

**Appendix 4****Equality Impact Assessment**

The Equality Act 2010 replaces the previous anti-discrimination laws with a single Act. It simplifies the law, removing inconsistencies and making it easier for people to understand and comply with it. It also strengthens the law in important ways, to help tackle discrimination and equality. The majority of the Act came into force on 1 October 2010.

Public bodies are required in it to have due regard to the need to:

- eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited under the Act
- advance equality of opportunity between people who share a protected characteristic and people who do not share it, and
- foster good relations between people who share a protected characteristic and people who do not share it.

The public sector Equality Duty came into force on 5 April 2011. The duty ensures that all public bodies play their part in making society fairer by tackling discrimination and providing equality of opportunity for all. It ensures that public bodies consider the needs of all individuals in their day to day work – in shaping policy, delivering services and in relation to their own employees.

The Equality Duty encourages public bodies to understand how different people will be affected by their activities so that policies and services are appropriate and accessible to all and meet different people's needs. By understanding the effect of their activities on different people, and how inclusive public services can support and open up people's opportunities, public bodies are better placed to deliver policies and services that are efficient and effective.

The new equality duty replaces the three previous public sector equality duties, for race, disability and gender. The new equality duty covers the following protected characteristics:

- age
- disability
- gender reassignment
- pregnancy and maternity
- race – this includes ethnic or national origins, colour or nationality
- religion or belief – including lack of belief
- sex
- sexual orientation.

It also applies to marriage and civil partnership, but only in respect of the requirement to have due regard to the need to eliminate discrimination.

The Council has also decided to treat people who have care experience as if they had a protected characteristic under the law.

Having due regard means consciously thinking about the three aims of the equality duty as part of the process of decision-making. This means that consideration of equality issues must influence the decisions reached by public bodies, including how they act as employers, how they develop, evaluate and review policies, how they design, deliver and evaluate services, and how they commission and procure from others.

Having due regard to the need to advance equality of opportunity involves considering the need to:

- remove or minimise disadvantages suffered by people due to their protected characteristics
- meet the needs of people with protected characteristics, and
- encourage people with protected characteristics to participate in public life or in other activities where their participation is low.

Fostering good relations involves tackling prejudice and promoting understanding between people who share a protected characteristic and others.

Complying with the equality duty may involve treating some people better than others, as far as this is allowed by discrimination law. For example, it may involve making use of an exception or the positive action provisions in order to provide a service in a way which is appropriate for people who share a protected characteristic.

The Equality Duty also explicitly recognises that disabled people's needs may be different from those of non-disabled people. Public bodies should therefore take account of disabled people's impairments when making decisions about policies or services. This might mean making reasonable adjustments or treating disabled people better than non-disabled people in order to meet their needs.

There is no explicit requirement to refer to the Equality Duty in recording the process of consideration but it is good practice to do so. Keeping a record of how decisions were reached will help public bodies demonstrate that they considered the aims of the Equality Duty. Keeping a record of how decisions were reached will help public bodies show how they considered the Equality Duty. Producing an Equality Impact Assessment after a decision has been reached will not achieve compliance with the Equality Duty.

It is recommended that assessments are carried out in respect of new or revised policies and that a copy of the assessment is included as an appendix to the report provided to the decision makers at the relevant Cabinet, Committee or Scrutiny meeting.

Where it is clear from initial consideration that a policy will not have any effect on equality for any of the protected characteristics, no further analysis or action is necessary.

Public bodies should take a proportionate approach when complying with the Equality Duty. In practice, this means giving greater consideration to the Equality Duty where

a policy or function has the potential to have a discriminatory effect or impact on equality of opportunity, and less consideration where the potential effect on equality is slight. The Equality Duty requires public bodies to think about people's different needs and how these can be met.

### EQUALITY IMPACT ASSESSMENT (EIA)

Directorate:	Executive Director	Title of the Lead Officer responsible for EIA	Assistant Director – Environment Services
Name of the policy or function to be assessed:		Blue/Green Infrastructure Strategy.	
Title of the Officer undertaking the assessment:		Assistant Director – Environment Services.	
Is this a new or an existing policy or function?		This is a refresh of an existing strategy.	
<p><b>1. What are the aims and objectives of the policy or function?</b></p> <p>The overarching aim of the Blue Green Infrastructure Strategy is to guide the planning of a network of multifunctional blue and green networks within the borough, helping to deliver a range of environmental, economic and societal benefits. The document underpins wider objectives of the Council, bringing together policies and strategic goals influencing decision making and direction.</p>			
<p><b>2. What outcomes do you want to achieve from the policy or function?</b></p> <ul style="list-style-type: none"> <li>• Improved Biodiversity</li> <li>• Climate resilience and Sustainability</li> <li>• Enhanced accessibility and inclusivity</li> <li>• Community engagement and wellbeing.</li> <li>• Informed Planning and Decision Making.</li> </ul>			
<p><b>3. Who is intended to benefit from the policy or function?</b></p> <p>Everyone who lives or works in the Borough of Broxtowe.</p>			
<p><b>4. Who are the main stakeholders in relation to the policy or function?</b></p> <ul style="list-style-type: none"> <li>• Members</li> <li>• General Management Team (GMT)</li> <li>• Employees in the Council</li> <li>• Residents</li> <li>• Nottinghamshire County Council</li> </ul>			

