

# Equality Impact Assessment (EQIA)

## Mansfield District

## Gypsy and Traveller Development Plan Document

(Publication Draft Version)

January 2020

## Revision schedule

Rev	Date	Details	Prepared by	Reviewed by	Approved by
1	December 2020	Draft Report	Larna Smith	Ian McCluskey Principal Consultant	Frank Hayes Associate Director
2	January 2020	Final Report	Ian McCluskey Principal Consultant	Ian McCluskey Principal Consultant	Frank Hayes Associate Director

# Table of Contents

<b>Revision schedule</b>	<b>ii</b>
<b>Table of Contents</b>	<b>iii</b>
<b>1 Background</b>	<b>1</b>
1.1 EQIA Explained	1
1.2 The EQIA report	2
<b>2 Methodology</b>	<b>3</b>
2.1 Introduction	3
2.2 Baseline evidence collection	3
2.3 Policy screening	3
2.4 Appraisal of potential equality impacts	3
<b>3 Baseline Position</b>	<b>5</b>
3.1 Introduction	5
3.2 Profile of protected characteristic groups	5
3.3 Issues affecting protected characteristic groups	10
<b>4 Policy screening</b>	<b>19</b>
<b>5 Assessment findings</b>	<b>20</b>
5.1 Conclusions	20
5.2 Mitigation and enhancement	20
<b>Appendices: Individual policy assessments</b>	<b>21</b>
Appendix I: Policy G1: Meeting Accommodation Needs for Gypsies Travellers and Travelling Show People	22
Appendix II: Policy G2: Common Lane	24
Appendix III: Policy G4: Priory Road Allotments	26
Appendix IV: Policy G6: Design and Site Layout	27

# 1 Background

AECOM has been commissioned to undertake an Equality Impact Assessment (EQIA) in support of the Mansfield District Gypsy and Traveller Development Plan document. EQIA is a process for considering and communicating the likely effects of a draft plan in terms of equality issues, with a view to avoiding and mitigating adverse effects and maximising the positives.

Public bodies are required to consider and document how they have taken into consideration equality issues in their decision-making.

## 1.1 EQIA Explained

Equality impact assessment is intended to help make decisions by predicting the equality consequences of the implementation of a proposed plan. In addition to assessing the equality consequences, it also produces recommendations as to how favourable consequences for equality could be enhanced and how any harmful consequences could be avoided or minimised. It addresses equality in relation to protected characteristics, as defined in the Equality Act 2010. These are race, age, sex, disability, sexual orientation, gender reassignment, religion or belief and pregnancy or maternity.

EQIA considers whether the implementation of proposed policies could:

- Help to address existing discrimination or disadvantage experienced by particular groups in the population;
- Increase equal opportunities for protected characteristic groups, so that they are able to access opportunities on an equivalent basis to others, particularly for people from backgrounds who have experienced historic disadvantage or inequality;
- Improve relations between groups who have different protected characteristic identities (e.g. between people from different racial backgrounds); and
- Identify if there is any risk that the policies could give rise to any intended or unintended illegal discrimination.

In summary, the process of EQIA involves:

- Deciding if a plan requires assessment;
- Deciding the overarching questions to be answered by the EQIA;
- Deciding what the potential equality impacts will be by considering how the proposal could impact differently on different groups in the population who share protected characteristics.; and

- Making recommendations as to how positive equality outcomes could be enhanced and how potential worsened inequality outcomes or discrimination, harassment, or worsened relations between groups could be avoided or minimised.

## 1.2 The EQIA report

This EQIA Report is produced with the intention of informing consultation on the publication version of the Gypsy and Traveller DPD.

The structure of the report is as follows:

- Chapter 1, Background
- Chapter 2, Methodology
- Chapter 3, Baseline Position

## 1.3 Introduction

This chapter sets out baseline data regarding the existing resident population in Mansfield district, and key issues that are considered likely to affect protected characteristic groups.

## 1.4 Profile of protected characteristic groups

### 1.4.1 Age

**Error! Reference source not found.** below sets out the age structure of Mansfield district in 2011, 2018 and 2033, in comparison to the East Midlands and England.

*Table 3.1: Age structure of Mansfield, the East Midlands and England in 2011, 2018 and 2033*

	Mansfield district (2011 census)	Mansfield district 2018	Mansfield district 2033	East Midlands (2011 census)	East Midlands 2018	Mansfield district 2033	England (2011 census)	England 2018	England 2033
<b>0-15</b>	18.2%	17.6%	16.7%	18.5%	17.5%	16.7%	18.9%	18.1%	17.2%
<b>16-24</b>	11.3%	10.3%	10.8%	12.1%	12.2%	12.4%	11.9%	11.8%	12%
<b>25-44</b>	26.1%	25%	23.8%	25.9%	24.3%	23.2%	27.5%	26.4%	24.7%
<b>45-64</b>	27.2%	27.5%	23.6%	26.5%	26.5%	23.1%	25.4%	25.5%	23.3%
<b>65-84</b>	15.0%	17%	20.9%	14.8%	17%	20.1%	14.1%	15.8%	18.6%
<b>85 and over</b>	2.1%	2.4%	4.4%	2.2%	2.5%	4.5%	2.2%	2.5%	4.2%

*Source: ONS/AECOM Calculations*

The 2011 census shows that each age group is generally in line with the average figures across the East Midlands and the rest of England. Slight differences can be seen in those people in the 0-15 and 16-24 age groups which are slightly lower for the district when compared to the rest of East Midlands and England, along with the 45-64 and 65-84 age groups being slightly higher than the rest of East Midlands and England. The proportion of residents aged 85 and over is in line with the regional and national averages.

Looking at the ONS (2018) population data, it is noted that the younger age groups (0-15 and 16-24) are predicted to decrease, with proportions within Mansfield district remaining lower than averages in East Midlands and the rest of England.

The 25-44 age group is also lower than the 2011 census across all three localities, with the proportion in Mansfield district being higher than East Midlands but lower than the averages for England.

The proportion of those aged 45-64 in 2018 is similar to the percentage reported in the 2011 census, whereby the proportion in Mansfield district is greater than East Midlands and the rest of England. The 65-84 and over 85 age groups both see a rise in figures when compared to the 2011 census proportions, with greater proportions seen in Mansfield district than the rest of East Midlands and England.

Looking further ahead at the projections to the end of the local plan period (2033), it is evident from census data for Mansfield district that overall the younger age groups will decline, whilst the older age groups will grow over the next 15 years. This can be seen in the 0-15 age group (-1.5%), which shows a decrease during the period from 2011 to 2033; this change is less significant when considering national figures during this time period (England -0.8%). The other significant decline over the plan period is noted in the 45-64 age group (-3.6%) compared to England (-2.1%).

The largest change is experienced within the 65-84 age group which is predicted to increase by 5.9% by 2033 in Mansfield district and 4.3% in England. The over 85 age group is also expected to increase by more than double by 2033 when compared to 2011, reinforcing that the population will continue to age over the plan period.

As can be seen from **Table 3.1**, as with many areas of the country, the district has an ageing population. This change will need to be considered within the policies of the local plan to ensure it can meet the needs of the changing population. For example, the elderly age group can be at a disadvantage with regards to mobility.

#### **1.4.2 Sex and sexual orientation**

The Local Authority population estimates (2005) state that 49% of residents of the district are male and 50% are female. The 2011 Census shows that the gender split in Mansfield district is very similar to the Local Authority population estimates from 2005, of 49.1% of residents being male and 50.9% being female. This follows similar trends in line with the regional and national averages for these periods.

88.8% of lone parent households in Mansfield are headed by a female, compared with 89.2% across the region and 90.3% nationally, taken from the 2011 census data.

The ONS Integrated Household Survey (IHS) introduced questions on sexual orientation. Data from the 2013 survey indicates that across England, 92.5% of adults identify themselves as heterosexual, 1.7% per cent as gay, lesbian or bisexual, and 0.3% as other.

Across the East Midlands region, 93.3% of adults identify as heterosexual, 1.4% as gay or lesbian or bisexual, and 0.2% as other. Estimates are not available at district level or below due to small sample size.

According to the ONS (2012), the proportion of all usual residents registered in a same-sex civil partnership is lower in the Mansfield district (0.17%) compared to the East Midlands (0.19%) and England (0.23%) averages.

Average weekly earnings in 2017 for full-time workers in Mansfield district (£447.50) are significantly lower than the regional (£515.50) and the UK (£552.70) averages. There is a further disparity between the pay for males and females, with females in Mansfield district averagely earning £41 less per week.

**Figure 3.1** below, breaks down the gender profile of Mansfield District Council (MDC) workforce, Nottinghamshire Labour Market (LLM) and Mansfield district (ONS) from 2012-2015.

The graph shows that over this period in Mansfield district, there has seen a slight increase in the number of Males (0.05%) and the same decrease can be seen for females based on ONS figures for the district. When comparing Nottinghamshire data (2012-2015), there is a greater change in the gender population profile within the county.

*Figure 3.1 – Gender Profile of MDC Workforce (MDC), Nottinghamshire Local Labour Market (LLM) & Mansfield District (ONS) 2012-15*



Year	MDC (Male)	LLM (Male)	MDC (Female)	LLM (Female)	ONS (Male)	ONS (Female)
2012	54.01%	49.90%	45.99%	50.10%	49.11%	50.89%
2013	53.82%	49.80%	46.18%	50.20%	49.13%	50.87%
2014	54.10%	49.80%	45.90%	50.20%	49.16%	50.84%
2015	53.39%	49.80%	46.61%	50.20%	49.16%	50.84%

Source: MDC (2016) Workforce Report

In conclusion, the Mansfield district has a fairly equal gender split but a lower proportion of people who identify themselves as gay, lesbian or bisexual compared to the England average. The district further has a lower proportion of residents registered in a same-sex civil partnership compared to the regional and national averages.

With regards to pay, people in Mansfield generally earn considerably less than those regionally and nationally and females further earn less than their male counterparts. Though employment practices are mostly outside the remit of the local plan, it may be able to influence the type of employment opportunities that arise within the district. There may be implications in terms of the number of higher paid jobs available to all and to women in particular.

