

Mansfield District Local Plan Equality Impact Assessment

Mansfield District Council

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Quality information

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1. Introduction

Purpose

- 1.1 AECOM has been commissioned by Mansfield District Council to provide an Equality Impact Assessment (EqIA) of the potential impacts associated with the Mansfield District Council Local Plan Review. This EqIA will support Mansfield District Council to fulfil and demonstrate its duties and satisfy the requirements in relation to the Equality Act 2010, in particular Section 149 of the Public Sector Equality Duty (PSED)¹.
- 1.2 An EqIA is a systematic assessment of the effects of plans and / or policies on groups with protected characteristics as defined by the Equality Act 2010. As a public body, Mansfield District Council has a legal duty when creating new plans and policies to have due regard to the PSED under Section 149 of the Equality Act 2010. The PSED aims to eliminate unlawful discrimination, promote equality and cohesion between different groups and advance equality of opportunity.
- 1.3 This EqIA demonstrates how the aims of the PSED have been considered and taken into account by Mansfield District Council in the production of their Local Plan Review. The approach draws on evidence from secondary data sources to provide an assessment of potential adverse and beneficial equality and health impacts associated with the Regulation 18 Local Plan policies.

The Mansfield District Council Local Plan Review

- 1.4 The Mansfield District Council Regulation Local Plan Review is a strategic planning document that will guide development across the District over the plan period. The Local Plan establishes a spatial vision and objectives for the District and sets out the planning strategy for accommodating future growth, including the delivery of housing, employment land, infrastructure, community facilities and environmental improvements.
- 1.5 The Local Plan seeks to support sustainable development by ensuring that new homes, jobs, services and infrastructure are delivered in appropriate locations and that growth contributes positively to the economic, social and environmental wellbeing of the District. The Plan includes a framework of strategic and development management policies which will be used to guide future planning decisions and provides certainty for residents, businesses, developers and infrastructure providers.
- 1.6 The Local Plan is intended to respond to Mansfield's identified housing, employment and infrastructure needs whilst addressing wider issues including health and wellbeing, climate change, accessibility, environmental quality, biodiversity enhancement, town centre vitality and the protection of the historic environment. Through its policies and site allocations, the Plan aims to support the creation of sustainable, inclusive and resilient communities that meet the needs of existing and future residents.
- 1.7 The Local Plan Review is supported by a comprehensive evidence base, including assessments relating to housing need, employment land requirements, transport, infrastructure, health, equalities, climate change, environmental capacity and viability. Together, these documents have informed the preparation of the draft policies and site allocations and will continue to support the development of the Plan as it progresses through the plan-making process.

¹ UK Government (2010). Equality Act 2010. Available at: [Equality Act 2010](#)

- 1.8 The policies within the Local Plan have been assessed through this EqlA to consider their potential effects on groups with protected characteristics as defined by the Equality Act 2010.
- 1.9 The assessment seeks to identify opportunities to advance equality of opportunity, foster good relations and minimise the risk of adverse impacts whilst supporting the delivery of sustainable growth across Mansfield District.

Report Structure

- 1.10 Following on from this introduction section, the remainder of the report is structured as follows:
 - **Section 2: Methodology** – sets out the approach to collecting evidence and the assessment of equality impacts;
 - **Section 3: Legislation and Policy Review** – providing context through relevant legislation and national, regional, and local policy and guidance associated with equalities, health, and local plans;
 - **Section 4: Evidence Base** – using secondary data sources such as Census 2021 data to form an understanding of the defined protected characteristic groups in Mansfield District and to highlight key issues and evidence informed by available project and evidence-based documentation;
 - **Section 5: Consultation and Engagement** – summarises the stakeholder engagement and consultation undertaken throughout the preparation of the Local Plan, including the Stage 1 and Stage 2 Regulation 18 consultations, and explains how consultation responses, equality questionnaires and stakeholder feedback have informed the evidence base, policy development and the assessment of equality impacts.
 - **Section 6: Assessment of Impacts** – presents an assessment of the potential adverse and beneficial impacts of the Local Plan Review related to equalities informed by the evidence gathered in the baseline, key issues and evidence; and
 - **Section 7: Conclusions** – provides a summary of the key findings and recommendations to the Council.

