,102	0.6%	22,185	7.3%	81,484	1.8%	1,846,614	3.5%
	African	1,754	0.2%	9,877	3.2%	41,768	0.9%	977,741	1.8%
	Caribbean	2,782	0.4%	9,382	3.1%	28,913	0.6%	591,016	1.1%
	Other Black	566	0.1%	2,926	1.0%	10,803	0.2%	277,857	0.5%
	Other ethnic Group	2,042	0.3%	4,493	1.5%	25,735	0.6%	548,418	1%
	Arab	815	0.1%	2,372	0.8%	9,746	0.2%	220,985	0.4%
	Any other ethnic group	1,227	0.2%	2,121	0.7%	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 Nottinghamshire'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, in Nottinghamshire 63.7% stated they had a religion, compared to 71.5% in Nottingham City and 68.1% in England as a whole. Of those that stated a religion 61.3% of Nottinghamshire population stated they were Christian, and in Nottingham City 44.2% stated they were Christian.

Table Nine - Religious status. Source: 2011 Census Data, ONS.

Religion (2011)	Nottinghamshire		Nottingham City		East Midlands		England	
	Number	%	Number	%	Number	%	Number	%
All Usual Residents	785,802	100%	305,680	100.0%	4,533,222	100%	53,012,456	100%
Has Religion	500,835	63.7%	218,698	71.5%	2,975,723	65.6%	36,094,120	68.1%
Christian	481,994	61.3%	135,216	44.2%	2,666,172	58.8%	31,479,876	59.4%
Buddhist	1,860	0.2%	2,051	0.7%	12,672	0.3%	238,626	0.5%
Hindu	3,480	0.4%	4,498	1.5%	89,723	2%	806,199	1.5%
Jewish	717	0.1%	1,069	0.3%	4,254	0.1%	261,282	0.5%

	Muslim	6,963	0.9%	26,919	8.8%	140,649	3.1%	2,660,116	5%
	Sikh	3,132	0.4%	4,312	1.4%	44,335	1%	420,196	0.8%
	Other Religion	2,689	0.3%	1,483	0.5%	17,918	0.4%	227,825	0.4%
	No Religion	230,138	29.3%	106,954	35.0%	1,248,056	27.5%	13,114,232	24.7%
	Religion not stated	54,829	7%	23,178	7.6%	309,443	6.8%	3,804,104	7.2%

Summary of Nottinghamshire and Nottingham City Baseline

- 4.21 The above details the profile of Nottinghamshire and Nottingham, with age and gender and sexual orientation similar to the East Midlands and England average.
- 4.22 Where Nottinghamshire and Nottingham diverged from the East Midlands and England average was for ethnicity 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 Nottingham had a higher proportion of teenage birth rates and lone parents, though a high proportion of these lone parents were in part time or full employment.
- 4.24 By understanding Nottinghamshire's and Nottingham's profile, it can be considered how the Waste Local Plan may impact on any of the protected characteristic groups.

5.0 Assessment of the Waste Local Plan policies

- 5.1 Using the methodology set out in chapter three, each of the Waste Local Plan policies, vision and strategic objectives were assessed against each protected characteristic. The results of this analysis are detailed in Appendix 1.
- 5.2 The sections below identify the key findings from the assessment for the three sections of the plan: vision and strategic objectives; strategic policies; and development management policies.

Key Findings

Vision and Strategic Objectives

- 5.3 The impact of the Vision on all of the protected characteristic groups was considered to be Neutral/ Negligible as reference to the protection of quality of life did not prejudice or promote any group above another.
- 5.4 Out of the seven strategic objectives in the Draft Plan Waste Local Plan two were found to be 'not applicable' and five were considered to be Neutral/Negligible. SO1 – Climate Change and SO6 – High quality design and operation, it was concluded that no clear links between these objectives and any potential impact on any protected characteristics could be found. For the other five strategic objectives it was considered that although the Strategic Objectives seek to strengthen the economy, protect the environment, do not adversely impact on Community, Health and Wellbeing, seek to meet future waste needs and minimise highway impact they do not prejudice any particular group or individual and they therefore are considered to have a Neutral/Negligible impact overall.

Strategic Policies

- 5.5 When considering the seven Strategic Policies it was concluded that there is no clear link between the policies and any potential impact on any protected characteristics, as such they were scored as 'not applicable'.

Development Management Policies

- 5.6 Out of the twelve Development Management Policies, six policies were identified as having a Neutral/Negligible impact on equality. For the other six policies, no clear link could be established to the matters of equality.

6.0 Assessment of Waste Local Plan Public Consultation

- 6.1 The Waste 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
 - Waste industry bodies

- Local businesses
- Organisations representing different groups of people
- Statutory bodies.

6.2 Consultation has taken place as follows:

- Issues and Options: February-May 2019
- Draft Plan: 4th February-11th April 2022

6.3 All public consultation has been conducted in line with the Nottinghamshire County Council and Nottingham City Councils Statement of Community Involvement (SCI). 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.