### 1.4.3 Ethnicity

Error! Reference source not found. sets out the population by broad ethnic groups, taken from the 2011 census. The table shows that 97.2% of residents of Mansfield district are from White ethnic backgrounds, significantly above both the regional (89.3%) and national averages (85.4%).

The district has lower than average proportions of residents from all Black and Minority Ethnic (BME) groups, which makes up 0.4% of the population when compared to East Midlands (1.8%) and the rest of England (3.5%). This is also evident within the Asian and Multiple mixed ethnic groups which are also seen to make up a smaller proportion of the district when compared to the East Midlands and England.

It is apparent that there has been an increase of people from Eastern Europe residing in Mansfield district since the last census. However, there is no formal survey or census either locally or nationally to provide an accurate estimate.

Table 3.2: Population by broad ethnic group in Mansfield district, East Midlands and England (2011)

	Mansfield district	East Midlands	England
White	97.2%	89.3%	85.4%
Multiple/mixed ethnic group	1.1%	1.9%	2.3%
Asian/Asian British	1.2%	6.5%	7.8%
Black/Black British	0.4%	1.8%	3.5%
Other	0.1%	0.6%	1.0%



Overall, the district is less ethnically diverse when compared to regional and national census figures. Even so, there is a need to ensure that the policies in the plan do not unfairly discriminate against those from minority ethnic backgrounds.

#### 1.4.4 Religion and belief

Error! Reference source not found. sets out the religion of the resident population, based on 2011 census data. A higher than average proportion of residents describe their religion as Christian (61.6%), when compared to East Midlands (58.8) and the rest of England (59.4%).

There is also a higher than average proportion that states they have no religion (30.1%), compared to East Midlands (27.5%) and the rest of England (24.7%). All religions other than Christianity are underrepresented in Mansfield district.

*Table 3.3: Percentage of religious beliefs in Mansfield compared to the East Midlands and England (2011)*

	Mansfield district	East Midlands	England
Christian	61.6%	58.8%	59.4%
Buddhist	0.2%	0.3%	0.5%
Hindu	0.3%	2.0%	1.5%
Jewish	0.0%	0.1%	0.5%
Muslim	0.5%	3.1%	5.0%
Sikh	0.2%	1.0%	0.8%
Other religion	0.3%	0.4%	0.4%
No religion	30.1%	27.5%	24.7%
Religion not stated	6.7%	6.8%	7.2%

#### 1.4.5 Disability

The proportion of the resident population that states their day-to-day activities are limited as a result of a long-term health problem or disability is used as a proxy indicator for disability.

**Error! Reference source not found.** sets out this data for Mansfield district, East Midlands and England taken from the 2011 census. The table shows that the district has a higher than average rate of disability overall. There is a greater proportion of people whose day-to-day activities are limited 'a lot' (12.2%) when compared to East Midlands (8.7%) and England (8.3%).

There is also a higher proportion of the population whose day-to-day activities are limited 'a little' (11.6%) compared to East Midlands (9.9%) and England (9.3%).

Overall, 23.8% of residents state that they experience a long-term health problem or disability in Mansfield (2011 Census).

The Local Plan can help to provide for the needs of people who have a disability. In particular, this could include the delivery of suitable housing to meet the needs of this community group; and ensuring that services and facilities are accessible.

*Table 3.2: Long-term health problem or disability (2011)*

	Mansfield district	East Midlands	England
Day-to-day activities limited a lot	12.2%	8.7%	8.3%
Day-to-day activities limited a little	11.6%	9.9%	9.3%
Day-to-day activities not limited	76.3%	81.4%	82.4%

### 1.4.6 Maternity and pregnancy

Pregnant women can be more susceptible to experience negative effects associated with development and the built environment. For example, pregnant women can be more susceptible to poor air quality, which can have a negative impact on birth weight.

Pregnant women will also need good access to health care facilities, particularly towards the latter stages of pregnancy. Accessibility is therefore an important issue for this group.

With regards to income, housing and wellbeing, young mothers (and fathers) may be more likely to suffer from deprivation and struggle to find affordable housing.

There have been reductions in the numbers of teenage conceptions from 1998 to 2013 in all districts within Nottinghamshire. However, it is clear that Mansfield continues to have the highest rates of teenage conception. This is in line with levels of child poverty and the Index of Multiple Deprivation. In fact, there are twelve areas that are persistent 'hotspots' for teenage pregnancy; these correlate with areas of multiple deprivation.

## 1.5 Issues affecting protected characteristic groups

This section sets out an understanding of the key issues that are influenced by plan-making and can affect protected characteristic groups within the district. Those issues that are beyond the remit of a local plan are therefore not considered in this EqIA, such as: *employment practices, public service standards, discrimination, social housing provision processes, and health service practices.*

Factors that can be influenced by the Mansfield District Council Local Plan include:

- the provision of housing to meet specific needs
- regeneration activity
- management of development quality and building design
- accessibility to services and
- protection and provision of community facilities.

### 1.5.1 Poverty and deprivation

A person is considered to be suffering from poverty / deprivation if they do not have or are prevented from having something considered necessary in society. Although poverty is not a protected characteristic, people possessing certain protected characteristics (e.g. disabled people, Black and Minority Ethnic [BME] people, and children) are at greater risk than other people of experiencing deprivation or of living in areas of high deprivation. An understanding of where deprivation is focused can, therefore, help to identify where people who possess protected characteristics may be at greater risk of inequality.

According to the Index of Multiple Deprivation (IMD, 2019), Mansfield district is the 46th most deprived out of the total of 317 local authority areas in England. 10 out of 67 (15%) of its Lower Super Output Areas (LSOAs) within the district fall within the top 10% most deprived nationally and 27 out of 67 (40%) fall within the top 20% most deprived.

The district also experiences above average levels of child poverty, with 22.9% of children living in low-income families compared with 20.1% across England.

People with low income, those living with deprivation and those within areas of higher deprivation can experience poor health and unemployment. Thus, improving access to jobs and health services, and designing new development that promotes health and well-being and social cohesion are likely to be essential for addressing the consequences of deprivation. The location and types of housing and employment development can influence the extent to which communities in deprived areas could benefit (or become more excluded) from such opportunities.

*Figure 3.2 – Mansfield District: 2019 Indices of Multiple Deprivation*

## 1.5.2 Employment and skills

Error! Reference source not found. sets out economic activity in Mansfield district, the East Midlands and England, taken from the 2011 Census.

Mansfield district had a slightly lower rate of economic activity (67.9%) compared to East Midlands (69.3%) and England (69.9%), and unemployment rates were slightly above average in Mansfield (32.1%) compared to East Midlands (30.7%) and England (30.1%). The proportion of residents who were self-employed (7.1%) or full-time students (2.4%) was below regional and national averages.

According to the Centre for Cities Outlook Report for Mansfield (2017), the employment rate has increased by 3.65% since the 2011 census. There is a slightly higher than average proportion of residents who are retired, and a considerably higher than average proportion who are long-term sick or disabled (6.5%) compared to East Midlands (4.2%) and England (4.0%). This reflects the data in Error! Reference source not found. which shows that the district has a higher than average proportion of residents who have a limiting long-term health problem or disability (23.75% in total, with 12.2% being limited 'a lot') compared to England (17.6% in total).

In August 2015, the rate of Jobseekers' Allowance (JSA) claimants in Mansfield district was 2.3%, which is considerably higher than the 1.6% across the East Midlands and England. In February 2018 the claimant count in the district had slightly decreased to 2.18%. Although the rate of JSA claimants has declined, economic deprivation remains an issue and thus improving access to jobs for affected groups is important.

*Table 3.3: Economic activity in Mansfield district compared to the East Midlands and England (2011)*

		Mansfield district	East Midlands	England
Economically active	Total	67.9%	69.3%	69.9%
	Employed	53.8%	53.2%	52.3%
	Self-employed	7.1%	8.7%	9.8%
	Unemployed	4.6%	4.2%	4.4%
	Student	2.4%	3.3%	3.4%
Economically inactive	Total	32.1%	30.7%	30.1%
	Retired	15.7%	15.0%	13.7%
	Student	3.4%	5.8%	5.8%
	Looking after home or family	4.5%	4.0%	4.4%
	Long-term sick or disabled	6.5%	4.1%	4.0%
	Other	2.0%	1.9%	2.2%

**Error! Reference source not found.** shows the percentage of people by the highest level of qualifications achieved in Mansfield, East Midlands and England, taken from the 2011 Census.

The 2011 Census data also shows that Mansfield district has a significantly lower than average proportion of residents who are educated to degree level (Level 4) and above (16.4%) when compared to the East Midlands (23.6%) and England (27.4%).

Mansfield district also has a significantly higher than average proportion of people with no qualifications (30.4%) compared to the East Midlands (24.7%) and England (22.5%). Although, the proportions that are educated to Level 1 (GCSE grade D-G) and Level 2 (GCSE grade C-A\*) are also slightly higher than average.

*Table 3.4: Highest level of qualification held*

	Mansfield district	East Midlands	England
Level 4 and above	16.4%	23.6%	27.4%
Level 3	12.1%	12.9%	12.4%
Level 2	16.5%	15.6%	15.2%
Level 1	15.7%	13.9%	13.3%
Apprenticeship	3.7%	4.0%	3.6%
Other qualifications	5.3%	5.3%	5.7%
No qualifications	30.4%	24.7%	22.5%

**Figure 3.3** below is taken from the ONS 2015 Annual Population Survey (APS).

This table highlights that the percentage of the working population with level/NVQ 4 or above (i.e. degree level) remains considerably lower in Mansfield (26.4%) than in England (36.8%), however this data cannot be compared to the census data from 2011, as the table below (Figure 3.4) only shows those between the ages of 16-64.

This data should be viewed with caution, as it could be skewed by the respondents, as those who are more likely to respond have to be proficient in reading and writing, therefore more likely to have a qualification at entry level.

Overall, it is evident that skills levels in the district are lower than average. With regards to protected groups, this could have implications for younger people in particular, as they may be at a disadvantage when entering working age.

*Figure 3.3: Qualifications across Mansfield district in 2015 compared to Nottinghamshire and England*

### 1.5.3 Housing provision

Error! Reference source not found. shows that home ownership in Mansfield district was above the national average in 2011, but slightly below that of the East Midlands (Census, 2011). The proportion of households that lived in social rented accommodation was above the national and regional averages, but the proportion of private rented households was below the national and regional averages.