2. Methodology

- 2.1 This section sets out the approach to the appraisal of potential equality effects arising from the Mansfield District Council Revised Local Plan, and the identification of recommendations to remove or mitigate potential adverse equality effects and promote potential positive equality effects.

Legislation and Policy Screening

- 2.2 The Equality Impact Assessment (EqlA) includes a review of relevant legislation and policy to establish the statutory and policy context within which the assessment is undertaken. This screening ensures that the requirements of equality legislation, national policy and local commitments are appropriately reflected in the approach to assessing impacts.
- 2.3 A range of legislation and policy documents were identified and reviewed, including:
 - statutory equality legislation,
 - national policy and guidance,
 - and relevant regional and local policy frameworks.

- 2.4 The purpose of this review is to identify key legal duties, objectives and principles relevant to equality and inclusion, and to ensure that these are considered throughout the EqIA.
- 2.5 Particular regard is given to the Equality Act 2010 and the Public Sector Equality Duty, which require public authorities to have due regard to the need to eliminate discrimination, advance equality of opportunity, and foster good relations between different groups. Relevant national planning policy and equality guidance are also considered to ensure alignment with broader policy expectations.
- 2.6 Each document is reviewed to identify how it may influence:
- the consideration of protected characteristics,
 - the assessment of potential impacts, and
 - the identification of mitigation and enhancement measures.

Screening of the Local Plan

- 2.7 The EqIA includes the screening of policies proposed within the emerging Local Plan to determine which should be subject to more detailed assessment.
- 2.8 Policy screening is undertaken to identify where policies may give rise to differential impacts on individuals or groups with protected characteristics, in accordance with the Public Sector Equality Duty. Each policy is reviewed against the baseline evidence to consider whether it may result in positive, negative, or mixed impacts.
- 2.9 Policies are screened in for detailed assessment where there is potential for a differential impact on one or more protected characteristics, either directly or indirectly. This includes policies relating to the location and type of development, access to services and infrastructure, and the design of the built environment. Policies are screened out where it is considered that they are unlikely to give rise to a differential impact, or where impacts are expected to be neutral across protected characteristic groups.
- 2.10 The screening process follows a proportionate approach, focusing on those policies most likely to influence equality outcomes within the District. The results of the screening process are presented in **Section 6**, which includes a table setting out the outcome for each policy.
- 2.11 Screening was undertaken iteratively alongside the preparation of the Local Plan. Where policies remain broadly consistent through plan preparation, screening conclusions are retained. Where substantive changes are made, or where new policies are introduced, these are subject to further screening to ensure that potential equality impacts continue to be appropriately considered.

Baseline Evidence Collection

- 2.12 The EqIA includes the collection and review of baseline evidence to establish an understanding of the demographic profile and characteristics of the local population. This baseline provides the foundation for identifying how different groups may be affected by policies within the Local Plan.
- 2.13 A range of quantitative data sources were drawn upon to inform the baseline:
- Office for National Statistics (ONS) Census 2021² and 2011³ data,
 - Ministry of Housing, Communities & Local Government (MHCLG) Index of Multiple Deprivation (IMD) data⁴,

² [ONS 2021 Census of Population](#)

³ [ONS 2011 Census of Population](#)

⁴ [English indices of deprivation 2025 - GOV.UK](#)

- Office for National Statistics (ONS) Live births in England and Wales data⁵, and
 - Data provided directly by Mansfield District Council on public housing and school allocation.
- 2.14 Baseline evidence is gathered for each of the protected characteristics defined under the Equality Act 2010, alongside relevant socio-economic indicators where appropriate. This includes data on population structure, health, disability, ethnicity, and other characteristics that may influence how individuals experience the built environment and access services.
- 2.15 Where possible, data is presented in a comparative context, with local conditions in Mansfield considered alongside regional (East Midlands) and national (England) benchmarks. This enables the identification of similarities and differences which may indicate where particular groups are more or less prevalent within the local population.