Appendix 1 - Draft Plan Policy Impact Assessment

The policies listed in the table below are as they appear in the Draft Waste Local Plan that was published in February 2022.

Key

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

Policy	Protected Characteristics									Commentary	
	Age	Gender Reassignment	Gender partnerships	Marriage and civil	Pregnancy and maternity	Disability	Race	Religion and beliefs	Gender		Sexual Orientation
VISION AND STRATEGIC OBJECTIVES (SO)											
Vision	0	0	0	0	0	0	0	0	0	0	The Vision aims to ensure, <i>'The quality of life of those living, visiting and working in the area will be improved and any risks to human health avoided'</i> . Therefore, it does not prejudice any particular group or individuals above others and so has a neutral/ negligible impact.
SO1: Climate change	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	There is no clear link between this objective and any potential impact on any protected characteristics.
SO2: Strengthen our economy	0	0	0	0	0	0	0	0	0	0	SO2 seeks to promote a diverse economy, ensuring businesses, communities and local authorities work together. Therefore, it does not prejudice any particular

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										group or individuals above others and so has a neutral/negligible impact.
SO3: The environment	0	0	0	0	0	0	0	0	0	SO3 seeks to ensure any new waste facilities protect the countryside, wildlife and valuable habitats, by protecting water, soil and air quality across the plan area and to care for the built, historic and natural environment of the area. Therefore, it does not prejudice any particular group or individuals above others and so has a neutral/negligible impact.
SO4: Community, Health and Wellbeing	0	0	0	0	0	0	0	0	0	This strategic objective seeks to ensure new waste facilities do not adversely impact on local amenities and quality of life from impacts such as dust, traffic, noise, odour and visual impact and address local health concerns. Therefore, it does not prejudice any particular group or individuals above others and so has a neutral/negligible impact.
SO5: Meeting our future needs	0	0	0	0	0	0	0	0	0	This strategic objective seeks to ensure a mix of site sizes and locations to manage waste sustainably, meet current and future targets for recycling, safeguard existing sites and locate new waste facilities where they best support residential, commercial, and industrial development. Therefore, it does not prejudice any particular group or individuals and so has a neutral/negligible impact.
SO6: High quality design and operation	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.
SO7: Sustainable Transport	0	0	0	0	0	0	0	0	0	SP7 seeks to minimise highway impact, reduce transport distances and ensure transport routes use main highways

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											to avoid residential areas. This seeks to protect all and does not prejudice any particular group or individuals over others and therefore has a neutral/ negligible impact.
STRATEGIC POLICIES (SP)											
SP1 – Waste prevention and re-use	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 characteristics.
SP2 – Future waste management provision	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	There is no clear link between this policy and any potential impact on any protected characteristics.
SP3 – Broad Locations for New Waste Treatment Facilities	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 characteristics.
SP4 – Managing Residual Waste	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 characteristics.
SP5 – Climate Change	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	There is no clear link between this policy and any potential impact on any protected characteristics.
SP6– Minimising the movement of Waste	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 characteristics.
SP7 – Green Belt	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	There is no clear link between this policy and any potential impact on any protected characteristic.
SP8 - Safeguarding Waste management sites	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 characteristics.
SP8 – Safeguarding Waste Management Sites	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 characteristics.

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DEVELOPMENT MANAGEMENT POLICIES (DM)											
DM1 – General Site Criteria	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.
DM2 – Health, Wellbeing and Amenity	0	0	0	0	0	0	0	0	0	0	This objective seeks to minimise impacts on health, wellbeing and amenity from new waste management facilities. As it seeks to include all, the impact is neither negative nor positive and so has a neutral/ negligible impact.
DM3 – Design of New and Extended Waste Management Facilities	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.
DM4 – Landscape Protection	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.
DM5 – Protecting and Enhancing Biodiversity	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.
DM6 – Historic Environment	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	There is no clear link between this policy and any potential impact on any protected characteristic.
DM7 – Flood Risk and Water Resources	0	0	0	0	0	0	0	0	0	0	Policy DM7 seeks to ensure that development does not adversely impact on water resources and that the floodplain, sites and elsewhere are not at risk of increased flooding. It therefore does not prejudice or promote any group or individual over others. It therefore has a neutral/ negligible impact.
DM8 – Public Access	0	0	0	0	0	0	0	0	0	0	Policy DM8 seeks to ensure public access and rights of way for all are not adversely impacted by waste management

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											facilities. The policy does not prejudice or promote any group or individual over either and so has a neutral/negligible impact.
DM9 – Planning Obligations	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	There is no clear link between this policy and any potential impact on any protected characteristic.
DM10 – Cumulative Impacts of Development	0	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.
DM11 – Airfield Safeguarding	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	There is no clear link between this policy and any potential impact on any protected characteristic.
DM12 – Highways Safety and Vehicle Movements/Routeing	0	0	0	0	0	0	0	0	0	0	Policy DM12 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.