*Table 3.5: Household tenure in Mansfield district, the East Midlands and England (2011)*

	Mansfield district	East Midlands	England
Owner occupied	66.6%	67.2%	63.3%
Shared ownership	0.4%	0.7%	0.8%
Social rented	18.2%	15.8%	17.7%
Private rented	13.6%	14.9%	16.8%
Other	1.2%	1.3%	1.3%

Although rates of overcrowding in 2011 were low both in Mansfield district and across the East Midlands (Census 2011), in Mansfield district, 4.3% of households had an occupancy rating of at least -1 or less in 2011 (with 1% with a rating of -2 or less), meaning that they have at least one room fewer than they require to meet their needs. Across the region, the figure was 5.5%, while nationally it was 8.7%.

This suggests that there is a need for bigger homes or a wider range of affordable housing so that people living in these homes (e.g. 'concealed households') can access suitable alternative accommodation. Ethnic groups in particular may be likely to be affected by a lack of access to a suitably sized home, as they tend to have larger families living in the same home.

*Table 3.6: Occupancy rating (rooms)*

	Mansfield district	East Midlands	England
Occupancy rating of +2 or more	55.3%	56.7%	49.7%
Occupancy rating of +1	24.8%	22.8%	22.9%
Occupancy rating of 0	15.6%	15.0%	18.6%
Occupancy rating of -1	3.3%	4.2%	6.4%
Occupancy rating of -2 or less	1.0%	1.3%	2.3%

- The Centre for Cities Outlook report (2017) states that the affordability ratio in Mansfield district was 6.08, ranking Mansfield 48<sup>th</sup> out of 62 UK cities. Affordability ratios are calculated by dividing house prices by gross annual workplace-based earnings; thus, a lower ratio figure equates to higher affordability. The mean house price was recorded to be £138,578, ranking Mansfield 51<sup>st</sup> out of 62 cities in the UK. Therefore, housing in the district is broadly affordable when compared to affordability nationwide. People from low income backgrounds and younger first time buyers are more likely to experience difficulty in accessing housing.
- Chapter 4, Policy screening



- Chapter 5, Assessment findings
- Appendices: Individual policy assessments

## 2 Methodology

### 2.1 Introduction

This section sets out the approach to the appraisal of potential equality effects arising from the Plan, and the identification of recommendations to remove or mitigate potential adverse equality effects and promote potential positive equality effects.

### 2.2 Baseline evidence collection

The first stage of the EQIA was to collect baseline evidence concerning people sharing protected characteristics living within Mansfield district who may be affected by the policies contained within the draft local plan. A baseline position was identified for the EQIA that accompanied the Mansfield Local Plan in August 2018. Much of this remains relevant and therefore has been retained.

The baseline draws largely from Office for National Statistics (ONS) Census data from 2011, as well as other key national data sets including the Index of Multiple Deprivation (IMD) 2019 and the ONS Integrated Household Survey.

Updates have been made where possible at the current stage to ensure that the assessment is based upon the most relevant information.

Chapter 3, ‘Baseline Position

### 2.3 Introduction

This chapter sets out baseline data regarding the existing resident population in Mansfield district, and key issues that are considered likely to affect protected characteristic groups.

### 2.4 Profile of protected characteristic groups

#### 2.4.1 Age

**Error! Reference source not found.** below sets out the age structure of Mansfield district in 2011, 2018 and 2033, in comparison to the East Midlands and England.

Table 3.1: Age structure of Mansfield, the East Midlands and England in 2011, 2018 and 2033

	Mansfield district (2011 census)	Mansfield district 2018	Mansfield district 2033	East Midlands (2011 census)	East Midlands 2018	Mansfield district 2033	England (2011 census)	England 2018	England 2033
--	----------------------------------	-------------------------	-------------------------	-----------------------------	--------------------	-------------------------	-----------------------	--------------	--------------

<b>0-15</b>	18.2%	17.6%	16.7%	18.5%	17.5%	16.7%	18.9%	18.1%	17.2%
<b>16-24</b>	11.3%	10.3%	10.8%	12.1%	12.2%	12.4%	11.9%	11.8%	12%
<b>25-44</b>	26.1%	25%	23.8%	25.9%	24.3%	23.2%	27.5%	26.4%	24.7%
<b>45-64</b>	27.2%	27.5%	23.6%	26.5%	26.5%	23.1%	25.4%	25.5%	23.3%
<b>65-84</b>	15.0%	17%	20.9%	14.8%	17%	20.1%	14.1%	15.8%	18.6%
<b>85 and over</b>	2.1%	2.4%	4.4%	2.2%	2.5%	4.5%	2.2%	2.5%	4.2%

Source: ONS/AECOM Calculations

The 2011 census shows that each age group is generally in line with the average figures across the East Midlands and the rest of England. Slight differences can be seen in those people in the 0-15 and 16-24 age groups which are slightly lower for the district when compared to the rest of East Midlands and England, along with the 45-64 and 65-84 age groups being slightly higher than the rest of East Midlands and England. The proportion of residents aged 85 and over is in line with the regional and national averages.

Looking at the ONS (2018) population data, it is noted that the younger age groups (0-15 and 16-24) are predicted to decrease, with proportions within Mansfield district remaining lower than averages in East Midlands and the rest of England.

The 25-44 age group is also lower than the 2011 census across all three localities, with the proportion in Mansfield district being higher than East Midlands but lower than the averages for England.

The proportion of those aged 45-64 in 2018 is similar to the percentage reported in the 2011 census, whereby the proportion in Mansfield district is greater than East Midlands and the rest of England. The 65-84 and over 85 age groups both see a rise in figures when compared to the 2011 census proportions, with greater proportions seen in Mansfield district than the rest of East Midlands and England.

Looking further ahead at the projections to the end of the local plan period (2033), it is evident from census data for Mansfield district that overall the younger age groups will decline, whilst the older age groups will grow over the next 15 years. This can be seen in the 0-15 age group (-1.5%), which shows a decrease during the period from 2011 to 2033; this change is less significant when considering national figures during this time period (England -0.8%). The other significant decline over the plan period is noted in the 45-64 age group (-3.6%) compared to England (-2.1%).

The largest change is experienced within the 65-84 age group which is predicted to increase by 5.9% by 2033 in Mansfield district and 4.3% in England. The over 85 age group is also expected to increase by more than double by 2033 when compared to 2011, reinforcing that the population will continue to age over the plan period.

As can be seen from **Table 3.1**, as with many areas of the country, the district has an ageing population. This change will need to be considered within the policies of the local plan to ensure it can meet the needs of the changing population. For example, the elderly age group can be at a disadvantage with regards to mobility.

#### **2.4.2 Sex and sexual orientation**

The Local Authority population estimates (2005) state that 49% of residents of the district are male and 50% are female. The 2011 Census shows that the gender split in Mansfield district is very similar to the Local Authority population estimates from 2005, of 49.1% of residents being male and 50.9% being female. This follows similar trends in line with the regional and national averages for these periods.

88.8% of lone parent households in Mansfield are headed by a female, compared with 89.2% across the region and 90.3% nationally, taken from the 2011 census data.

The ONS Integrated Household Survey (IHS) introduced questions on sexual orientation. Data from the 2013 survey indicates that across England, 92.5% of adults identify themselves as heterosexual, 1.7% per cent as gay, lesbian or bisexual, and 0.3% as other.

Across the East Midlands region, 93.3% of adults identify as heterosexual, 1.4% as gay or lesbian or bisexual, and 0.2% as other. Estimates are not available at district level or below due to small sample size.

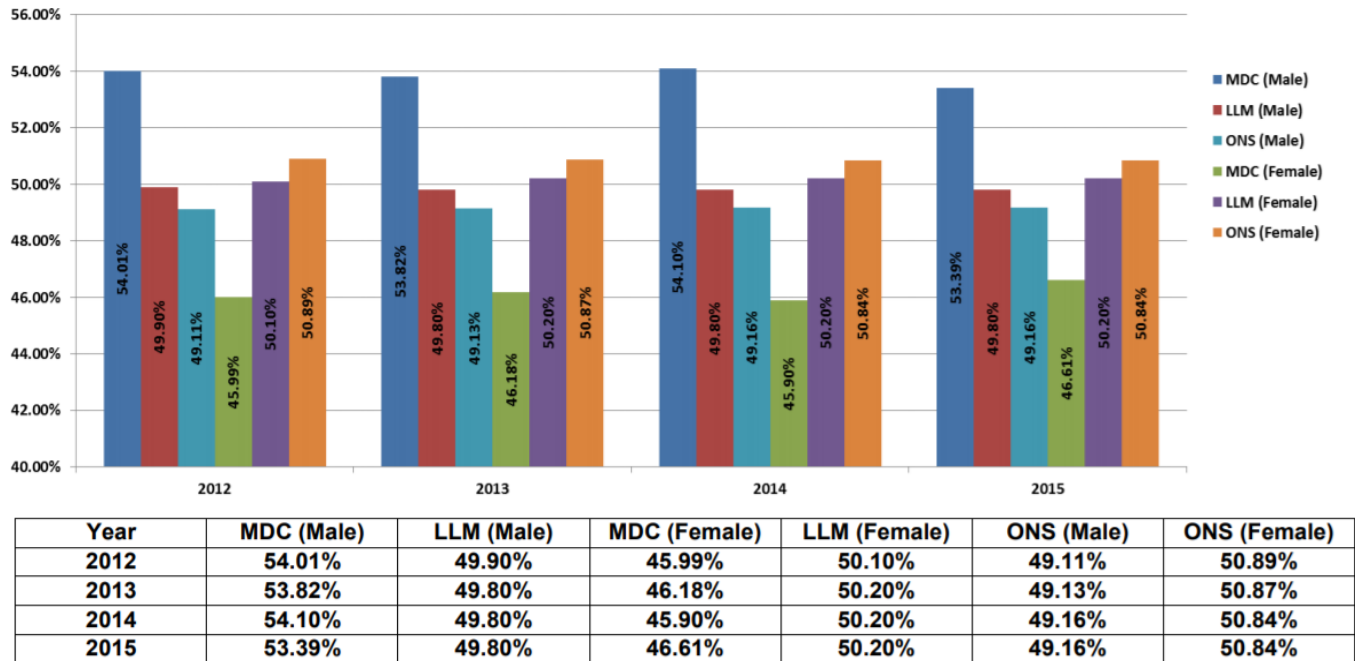
According to the ONS (2012), the proportion of all usual residents registered in a same-sex civil partnership is lower in the Mansfield district (0.17%) compared to the East Midlands (0.19%) and England (0.23%) averages.