Appraisal of Potential Equality Impacts

- 2.16 The final stage of the EqIA includes an appraisal of the potential equality impacts arising from each policy that is screened in for assessment (see Section 0). This appraisal is undertaken to determine how policies may affect individuals and groups with protected characteristics, in accordance with the PSED.
- 2.17 The appraisal is structured around a set of key questions, which reflect the requirements of the PSED. These are:
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?
- 2.18 These questions are derived from the core principles of the Equality Act 2010, established EqIA practice, and the Council's approach to equality, including its objectives to improve access to services and outcomes for residents with protected characteristics. Answering these questions draws on the baseline data set out in Section 4, as well as key literature relating to protected characteristic groups and equality impacts.
- 2.19 Consideration is given to both direct and indirect impacts and the level of analysis applied is proportionate to the likely significance of effects, with a greater level of detail provided where policies are expected to have more substantive or wide-ranging impacts.
- 2.20 The appraisal findings, conclusions and recommendations are set out in Section 7.

⁵ [ONS 2024 Live births in England and Wales](#)

3. Legislation and Policy Screening

- 3.1 This section screens the legislation, national, regional and local equality policy applicable to equality impacts arising from the new Mansfield local plan.

Legislation

Equality Act and the Public Sector Equality Duty (2010)

- 3.2 The Equality Act⁶ legally protects people from discrimination both in the workplace and in wider society. It ensures that individuals with the following nine protected characteristics are not indirectly or directly discriminated against:
- **Age:** This refers to persons defined by either a particular age or a range of ages;
 - **Disability:** A person with a disability is someone who has a physical or mental impairment (lasting more than a year) that has a substantial adverse effect on their ability to carry out normal day-to-day activities;
 - **Gender Reassignment:** This refers to a person who is proposing to undergo, is undergoing, or has undergone a process for the purpose of reassigning their gender identity;
 - **Marriage and Civil Partnership:** Marriage can be between a man and a woman or between two people of the same sex. Civil partners must not be treated less favourably than married couples;
 - **Pregnancy and Maternity:** Pregnancy is the condition of being pregnant and expecting a baby. Maternity refers to the period after the birth. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth;
 - **Race:** Under the Equality Act 2010 race includes colour, nationality (including citizenship) and ethnic or national origins;
 - **Religion or Belief:** Religion means any religion and a reference to religion includes a reference to a lack of religion. Belief means any religious or philosophical belief and a reference to belief includes a reference to a lack of belief;
 - **Sex:** This refers to a man or to a woman, or to a group of people of the same sex; and,
 - **Sexual Orientation:** this means a person's sexual orientation towards persons of the same sex, persons of the opposite sex, or persons of either sex.
- 3.3 Section 149 of the Act sets out the Public Sector Equality Duty (PSED). Those subject to the PSED must, in the exercise of their functions, have due regard to the need to:
- Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;
 - Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it; and
 - Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.
- 3.4 The three aims of the duty apply to all protected characteristics provided for in section 149(7). Although marriage and civil partnership is a protected characteristic under the Equality Act, it is not covered by the PSED and is therefore not considered as part of this appraisal. The Equality Act 2010 explains that having due regard to the second aim involves:
- Removing or minimising disadvantages affecting people due to their protected characteristics;

⁶ UK Government (2010) Equality Act. Available at: [Equality Act 2010 - Parliamentary Bills - UK Parliament](#)

- Taking steps to meet the needs of people with certain protected characteristics where these are different from the needs of other people; and
 - Encouraging people with certain protected characteristics to participate in public life or in other activities where their participation is disproportionately low.
- 3.5 The PSED requires public bodies to take proactive measures to address inequality and help contribute to the government's commitment to tackle disadvantage and discrimination, advance equality of opportunity and encourage good relations between all people.