- Nottinghamshire Wildlife Trust
- Environment Agency

#### **5. What baseline quantitative data do you have about the policy or function relating to the different equality strands?**

The median age of the population in Broxtowe is 43 years, higher than the average for the East Midlands (41 years) and England (40 years). Between 2011 and 2021 the population aged between 65 and 74 increased by 19%. 18.3% of residents in the Borough identify as being disabled.

The Indices for Multiple Deprivation identify pockets of deprivation within the Health and Disability domain, including within parts of Chilwell West and Eastwood Hilltop and Eastwood St Mary's, which are in the 20% most deprived areas nationally.

The sensitivity layer in the *ClimateJust* mapping identifies populations most susceptible to climate change based on their health and ages. Areas of Beeston, a pocket of north-west Stapleford and land bordering the A610 in Eastwood are described as exhibiting an acute sensitivity to climate change within the Borough.

The Borough has the highest rate of hospital admissions for mental health conditions for under 18 year-olds in the East Midlands. Children aged 3-11 report lower levels of happiness, life satisfaction and life worthwhileness compared to children in the rest of Nottinghamshire and across England.

44% of children and young people in the Borough are physically active, which is lower than the regional and national averages of 45.7% and 47.8% respectively.

#### **6. What baseline qualitative data do you have about the policy or function relating to the different equality strands?**

Accessible greenspace in Broxtowe includes parks and gardens, informal amenity space, playing pitches and natural greenspaces. The Borough includes a total provision of 572 hectares, equating to 5.16 hectares per 1,000 of the population. Natural England recommends that local authorities have at least three hectares of publicly accessible green space per 1,000 of the population. Accessible green space offers spaces for physical activity, an enhanced connection with nature and opportunities for social connection which can improve wellbeing.

There are over 210 km of Public Rights of Way (PRoW) within the Borough, with particularly dense networks located at Brinsley, Eastwood and Kimberley. A high density of PRoW are also evident crossing the landscape immediately south the A610 corridor, stretching southwards to Cossall. These routes promote physical activity including walking, running and cycling. Many of these follow field boundaries, railway lines and water courses, and allow people to access the wider rural landscape.

The Play Strategy 2025 will be revised in the next year, alongside a development programme, that will include accessible, inclusive facilities and engaging activities tailored at children and young people.

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**7. What has stakeholder consultation, if carried out, revealed about the nature of the impact?**

Direct public consultation regarding this strategy is due to be undertaken in July/August 2025. However, a wider budget setting consultation undertaken in November 2024 covered the issues of green space.

**8. From the evidence available does the policy or function affect or have the potential to affect different equality groups in different ways? In assessing whether the policy or function adversely affects any particular group or presents an opportunity for promoting equality, consider the questions below in relation to each equality group:**

- Does the policy or function target or exclude a specific equality group or community? Does it affect some equality groups or communities differently? If yes, can this be justified?**

No

- Is the policy or function likely to be equally accessed by all equality groups or communities? If no, can this be justified?**

No

- Are there barriers that might make access difficult or stop different equality groups or communities accessing the policy or function?**

No

- Could the policy or function promote or contribute to equality and good relations between different groups? If so, how?**

N/A

- What further evidence is needed to understand the impact on equality?**

The results of the public consultation undertaken in July/August 2025 may provide additional evidence.

**9. On the basis of the analysis above what actions, if any, will you need to take in respect of each of the equality strands?**

**Age:** No impacts identified.

**Disability:** To ensure the Blue/Green Infrastructure is inclusive to those with disabilities, the Council, where possible, will prioritise accessible and inclusive design features, promoting equitable access and useability for all.

**Gender:** No impacts identified.

**Gender Reassignment:** No impacts identified.

**Marriage and Civil Partnership:** No impacts identified.

**Pregnancy and Maternity:** No impacts identified.

**Race:** No impacts identified.

**Religion and Belief:** No impacts identified.

**Sexual Orientation:** No impacts identified.

**Care Experience:** No impacts identified.

**Executive Director:**

I am satisfied with the results of this EIA. I undertake to review and monitor progress against the actions proposed in response to this impact assessment.

**Signature: Executive Director**