Average weekly earnings in 2017 for full-time workers in Mansfield district (£447.50) are significantly lower than the regional (£515.50) and the UK (£552.70) averages. There is a further disparity between the pay for males and females, with females in Mansfield district averagely earning £41 less per week.

**Figure 3.1** below, breaks down the gender profile of Mansfield District Council (MDC) workforce, Nottinghamshire Labour Market (LLM) and Mansfield district (ONS) from 2012-2015.

The graph shows that over this period in Mansfield district, there has seen a slight increase in the number of Males (0.05%) and the same decrease can be seen for females based on ONS figures for the district. When comparing Nottinghamshire data (2012-2015), there is a greater change in the gender population profile within the county.

*Figure 3.1 – Gender Profile of MDC Workforce (MDC), Nottinghamshire Local Labour Market (LLM) & Mansfield District (ONS) 2012-15*



Source: MDC (2016) Workforce Report

In conclusion, the Mansfield district has a fairly equal gender split but a lower proportion of people who identify themselves as gay, lesbian or bisexual compared to the England average. The district further has a lower proportion of residents registered in a same-sex civil partnership compared to the regional and national averages.

With regards to pay, people in Mansfield generally earn considerably less than those regionally and nationally and females further earn less than their male counterparts. Though employment practices are mostly outside the remit of the local plan, it may be able to influence the type of employment opportunities that arise within the district. There may be implications in terms of the number of higher paid jobs available to all and to women in particular.

### 2.4.3 Ethnicity

Error! Reference source not found. sets out the population by broad ethnic groups, taken from the 2011 census. The table shows that 97.2% of residents of Mansfield district are from White ethnic backgrounds, significantly above both the regional (89.3%) and national averages (85.4%).

The district has lower than average proportions of residents from all Black and Minority Ethnic (BME) groups, which makes up 0.4% of the population when compared to East Midlands (1.8%) and the rest of England (3.5%). This is also evident within the Asian and Multiple mixed ethnic groups which are also seen to make up a smaller proportion of the district when compared to the East Midlands and England.

It is apparent that there has been an increase of people from Eastern Europe residing in Mansfield district since the last census. However, there is no formal survey or census either locally or nationally to provide an accurate estimate.

*Table 3.2: Population by broad ethnic group in Mansfield district, East Midlands and England (2011)*

	Mansfield district	East Midlands	England
White	97.2%	89.3%	85.4%
Multiple/mixed ethnic group	1.1%	1.9%	2.3%
Asian/Asian British	1.2%	6.5%	7.8%
Black/Black British	0.4%	1.8%	3.5%
Other	0.1%	0.6%	1.0%

Overall, the district is less ethnically diverse when compared to regional and national census figures. Even so, there is a need to ensure that the policies in the plan do not unfairly discriminate against those from minority ethnic backgrounds.

#### 2.4.4 Religion and belief

Error! Reference source not found. sets out the religion of the resident population, based on 2011 census data. A higher than average proportion of residents describe their religion as Christian (61.6%), when compared to East Midlands (58.8) and the rest of England (59.4%).

There is also a higher than average proportion that states they have no religion (30.1%), compared to East Midlands (27.5%) and the rest of England (24.7%). All religions other than Christianity are underrepresented in Mansfield district.

*Table 3.3: Percentage of religious beliefs in Mansfield compared to the East Midlands and England (2011)*

	Mansfield district	East Midlands	England
Christian	61.6%	58.8%	59.4%
Buddhist	0.2%	0.3%	0.5%
Hindu	0.3%	2.0%	1.5%
Jewish	0.0%	0.1%	0.5%
Muslim	0.5%	3.1%	5.0%
Sikh	0.2%	1.0%	0.8%
Other religion	0.3%	0.4%	0.4%
No religion	30.1%	27.5%	24.7%
Religion not stated	6.7%	6.8%	7.2%

### 2.4.5 Disability

The proportion of the resident population that states their day-to-day activities are limited as a result of a long-term health problem or disability is used as a proxy indicator for disability.

**Error! Reference source not found.** sets out this data for Mansfield district, East Midlands and England taken from the 2011 census. The table shows that the district has a higher than average rate of disability overall. There is a greater proportion of people whose day-to-day activities are limited 'a lot' (12.2%) when compared to East Midlands (8.7%) and England (8.3%).

There is also a higher proportion of the population whose day-to-day activities are limited 'a little' (11.6%) compared to East Midlands (9.9%) and England (9.3%).

Overall, 23.8% of residents state that they experience a long-term health problem or disability in Mansfield (2011 Census).

The Local Plan can help to provide for the needs of people who have a disability. In particular, this could include the delivery of suitable housing to meet the needs of this community group; and ensuring that services and facilities are accessible.

*Table 3.2: Long-term health problem or disability (2011)*

	Mansfield district	East Midlands	England
Day-to-day activities limited a lot	12.2%	8.7%	8.3%
Day-to-day activities limited a little	11.6%	9.9%	9.3%
Day-to-day activities not limited	76.3%	81.4%	82.4%

### 2.4.6 Maternity and pregnancy

Pregnant women can be more susceptible to experience negative effects associated with development and the built environment. For example, pregnant women can be more susceptible to poor air quality, which can have a negative impact on birth weight.

Pregnant women will also need good access to health care facilities, particularly towards the latter stages of pregnancy. Accessibility is therefore an important issue for this group.

With regards to income, housing and wellbeing, young mothers (and fathers) may be more likely to suffer from deprivation and struggle to find affordable housing.

There have been reductions in the numbers of teenage conceptions from 1998 to 2013 in all districts within Nottinghamshire. However, it is clear that Mansfield continues to have the highest rates of teenage conception. This is in line with levels of child poverty and the Index of Multiple Deprivation. In fact, there are twelve areas that are persistent 'hotspots' for teenage pregnancy; these correlate with areas of multiple deprivation.

## 2.5 Issues affecting protected characteristic groups

This section sets out an understanding of the key issues that are influenced by plan-making and can affect protected characteristic groups within the district. Those issues that are beyond the remit of a local plan are therefore not considered in this EqIA, such as: *employment practices, public service standards, discrimination, social housing provision processes, and health service practices.*

Factors that can be influenced by the Mansfield District Council Local Plan include:

- the provision of housing to meet specific needs
- regeneration activity
- management of development quality and building design
- accessibility to services and
- protection and provision of community facilities.

### 2.5.1 Poverty and deprivation

A person is considered to be suffering from poverty / deprivation if they do not have or are prevented from having something considered necessary in society. Although poverty is not a protected characteristic, people possessing certain protected characteristics (e.g. disabled people, Black and Minority Ethnic [BME] people, and children) are at greater risk than other people of experiencing deprivation or of living in areas of high deprivation. An understanding of where deprivation is focused can, therefore, help to identify where people who possess protected characteristics may be at greater risk of inequality.

According to the Index of Multiple Deprivation (IMD, 2019), Mansfield district is the 46th most deprived out of the total of 317 local authority areas in England. 10 out of 67 (15%) of its Lower Super Output Areas (LSOAs) within the district fall within the top 10% most deprived nationally and 27 out of 67 (40%) fall within the top 20% most deprived.

The district also experiences above average levels of child poverty, with 22.9% of children living in low-income families compared with 20.1% across England.

People with low income, those living with deprivation and those within areas of higher deprivation can experience poor health and unemployment. Thus, improving access to jobs and health services, and designing new development that promotes health and well-being and social cohesion are likely to be essential for addressing the consequences of deprivation. The location and types of housing and employment development can influence the extent to which communities in deprived areas could benefit (or become more excluded) from such opportunities.



*Figure 3.2 – Mansfield District: 2019 Indices of Multiple Deprivation*

## 2.5.2 Employment and skills

Error! Reference source not found. sets out economic activity in Mansfield district, the East Midlands and England, taken from the 2011 Census.

Mansfield district had a slightly lower rate of economic activity (67.9%) compared to East Midlands (69.3%) and England (69.9%), and unemployment rates were slightly above average in Mansfield (32.1%) compared to East Midlands (30.7%) and England (30.1%). The proportion of residents who were self-employed (7.1%) or full-time students (2.4%) was below regional and national averages.

According to the Centre for Cities Outlook Report for Mansfield (2017), the employment rate has increased by 3.65% since the 2011 census. There is a slightly higher than average proportion of residents who are retired, and a considerably higher than average proportion who are long-term sick or disabled (6.5%) compared to East Midlands (4.2%) and England (4.0%). This reflects the data in Error! Reference source not found. which shows that the district has a higher than average proportion of residents who have a limiting long-term health problem or disability (23.75% in total, with 12.2% being limited 'a lot') compared to England (17.6% in total).

In August 2015, the rate of Jobseekers' Allowance (JSA) claimants in Mansfield district was 2.3%, which is considerably higher than the 1.6% across the East Midlands and England. In February 2018 the claimant count in the district had slightly decreased to 2.18%. Although the rate of JSA claimants has declined, economic deprivation remains an issue and thus improving access to jobs for affected groups is important.

*Table 3.3: Economic activity in Mansfield district compared to the East Midlands and England (2011)*

		Mansfield district	East Midlands	England
Economically active	Total	67.9%	69.3%	69.9%
	Employed	53.8%	53.2%	52.3%
	Self-employed	7.1%	8.7%	9.8%
	Unemployed	4.6%	4.2%	4.4%
	Student	2.4%	3.3%	3.4%
Economically inactive	Total	32.1%	30.7%	30.1%
	Retired	15.7%	15.0%	13.7%
	Student	3.4%	5.8%	5.8%
	Looking after home or family	4.5%	4.0%	4.4%
	Long-term sick or disabled	6.5%	4.1%	4.0%
	Other	2.0%	1.9%	2.2%

**Error! Reference source not found.** shows the percentage of people by the highest level of qualifications achieved in Mansfield, East Midlands and England, taken from the 2011 Census.