National Policy

National Planning Policy Framework (2024)

- 3.6 The National Planning Policy Framework (NPPF)⁷ sets out national policy for planning in England, and consolidates the economic, social and environmental planning policies for England into a single document. It was originally published in March 2012, with revisions between July 2018-December 2023 and most recently, December 2024. The NPPF supersedes the majority of National Planning Policy Guidance and Planning Policy Statements and provides overarching guidance on the UK Government's development aims.
- 3.7 While the NPPF does not contain specific guidance on equalities, it does emphasise the importance of sustainable development and the need to support a healthy and just society. This is reflected in the key dimensions of sustainable development which relate to the economic, social and environmental roles of the planning system:
- The economic role contributes to building “a strong, responsive and competitive economy, by ensuring that sufficient land of the right type is available in the right places and at the right time to support growth, innovation and improved productivity; and by identifying and coordinating the provision of infrastructure”;
 - The social role supports strong, vibrant and healthy communities by “ensuring that a sufficient number and range of homes can be provided to meet the needs of present and future generations; and by fostering well-designed, beautiful and safe places, with accessible services and open spaces that reflect current and future needs and support communities' health, social and cultural well-being”; and
 - The environmental role contributes to protecting and enhancing the “natural, built and historic environment; including making effective use of land, improving biodiversity, using natural resources prudently, minimising waste and pollution, and mitigating and adapting to climate change including moving to a low carbon economy”.
- 3.8 The NPPF identifies a range of planning policies that local planning authorities should consider when carrying out its function. Those of relevance to the Local Plan, include, but are not limited to:
- **Delivering a sufficient supply of homes:** significantly boost the supply of homes by ensuring local plans proactively meet identified housing needs, including affordable and specialist housing, through a mix of deliverable and developable sites. NPPF also promotes the efficient use of land, prioritising brownfield development and supporting diverse housing options to meet the needs of all community groups.
 - **Building a strong, competitive economy:** supporting sustainable economic growth by creating the conditions for businesses to invest, expand, and adapt, particularly in areas with potential for regeneration and innovation. NPPF encourages planning policies that are responsive to local business needs, promote infrastructure development, and foster a diverse and resilient economy across both urban and rural areas.

⁷ Ministry of Housing, Communities & Local Government (2024) National Planning Policy Framework. Available at: [National Planning Policy Framework](#)

- **Ensuring the vitality of town centres:** support the long-term vitality and viability of town centres by promoting their adaptation and diversification in response to changing economic and social trends. It encourages planning policies that prioritise town centre uses, support mixed-use developments, and enhance accessibility, attractiveness, and resilience to ensure these areas remain vibrant community hubs.
- **Promoting health and safety communities:** nurture inclusive communities by encouraging mixed-use developments and vibrant public spaces that foster social interaction, ensure access to essential facilities, and provide high-quality open spaces for recreation and wellbeing
- **Promoting sustainable transport:** promote sustainable transport by encouraging development that reduces the need to travel, supports active travel and public transport, and integrates transport and land use planning. NPPF encourages planning policies that prioritise pedestrian and cycle movements, improve accessibility for all, and ensure transport infrastructure supports sustainable growth.