The 2011 Census data also shows that Mansfield district has a significantly lower than average proportion of residents who are educated to degree level (Level 4) and above (16.4%) when compared to the East Midlands (23.6%) and England (27.4%).

Mansfield district also has a significantly higher than average proportion of people with no qualifications (30.4%) compared to the East Midlands (24.7%) and England (22.5%). Although, the proportions that are educated to Level 1 (GCSE grade D-G) and Level 2 (GCSE grade C-A\*) are also slightly higher than average.

*Table 3.4: Highest level of qualification held*

	Mansfield district	East Midlands	England
Level 4 and above	16.4%	23.6%	27.4%
Level 3	12.1%	12.9%	12.4%
Level 2	16.5%	15.6%	15.2%
Level 1	15.7%	13.9%	13.3%
Apprenticeship	3.7%	4.0%	3.6%
Other qualifications	5.3%	5.3%	5.7%
No qualifications	30.4%	24.7%	22.5%

**Figure 3.3** below is taken from the ONS 2015 Annual Population Survey (APS).

This table highlights that the percentage of the working population with level/NVQ 4 or above (i.e. degree level) remains considerably lower in Mansfield (26.4%) than in England (36.8%), however this data cannot be compared to the census data from 2011, as the table below (Figure 3.4) only shows those between the ages of 16-64.

This data should be viewed with caution, as it could be skewed by the respondents, as those who are more likely to respond have to be proficient in reading and writing, therefore more likely to have a qualification at entry level.

Overall, it is evident that skills levels in the district are lower than average. With regards to protected groups, this could have implications for younger people in particular, as they may be at a disadvantage when entering working age.

*Figure 3.3: Qualifications across Mansfield district in 2015 compared to Nottinghamshire and England*

### 2.5.3 Housing provision

Error! Reference source not found. shows that home ownership in Mansfield district was above the national average in 2011, but slightly below that of the East Midlands (Census, 2011). The proportion of households that lived in social rented accommodation was above the national and regional averages, but the proportion of private rented households was below the national and regional averages.

*Table 3.5: Household tenure in Mansfield district, the East Midlands and England (2011)*

	Mansfield district	East Midlands	England
Owner occupied	66.6%	67.2%	63.3%
Shared ownership	0.4%	0.7%	0.8%
Social rented	18.2%	15.8%	17.7%
Private rented	13.6%	14.9%	16.8%
Other	1.2%	1.3%	1.3%

Although rates of overcrowding in 2011 were low both in Mansfield district and across the East Midlands (Census 2011), in Mansfield district, 4.3% of households had an occupancy rating of at least -1 or less in 2011 (with 1% with a rating of -2 or less), meaning that they have at least one room fewer than they require to meet their needs. Across the region, the figure was 5.5%, while nationally it was 8.7%.

This suggests that there is a need for bigger homes or a wider range of affordable housing so that people living in these homes (e.g. 'concealed households') can access suitable alternative accommodation. Ethnic groups in particular may be likely to be affected by a lack of access to a suitably sized home, as they tend to have larger families living in the same home.

*Table 3.6: Occupancy rating (rooms)*

	Mansfield district	East Midlands	England
Occupancy rating of +2 or more	55.3%	56.7%	49.7%
Occupancy rating of +1	24.8%	22.8%	22.9%
Occupancy rating of 0	15.6%	15.0%	18.6%
Occupancy rating of -1	3.3%	4.2%	6.4%
Occupancy rating of -2 or less	1.0%	1.3%	2.3%

The Centre for Cities Outlook report (2017) states that the affordability ratio in Mansfield district was 6.08, ranking Mansfield 48<sup>th</sup> out of 62 UK cities. Affordability ratios are calculated by dividing house prices by gross annual workplace-based earnings; thus, a lower ratio figure equates to higher affordability. The mean house price was recorded to be £138,578, ranking Mansfield 51<sup>st</sup> out of 62 cities in the UK. Therefore, housing in the district is broadly affordable when compared to affordability nationwide. People from low income backgrounds and younger first time buyers are more likely to experience difficulty in accessing housing. ' sets out data about people sharing protected characteristics, and about key issues that may affect people

with protected characteristics living in Mansfield district, including: Poverty and Deprivation, Employment and Skills, and Housing.

## 2.6 Policy screening

The next stage was to conduct a screening of policies planned for inclusion within the emerging local plan to decide which policies would be included in the detailed appraisal process.

Policies were screened in where it was considered likely that they would have either a positive or negative impact on people with protected characteristics living in the district.

Where no differential impact was envisaged, policies were screened out. Chapter 4, Policy screening includes the screening table with the screening decision for every policy contained in the local plan.

## 2.7 Appraisal of potential equality impacts

The final stage of the EQIA at this point was to appraise the potential equality impacts arising from each of the policies that had been screened in, by asking the following questions:

- 1) Will the local plan potentially impact negatively on persons according to their protected characteristic identity?
- 2) Will it promote equality of opportunity between persons sharing/not sharing protected characteristics? This reflects Mansfield District Council's equality objective to ensure its plans and policies support improved access and experience of Council services for those users and residents who are from one or more of the protected groups.
- 3) Will it promote good relations between persons sharing/not sharing protected characteristics?
- 4) If there is no impact, is there a gap or are there opportunities to develop the policy to promote a positive impact?

These questions were established by drawing upon the key principles of the Equalities Act, established EqIA methods and the Council's existing EqIA process.

In answering these questions, the EqIA drew on the baseline data set out in Chapter 3, as well as key literature relating to protected characteristic groups and equality impacts.

A full appraisal for each screened in policy is included in **Appendices: Individual policy assessments**.

A summary of appraisal findings, conclusions and recommendations is set out in Chapter 5, Assessment findings.

## 3 Baseline Position

### 3.1 Introduction

This chapter sets out baseline data regarding the existing resident population in Mansfield district, and key issues that are considered likely to affect protected characteristic groups.

### 3.2 Profile of protected characteristic groups

#### 3.2.1 Age

**Error! Reference source not found.** below sets out the age structure of Mansfield district in 2011, 2018 and 2033, in comparison to the East Midlands and England.

*Table 3.1: Age structure of Mansfield, the East Midlands and England in 2011, 2018 and 2033*

	Mansfield district (2011 census)	Mansfield district 2018	Mansfield district 2033	East Midlands (2011 census)	East Midlands 2018	Mansfield district 2033	England (2011 census)	England 2018	England 2033
<b>0-15</b>	18.2%	17.6%	16.7%	18.5%	17.5%	16.7%	18.9%	18.1%	17.2%
<b>16-24</b>	11.3%	10.3%	10.8%	12.1%	12.2%	12.4%	11.9%	11.8%	12%
<b>25-44</b>	26.1%	25%	23.8%	25.9%	24.3%	23.2%	27.5%	26.4%	24.7%
<b>45-64</b>	27.2%	27.5%	23.6%	26.5%	26.5%	23.1%	25.4%	25.5%	23.3%
<b>65-84</b>	15.0%	17%	20.9%	14.8%	17%	20.1%	14.1%	15.8%	18.6%
<b>85 and over</b>	2.1%	2.4%	4.4%	2.2%	2.5%	4.5%	2.2%	2.5%	4.2%

Source: ONS/AECOM Calculations

The 2011 census shows that each age group is generally in line with the average figures across the East Midlands and the rest of England. Slight differences can be seen in those people in the 0-15 and 16-24 age groups which are slightly lower for the district when compared to the rest of East Midlands and England, along with the 45-64 and 65-84 age groups being slightly higher than the rest of East Midlands and England. The proportion of residents aged 85 and over is in line with the regional and national averages.

Looking at the ONS<sup>1</sup> (2018) population data, it is noted that the younger age groups (0-15 and 16-24) are predicted to decrease, with proportions within Mansfield district remaining lower than averages in East Midlands and the rest of England.

<sup>1</sup> Office of National Statistics (2018)

The 25-44 age group is also lower than the 2011 census across all three localities, with the proportion in Mansfield district being higher than East Midlands but lower than the averages for England.

The proportion of those aged 45-64 in 2018 is similar to the percentage reported in the 2011 census, whereby the proportion in Mansfield district is greater than East Midlands and the rest of England. The 65-84 and over 85 age groups both see a rise in figures when compared to the 2011 census proportions, with greater proportions seen in Mansfield district than the rest of East Midlands and England.

Looking further ahead at the projections to the end of the local plan period (2033), it is evident from census data for Mansfield district that overall the younger age groups will decline, whilst the older age groups will grow over the next 15 years. This can be seen in the 0-15 age group (-1.5%), which shows a decrease during the period from 2011 to 2033; this change is less significant when considering national figures during this time period (England -0.8%). The other significant decline over the plan period is noted in the 45-64 age group (-3.6%) compared to England (-2.1%).

The largest change is experienced within the 65-84 age group which is predicted to increase by 5.9% by 2033 in Mansfield district and 4.3% in England. The over 85 age group is also expected to increase by more than double by 2033 when compared to 2011, reinforcing that the population will continue to age over the plan period.

As can be seen from **Table 3.1**, as with many areas of the country, the district has an ageing population. This change will need to be considered within the policies of the local plan to ensure it can meet the needs of the changing population. For example, the elderly age group can be at a disadvantage with regards to mobility.

### 3.2.2 Sex and sexual orientation

The Local Authority population estimates (2005)<sup>2</sup> state that 49% of residents of the district are male and 50% are female. The 2011 Census shows that the gender split in Mansfield district is very similar to the Local Authority population estimates from 2005, of 49.1% of residents being male and 50.9% being female. This follows similar trends in line with the regional and national averages for these periods.

88.8% of lone parent households in Mansfield are headed by a female, compared with 89.2% across the region and 90.3% nationally, taken from the 2011 census data.

The ONS Integrated Household Survey (IHS) introduced questions on sexual orientation. Data from the 2013 survey indicates that across England, 92.5% of adults identify themselves as heterosexual, 1.7% per cent as gay, lesbian or bisexual, and 0.3% as other.

---

<sup>2</sup> MDC (2007) Mansfield Neighbourhood Profile. Available at:  
[http://www.mansfield.gov.uk/media/pdf/9/5/Mansfield\\_District.pdf](http://www.mansfield.gov.uk/media/pdf/9/5/Mansfield_District.pdf)



Across the East Midlands region, 93.3% of adults identify as heterosexual, 1.4% as gay or lesbian or bisexual, and 0.2% as other. Estimates are not available at district level or below due to small sample size.<sup>3</sup>

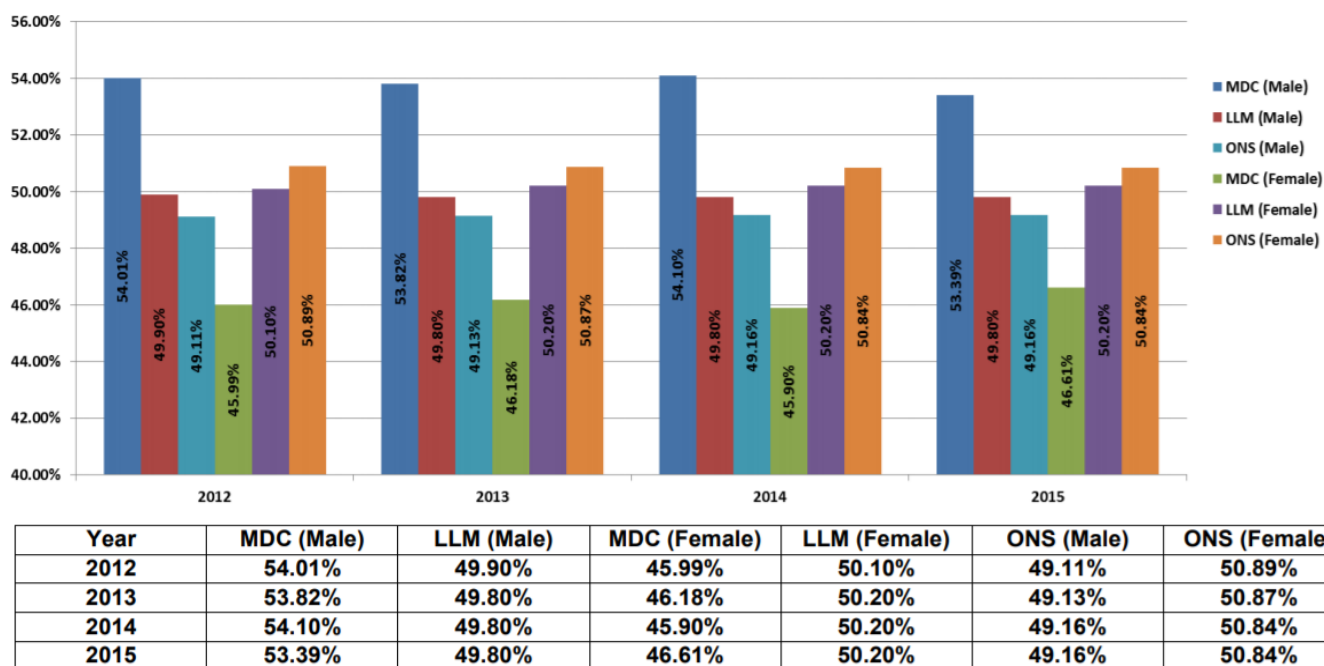
According to the ONS (2012), the proportion of all usual residents registered in a same-sex civil partnership is lower in the Mansfield district (0.17%) compared to the East Midlands (0.19%) and England (0.23%) averages.

Average weekly earnings in 2017 for full-time workers in Mansfield district (£447.50) are significantly lower than the regional (£515.50) and the UK (£552.70) averages<sup>4</sup>. There is a further disparity between the pay for males and females, with females in Mansfield district averagely earning £41 less per week.

**Figure 3.1** below, breaks down the gender profile of Mansfield District Council (MDC) workforce, Nottinghamshire Labour Market (LLM) and Mansfield district (ONS) from 2012-2015.

The graph shows that over this period in Mansfield district, there has seen a slight increase in the number of Males (0.05%) and the same decrease can be seen for females based on ONS figures for the district. When comparing Nottinghamshire data (2012-2015), there is a greater change in the gender population profile within the county.

*Figure 3.1 – Gender Profile of MDC Workforce (MDC), Nottinghamshire Local Labour Market (LLM) & Mansfield District (ONS) 2012-15*



<sup>3</sup> ONS (2014) Integrated Household Survey, January to December 2013: Experimental Statistics, available online at: [http://www.ons.gov.uk/ons/dcp171778\\_379565.pdf](http://www.ons.gov.uk/ons/dcp171778_379565.pdf) (accessed September 2015)

<sup>4</sup> ONS (2017) Earning by place of residence. Available at: <https://www.nomisweb.co.uk/reports/lmp/la/1946157166/printable.aspx>

Source: MDC (2016) Workforce Report

In conclusion, the Mansfield district has a fairly equal gender split but a lower proportion of people who identify themselves as gay, lesbian or bisexual compared to the England average. The district further has a lower proportion of residents registered in a same-sex civil partnership compared to the regional and national averages.

With regards to pay, people in Mansfield generally earn considerably less than those regionally and nationally and females further earn less than their male counterparts. Though employment practices are mostly outside the remit of the local plan, it may be able to influence the type of employment opportunities that arise within the district. There may be implications in terms of the number of higher paid jobs available to all and to women in particular.

### 3.2.3 Ethnicity

Error! Reference source not found. sets out the population by broad ethnic groups, taken from the 2011 census. The table shows that 97.2% of residents of Mansfield district are from White ethnic backgrounds, significantly above both the regional (89.3%) and national averages (85.4%).

The district has lower than average proportions of residents from all Black and Minority Ethnic (BME) groups, which makes up 0.4% of the population when compared to East Midlands (1.8%) and the rest of England (3.5%). This is also evident within the Asian and Multiple mixed ethnic groups which are also seen to make up a smaller proportion of the district when compared to the East Midlands and England.

It is apparent that there has been an increase of people from Eastern Europe residing in Mansfield district since the last census. However, there is no formal survey or census either locally or nationally to provide an accurate estimate.

Table 3.2: Population by broad ethnic group in Mansfield district, East Midlands and England (2011)

	Mansfield district	East Midlands	England
White	97.2%	89.3%	85.4%
Multiple/mixed ethnic group	1.1%	1.9%	2.3%
Asian/Asian British	1.2%	6.5%	7.8%
Black/Black British	0.4%	1.8%	3.5%
Other	0.1%	0.6%	1.0%

Overall, the district is less ethnically diverse when compared to regional and national census figures. Even so, there is a need to ensure that the policies in the plan do not unfairly discriminate against those from minority ethnic backgrounds.

### 3.2.4 Religion and belief

Error! Reference source not found. sets out the religion of the resident population, based on 2011 census data. A higher than average proportion of residents describe their religion as Christian (61.6%), when compared to East Midlands (58.8) and the rest of England (59.4%).

There is also a higher than average proportion that states they have no religion (30.1%), compared to East Midlands (27.5%) and the rest of England (24.7%). All religions other than Christianity are underrepresented in Mansfield district.

*Table 3.3: Percentage of religious beliefs in Mansfield compared to the East Midlands and England (2011)*

	Mansfield district	East Midlands	England
Christian	61.6%	58.8%	59.4%
Buddhist	0.2%	0.3%	0.5%
Hindu	0.3%	2.0%	1.5%
Jewish	0.0%	0.1%	0.5%
Muslim	0.5%	3.1%	5.0%
Sikh	0.2%	1.0%	0.8%
Other religion	0.3%	0.4%	0.4%
No religion	30.1%	27.5%	24.7%
Religion not stated	6.7%	6.8%	7.2%

### 3.2.5 Disability

The proportion of the resident population that states their day-to-day activities are limited as a result of a long-term health problem or disability is used as a proxy indicator for disability.

**Error! Reference source not found.** sets out this data for Mansfield district, East Midlands and England taken from the 2011 census. The table shows that the district has a higher than average rate of disability overall. There is a greater proportion of people whose day-to-day activities are limited 'a lot' (12.2%) when compared to East Midlands (8.7%) and England (8.3%).

There is also a higher proportion of the population whose day-to-day activities are limited 'a little' (11.6%) compared to East Midlands (9.9%) and England (9.3%).

Overall, 23.8% of residents state that they experience a long-term health problem or disability in Mansfield (2011 Census).

The Local Plan can help to provide for the needs of people who have a disability. In particular, this could include the delivery of suitable housing to meet the needs of this community group; and ensuring that services and facilities are accessible.

Table 3.2: Long-term health problem or disability (2011)

	Mansfield district	East Midlands	England
Day-to-day activities limited a lot	12.2%	8.7%	8.3%
Day-to-day activities limited a little	11.6%	9.9%	9.3%
Day-to-day activities not limited	76.3%	81.4%	82.4%

### 3.2.6 Maternity and pregnancy

Pregnant women can be more susceptible to experience negative effects associated with development and the built environment. For example, pregnant women can be more susceptible to poor air quality<sup>5</sup>, which can have a negative impact on birth weight.

Pregnant women will also need good access to health care facilities, particularly towards the latter stages of pregnancy. Accessibility is therefore an important issue for this group.

With regards to income, housing and wellbeing, young mothers (and fathers) may be more likely to suffer from deprivation and struggle to find affordable housing.

There have been reductions in the numbers of teenage conceptions from 1998 to 2013 in all districts within Nottinghamshire. However, it is clear that Mansfield continues to have the highest rates of teenage conception. This is in line with levels of child poverty and the Index of Multiple Deprivation. In fact, there are twelve areas that are persistent 'hotspots' for teenage pregnancy; these correlate with areas of multiple deprivation<sup>6</sup>.

### 3.3 Issues affecting protected characteristic groups

This section sets out an understanding of the key issues that are influenced by plan-making and can affect protected characteristic groups within the district. Those issues that are beyond the remit of a local plan are therefore not considered in this EqIA, such as: *employment practices, public service standards, discrimination, social housing provision processes, and health service practices*.

Factors that can be influenced by the Mansfield District Council Local Plan include:

- the provision of housing to meet specific needs
- regeneration activity
- management of development quality and building design
- accessibility to services and
- protection and provision of community facilities.