Regional and Local Policy

Equality Framework for Local Government (EFLG) (2021)

- 3.9 Equality Framework for Local Government (EFLG) (2021) is a framework and benchmarking tool designed to help local authorities meet their obligations under the Equality Act 2010 including the PSED. The framework was originally designed by the Improvement and Development Agency (IDeA) and is now managed and updated by the Local Government Association (LGA). Engagement with the EFLG is voluntary.
- 3.10 The framework sets out four modules for improvement, underpinned by a range of criteria and practical guidance that can help a Council plan, implement and deliver real equality outcomes for employees and the community. The four modules are:
1. Understanding and working with your communities
 2. Leadership, partnership and organisational commitment
 3. Responsive services and customer care
 4. Diverse and engaged workforce
- 3.11 A Council's progress against each of these modules is assessed against a set of criteria that places them in one of three levels: Developing, Achieving and Excellent.
- 3.12 Each of the four modules are further subdivided into themes (see Table 1). Each theme has a set of indicators or criteria that can be used to self-assess or plan activity.

Table 1. Equality Framework for Local Government (2021) modules and themes

Understanding and working with your communities	Leadership, partnership and organisational commitment	Responsive services and customer care	Diverse and engaged workforce
• collecting and sharing information • analysing and using data and information • effective community engagement • fostering good community relations • participation in public life	• political and officer leadership • priorities and working in partnership • using equality impact assessment • performance monitoring and scrutiny.	• commissioning and procuring services • integration of equality objectives into planned service outcomes • service design and delivery	• workforce diversity and inclusion • inclusive strategies and policies • collecting, analysing and publishing workforce data • learning, development and progression • health and wellbeing

- 3.13 The EFLG provides a recognised framework for embedding equality considerations within local authority decision making, including policy development and associated service design. In particular, it supports the use of evidence, community engagement and equality impact assessment in decision-making.
- 3.14 The principles of the EFLG inform the approach taken in this EqIA by emphasising the importance of understanding local communities, assessing differential impacts, and promoting inclusive outcomes through Local Plan policies.

Mansfield District Council - Corporate Equality and Inclusion Policy (2017 – 2021)

- 3.15 Mansfield District Council's Corporate Equality and Inclusion Policy⁸ (2017) documents the Council's commitment to equality across all of its services. The policy document was due for review in 2021 and remains the most recent published corporate equality policy available at the time of writing.
- 3.16 The policy aligns with the Equality Act 2010 and the PSED and sets out the four equality objectives of the Council:
- To maintain a modern and diverse workforce that is reflective of the local community and whose staff feel valued and treated fairly,
 - To develop and support resilient, active and inclusive communities who are involved in decisions that affect them,
 - To support access to high-quality services recognising the needs of different customer, and
 - To build strong, safe and resilient communities and support individuals to achieve a better quality of life.
- 3.17 The policy emphasises the importance of accessible services, inclusive communities and evidence-led decision-making in the Local Plan.

Mansfield District Council - Equality and Diversity Position Statement (2018)

- 3.18 Mansfield District Council's Equality and Diversity Position Statement⁹ (2018) demonstrates how the Council has set out to apply equality duties in practice.
- 3.19 Notably, the Healthy Mansfield Commission was set up in 2018 tackle serious health and wellbeing issues and inequalities across the District. In some deprived areas in Mansfield, life expectancy for men is over ten years lower than the England average, and eight years lower for women.

Towards 2030: A Strategy for Mansfield

- 3.20 Towards 2030: A Strategy for Mansfield¹⁰ is a corporate plan setting out the Council's overarching vision and priorities from 2024 to 2030. The strategy includes the prioritisation of housing growth and affordable housing, delivering a diverse cultural and leisure experience, reduce crime and anti-social behaviour, and protect and safeguard our most vulnerable members of the community.
- 3.21 These priorities highlight the importance of ensuring that Local Plan policies support inclusive and equitable outcomes, particularly in terms of regeneration, access to opportunity, and community wellbeing. It reinforces the need for spatially led policies to ensure that benefits of growth are experienced across all groups and neighbourhoods, including more vulnerable or disadvantaged populations.