<sup>5</sup> <https://www.nhs.uk/news/pregnancy-and-child/air-pollution-associated-with-low-birthweight/>

<sup>6</sup> Nottinghamshire Teenage Pregnancy Update for the Children's Trust Board (Nottinghamshire County Council, 4<sup>th</sup> February 2016)

### 3.3.1 Poverty and deprivation

A person is considered to be suffering from poverty / deprivation if they do not have or are prevented from having something considered necessary in society. Although poverty is not a protected characteristic, people possessing certain protected characteristics (e.g. disabled people, Black and Minority Ethnic [BME] people, and children) are at greater risk than other people of experiencing deprivation or of living in areas of high deprivation. An understanding of where deprivation is focused can, therefore, help to identify where people who possess protected characteristics may be at greater risk of inequality.

According to the Index of Multiple Deprivation (IMD, 2019), Mansfield district is the 46th most deprived out of the total of 317 local authority areas in England. 10 out of 67 (15%) of its Lower Super Output Areas (LSOAs) within the district fall within the top 10% most deprived nationally and 27 out of 67 (40%) fall within the top 20% most deprived.

The district also experiences above average levels of child poverty, with 22.9% of children living in low-income families compared with 20.1% across England.<sup>7</sup>

People with low income, those living with deprivation and those within areas of higher deprivation can experience poor health and unemployment. Thus, improving access to jobs and health services, and designing new development that promotes health and well-being and social cohesion are likely to be essential for addressing the consequences of deprivation. The location and types of housing and employment development can influence the extent to which communities in deprived areas could benefit (or become more excluded) from such opportunities.

---

<sup>7</sup> HMRC (2014) Personal tax credits: Children in low-income families local measure, available online at: <https://www.gov.uk/government/statistics/personal-tax-credits-children-in-low-income-families-local-measure> [accessed October 2015]







### 3.3.2 Employment and skills

Error! Reference source not found. sets out economic activity in Mansfield district, the East Midlands and England, taken from the 2011 Census.

Mansfield district had a slightly lower rate of economic activity (67.9%) compared to East Midlands (69.3%) and England (69.9%), and unemployment rates were slightly above average in Mansfield (32.1%) compared to East Midlands (30.7%) and England (30.1%). The proportion of residents who were self-employed (7.1%) or full-time students (2.4%) was below regional and national averages.

According to the Centre for Cities Outlook Report for Mansfield<sup>8</sup> (2017), the employment rate has increased by 3.65% since the 2011 census. There is a slightly higher than average proportion of residents who are retired, and a considerably higher than average proportion who are long-term sick or disabled (6.5%) compared to East Midlands (4.2%) and England (4.0%). This reflects the data in Error! Reference source not found. which shows that the district has a higher than average proportion of residents who have a limiting long-term health problem or disability (23.75% in total, with 12.2% being limited 'a lot') compared to England (17.6% in total)<sup>9</sup>.

In August 2015, the rate of Jobseekers' Allowance (JSA) claimants in Mansfield district was 2.3%, which is considerably higher than the 1.6% across the East Midlands and England. In February 2018 the claimant count in the district had slightly decreased to 2.18%. Although the rate of JSA claimants has declined, economic deprivation remains an issue and thus improving access to jobs for affected groups is important.

Table 3.3: Economic activity in Mansfield district compared to the East Midlands and England (2011)

		Mansfield district	East Midlands	England
Economically active	Total	67.9%	69.3%	69.9%
	Employed	53.8%	53.2%	52.3%
	Self-employed	7.1%	8.7%	9.8%
	Unemployed	4.6%	4.2%	4.4%
	Student	2.4%	3.3%	3.4%
Economically inactive	Total	32.1%	30.7%	30.1%
	Retired	15.7%	15.0%	13.7%
	Student	3.4%	5.8%	5.8%
	Looking after home or family	4.5%	4.0%	4.4%
	Long-term sick or disabled	6.5%	4.1%	4.0%
	Other	2.0%	1.9%	2.2%

<sup>8</sup> Centre of Cities Outlook Report for Mansfield (2017) Available at: <http://www.centreforcities.org/city/mansfield/>

<sup>9</sup> Nottingham Insight (2017) Available at: <https://www.nottinghaminsight.org.uk/Document-Library/Document-Library/176710> (accessed 12.04.18)



**Error! Reference source not found.** shows the percentage of people by the highest level of qualifications achieved in Mansfield, East Midlands and England, taken from the 2011 Census.

The 2011 Census data also shows that Mansfield district has a significantly lower than average proportion of residents who are educated to degree level (Level 4) and above (16.4%) when compared to the East Midlands (23.6%) and England (27.4%).

Mansfield district also has a significantly higher than average proportion of people with no qualifications (30.4%) compared to the East Midlands (24.7%) and England (22.5%). Although, the proportions that are educated to Level 1 (GCSE grade D-G) and Level 2 (GCSE grade C-A\*) are also slightly higher than average.

*Table 3.4: Highest level of qualification held*

	Mansfield district	East Midlands	England
Level 4 and above	16.4%	23.6%	27.4%
Level 3	12.1%	12.9%	12.4%
Level 2	16.5%	15.6%	15.2%
Level 1	15.7%	13.9%	13.3%
Apprenticeship	3.7%	4.0%	3.6%
Other qualifications	5.3%	5.3%	5.7%
No qualifications	30.4%	24.7%	22.5%

**Figure 3.3** below is taken from the ONS 2015 Annual Population Survey (APS).

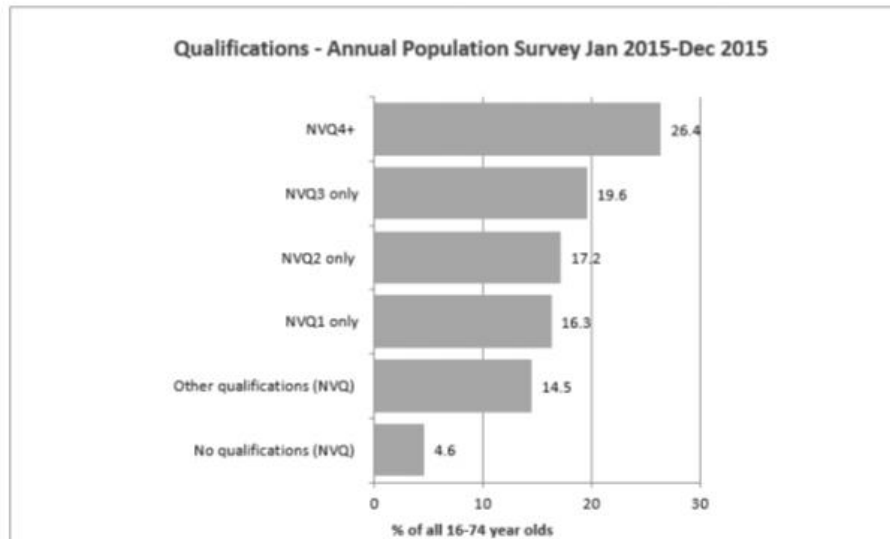
This table highlights that the percentage of the working population with level/NVQ 4 or above (i.e. degree level) remains considerably lower in Mansfield (26.4%) than in England (36.8%), however this data cannot be compared to the census data from 2011, as the table below (Figure 3.4) only shows those between the ages of 16-64.

This data should be viewed with caution, as it could be skewed by the respondents, as those who are more likely to respond have to be proficient in reading and writing, therefore more likely to have a qualification at entry level.

Overall, it is evident that skills levels in the district are lower than average. With regards to protected groups, this could have implications for younger people in particular, as they may be at a disadvantage when entering working age.

Figure 3.3: Qualifications across Mansfield district in 2015 compared to Nottinghamshire and England  
<sup>10</sup>

	Mansfield	Nottinghamshire	Nottingham and Nottinghamshire	England
Percentage with NVQ4+ - aged 16-64	26.4	33.1	33.5	36.8
Percentage with NVQ3 only - aged 16-64	19.6	17.8	18.3	17.3
Percentage with Trade Apprenticeships - aged 16-64	N/A	2.1	2.2	3.1
Percentage with NVQ2 only - aged 16-64	17.2	19.4	17.9	16.3
Percentage with NVQ1 only - aged 16-64	16.3	13.7	12.8	11.6
Percentage with other qualifications (NVQ) - aged 16-64	14.5	5.8	6.0	6.6
Percentage with no qualifications (NVQ) - aged 16-64	4.6	8.1	9.4	8.4



Source: [2015 APS](#)

<sup>10</sup> ONS (2015) Annual Population Survey.

### 3.3.3 Housing provision

Error! Reference source not found. shows that home ownership in Mansfield district was above the national average in 2011, but slightly below that of the East Midlands (Census, 2011). The proportion of households that lived in social rented accommodation was above the national and regional averages, but the proportion of private rented households was below the national and regional averages.

*Table 3.5: Household tenure in Mansfield district, the East Midlands and England (2011)*

	Mansfield district	East Midlands	England
Owner occupied	66.6%	67.2%	63.3%
Shared ownership	0.4%	0.7%	0.8%
Social rented	18.2%	15.8%	17.7%
Private rented	13.6%	14.9%	16.8%
Other	1.2%	1.3%	1.3%

Although rates of overcrowding in 2011 were low both in Mansfield district and across the East Midlands (Census 2011), in Mansfield district, 4.3% of households had an occupancy rating of at least -1 or less in 2011 (with 1% with a rating of -2 or less), meaning that they have at least one room fewer than they require to meet their needs. Across the region, the figure was 5.5%, while nationally it was 8.7%.

This suggests that there is a need for bigger homes or a wider range of affordable housing so that people living in these homes (e.g. 'concealed households') can access suitable alternative accommodation. Ethnic groups in particular may be likely to be affected by a lack of access to a suitably sized home, as they tend to have larger families living in the same home.

*Table 3.6: Occupancy rating (rooms)*

	Mansfield district	East Midlands	England
Occupancy rating of +2 or more	55.3%	56.7%	49.7%
Occupancy rating of +1	24.8%	22.8%	22.9%
Occupancy rating of 0	15.6%	15.0%	18.6%
Occupancy rating of -1	3.3%	4.2%	6.4%
Occupancy rating of -2 or less	1.0%	1.3%	2.3%

The Centre for Cities Outlook report (2017)<sup>11</sup> states that the affordability ratio in Mansfield district was 6.08, ranking Mansfield 48<sup>th</sup> out of 62 UK cities. Affordability ratios are calculated by dividing house prices by gross annual workplace-based earnings; thus, a lower ratio figure equates to higher affordability. The mean house price was recorded to be £138,578, ranking Mansfield 51<sup>st</sup> out of 62 cities in the UK. Therefore, housing in the district is broadly affordable

<sup>11</sup> Centre for Cities (2017) Outlook report – Mansfield, available at: <http://www.centreforcities.org/city/mansfield/> (accessed 18/04/18)

when compared to affordability nationwide. People from low income backgrounds and younger first time buyers are more likely to experience difficulty in accessing housing.

## 4 Policy screening

Table 'screens' each of the Plan policies, with a view to screening-in those policies that should be a focus of the EqlA and screening out those that are unlikely to have a notable impact.

*Table 4.1: Screening the Local Plan policies*

Policy	Screened in?	Justification
GT1 - Gypsy, Traveller and Travelling Showpeople Accommodation Needs	IN	Potential for impacts upon ethnic groups with protected characteristics (Gypsies, Travellers and Travelling Showpeople).
GT2 - Common Lane	IN	Potential for impacts at a specific location as new provision being made for transit communities.
GT3 - Longster Lane	OUT	Relates to a specific travelling show persons site which is already in use as such. Formalising the use in this relatively isolated location is unlikely to have any impacts on any groups with protected characteristics.
GT4 - Priory Road Allotments	IN	Potential for impacts at a specific location as new provision being made for permanent communities.
GT5 - Safeguarding Existing Sites	OUT	Relates to existing sites and so notable impacts are unlikely to occur.
GT6- Design and Site Layout	IN	Potential for impacts upon ethnic groups with protected characteristics (Gypsies, Travellers and Travelling Showpeople).

## 5 Assessment findings

This section presents a summary of the assessment findings, setting out how the Plan performs as a whole. Detailed individual assessments of each screened-in policy are presented within the appendices to this report.

### 5.1 Conclusions

The Plan is likely to have positive impacts for Gypsies, Travellers and Travelling Showpeople whom are protected with regards to ethnicity. The benefits are related to the allocation of a range of sites to ensure that identified needs are met in full and in appropriate locations.

The permanent Gypsy and Traveller site is in a relatively good location in terms of accessibility and is in the existing urban area. This means that equitable access is likely when compared to most other community groups.

The transit site is not as well located, and whilst provision is beneficial for the groups, it does not ensure good walking access.

The Travelling Showpeople sites are already in use as such, and so the effects are not likely to be notable.

In terms of interaction and relations between groups, the Plan is more likely to have positive impacts as it reduces tensions relating to illegal encampments and potential amenity issues on sites.

None of the effects are likely to be significant given the focused and small scale nature of the Plan.

### 5.2 Mitigation and enhancement

Given that the Plan deals with a very specific issue and performs positively in this respect, there are few measures identified for mitigation or enhancement at this stage (Publication draft). A contributing factor to this is previous consultations on the draft Plan which helped to refine the site allocations and policy details.

Nevertheless, the following measures have been identified to strengthen the approach further.

- Ensure safe, well-lit pedestrian access to the Common Lane Site.

## **Appendices: Individual policy assessments**

## Appendix I: Policy G1: Meeting Accommodation Needs for Gypsies, Travellers and Travelling Show People

EQIA Questions	Discussion of significant effects	Race / Ethnicity	Sex	Age	Disability	Religion	Pregnancy maternity	Sexual Orientation Gender reassignment
Will the policy potentially impact negatively on persons according to their protected characteristics identity?	No. The policy provides a framework for meeting identified needs for a specific ethnic group (race). Doing so should not have any effect upon other groups with protected characteristics (unless there are site specific issues).							
Will it promote equality of opportunity between persons sharing/not sharing protected characteristics ?	<p>The policy will have benefits for particular ethnic groups by ensuring they have adequate accommodation. Given that all identified needs are being met, this is a positive impact.</p> <p>Though other groups will also be affected positively (i.e. facilities on formal sites are likely to be better for pregnant women and young children), this is more related to ethnicity rather than a focus on these groups as such.</p>	✓		✓			✓	
Does the Plan and its policies support improved access and experience of Council services for								



those users and residents who are from one or more of the protected groups?								
Will it promote good relations between persons sharing/not sharing protected characteristics ?	There can sometimes be tensions between the Gypsy and Traveller Communities and people living in fixed accommodation. This is more likely to be the case if there are informal sites or illegal encampments. Meeting identified needs for permanent and transit sites is therefore likely to have a positive impact by reducing such tensions.	✓	✓	✓	✓	✓	✓	✓
If there is no impact, is there a gap or are there opportunities to develop the policy to promote a positive impact?	N/A							
<b>Summary of impacts:</b> The policy will meet identified accommodation needs for community groups with protected characteristics. This is a positive impact as it ensures they do not have poorer access to housing compared to the general population. By formalising sites it should also help to reduce tensions between groups.								

## Appendix II: Policy G2: Common Lane

EQIA Questions	Discussion of significant effects	Race	Sex	Age	Disability	Religion	Pregnancy maternity	Sexual Orientation Gender reassign- ment
Will the policy potentially impact negatively on persons according to their protected characteristics identity?	The site is adjacent to areas of high levels of deprivation. Therefore, any disturbance could possibly disproportionately affect lower income groups. However, the provision of land will have no impact on existing groups as the site involved is not used for recreation or other community uses. As a transit site, there could be some increased traffic movement, but this is unlikely to be notable.							
Will it promote equality of opportunity between persons sharing/not sharing protected characteristics?  Does the local plan and its policies support improved access and experience of Council services for those users and residents who are from one or more of the protected groups?	Yes. The policy is positive for Gypsy and Traveller communities as it provides areas for transit. This helps to ensure that groups have better access to adequate places to live and are not disadvantaged because of their lifestyles.  The site is not ideally located in terms of access to services, so in this respect it does not necessarily support equal accessibility to council services and to other facilities. These issues are less important for transit sites, but its location does not promote walking and cycling given that the roads are not well lit or served by pavements. This means that sub-groups within the Gypsy and Traveller Communities such as the young, disabled and women may experience temporary negative impacts (in terms of safety and accessibility).	✓ x?	x?	x?	x?			

Will it promote good relations between persons sharing/not sharing protected characteristics?	Unsure. On one hand positive impacts are likely as it will help to prevent illegal encampments in less suitable areas. However, on the other hand, it places a transit site in a location where some community tension could arise.	?						
If there is no impact, is there a gap or are there opportunities to develop the policy to promote a positive impact?	Promote pedestrian access to the site through links to existing built up areas.  Ensure safety of the railway track.							
<b>Summary of impacts:</b> Mixed impacts are identified. On one hand, the identification of the site is positive as it provides accommodation for groups that may otherwise struggle to find suitable transit locations. However, the site is not ideally located in terms of accessibility.								

## Appendix III: Policy G4: Priory Road Allotments

EQIA Questions	Discussion of significant effects	Race	Sex	Age	Disability	Religion	Pregnancy maternity	Sexual Orientation Gender reassign- ment
Will the policy potentially impact negatively on persons according to their protected characteristics identity?	Not likely.							
Will it promote equality of opportunity between persons sharing/not sharing protected characteristics?  Does the Plan and its policies support improved access and experience of Council services for those users and residents who are from one or more of the protected groups?	Yes. The site is relatively well located and would be integrated within existing urban areas. Many Gypsy and Traveller sites are located in peripheral areas that do not benefit from good access, and so in this respect a positive impact is likely.	✓						
Will it promote good relations between persons sharing/not sharing protected characteristics?	The site is in close proximity to existing residential areas which should help to bring communities together. There is no reason why tensions ought to be raised, but this is always a possibility.	?						
If there is no impact, is there a gap or are there opportunities to develop the policy to promote a positive impact?	N/A							
<b>Summary of impacts:</b> The site is relatively well located and will therefore help to ensure that Gypsies and Travellers have equitable access to services and facilities rather than being located in isolated areas. This is a positive impact.								

## Appendix IV: Policy G6: Design and Site Layout

EQIA Questions	Discussion of significant effects	Race	Sex	Age	Disability	Religion	Pregnancy maternity	Sexual Orientation Gender reassign- ment
Will the policy potentially impact negatively on persons according to their protected characteristics identity?	No. Improved design for gypsy sites will have no impact on any persons with protected characteristics.							
Will it promote equality of opportunity between persons sharing/not sharing protected characteristics?  Does the Plan and its policies support improved access and experience of Council services for those users and residents who are from one or more of the protected groups?	Yes. The policy should ensure that sites for accommodation are better designed and safer for users. This might not otherwise be the case so positive impacts are identified.  The policy should ensure that waste services are better provided and managed.	✓						
Will it promote good relations between persons sharing/not sharing protected characteristics?	Potentially, as better designed and managed sites should address perceptions / problems with illegal sites that are more likely to lead to environmental / amenity issues.							
If there is no impact, is there a gap or are there opportunities to develop the policy to promote a positive impact?	N/A							
<b>Summary of impacts:</b> The policy will have positive impacts by ensuring better living arrangements for specific groups with protected characteristics. It could also help to improve relations between groups by ensuring amenity issues associated with sites are less likely to arise.								



AECOM (NYSE: ACM) is a global provider of professional technical and management support services to a broad range of markets, including transportation, facilities, environmental, energy, water and government. With approximately 45,000 employees around the world, AECOM is a leader in all of the key markets that it serves. AECOM provides a blend of global reach, local knowledge, innovation, and collaborative technical excellence in delivering solutions that enhance and sustain the world's built, natural, and social environments. A Fortune 500 company, AECOM serves clients in more than 100 countries and has annual revenue in excess of \$6 billion.

More information on AECOM and its services can be found at [www.aecom.com](http://www.aecom.com).

Address: 4th Floor, Bridgewater House, Whitworth  
Street, Manchester M1 6LT  
Phone number +44 (00)161 907 3500