⁸ [Mansfield District Council Corporate Equality and Inclusion Policy](#)

⁹ [Mansfield District Council Equality and Diversity Position Statement](#)

¹⁰ [Towards 2030: A Strategy for Mansfield – Mansfield District Council](#)

Mansfield Community Safety Partnership: Strategic Plan 2023–2026

- 3.22 The plan¹¹ sets out priorities for reducing crime, anti-social behaviour, and protecting vulnerable people, recognising links between safety, wellbeing and wider social conditions. It notes the influence of the cost-of-living crisis pushing households into vulnerable positions, increasing health inequalities, criminal activity, and worsening health and wellbeing. This has been measurably experienced by the District through a heightened demand for food and fuel assistance and a doubling in attendance at six Mansfield food clubs.
- 3.23 For the EqIA, this suggests that the Local Plan should be considering how development and design influence perceptions of safety and community cohesion, particularly for groups more sensitive to safety concerns such as women, younger people, and vulnerable individuals. It should also address impacts of rising costs of goods and services on local communities and services.

Nottinghamshire Joint Strategic Needs Assessment

- 3.24 The Joint Strategic Needs Assessment (JSNA)¹² provides detailed analysis of population health, wellbeing and social care needs in Nottinghamshire. The Health and Wellbeing Dashboard contains information about Population, Ethnicity, Deprivation, Life Expectancy and Healthy Life Expectancy that can be filtered for Mansfield local authority. It shows that some wards within Mansfield may be more affected by changes impacting vulnerable groups than others.
- 3.25 The median age of some areas in Mansfield, namely Abbott (54), Lindhurst (53) and Manor (52), are considerably higher than the national average median age of 40.7. Similarly, Broomhill, Carr Bank, Newgate, and Portland all have a median age of 36 which is lower than the national average. Importantly, the Index of Multiple Deprivation suggests deprivation is highest in Carr Bank, Central, Oak Tree and Vale, all of which have median ages at or below the national average. This suggests that particular sensitivity should be given towards younger groups in Mansfield in the Local Plan.

4. Evidence base

- 4.1 This section outlines the social and equalities baseline relevant to the updated local plan.
- 4.2 The analysis uses secondary data sources including Census and ONS population data, to present the profiles of protected characteristic groups in Mansfield District, and how this compares to the equivalent profiles in the East Midlands and in England. It provides a basis from which to assess the magnitude and sensitivity of local plan policy impacts on each group, carried out in Section 6 by detailing the prevalence of protected characteristic groups in Mansfield in comparison with England and the East Midlands.
- 4.3 Although not classified as protected characteristics under the Equality Act 2010, the assessment of equality impacts also considers additional impacts of disproportionate and differential effects on socio-economically disadvantaged households. This includes assessment of the following additional characteristics:
- health deprivation
 - low-income households
 - access to education

¹¹ [Community Safety Strategy 2023 - 2026](#)

¹² [Joint Strategic Needs Assessment - Nottinghamshire Insight](#)

- 4.4 Additionally, the baseline assessment considers the key issues of housing and transportation and that are considered likely to affect protected characteristic groups.

Population

- 4.5 Mansfield's population increased from 98,181 in 2001 to 110,480 in 2021, a rise of +12.5% over 20 years. Comparatively, this growth rate is lower than both England (+15.0%) and the East Midlands (+17.0%).

Table 2 Populations of Mansfield, England and East Midlands in 2001, 2011 and 2021, Census data¹³

Year	Mansfield	England	East Midlands
Census 2001	98,181	49,138,831	4,172,174
Census 2011	104,466	53,012,456	4,533,222
Census 2021	110,480	56,490,048	4,880,051
% Change from 2001 to 2021	+12.5%	+15.0%	+17.0%

- 4.6 ONS population projections from 2026 to 2046 suggest that population growth in Mansfield (+6.4%) will be lower than England (+8.5%) and the East Midlands (+8.7%) in the next 20 years. Steady population growth is expected, though this is likely to be slower than regional and national averages.

Table 3 Populations projections for Mansfield, England and East Midlands, ONS population projections¹⁴

Year	Mansfield	England	East Midlands
ONS population projections 2026	113,199	59,137,052	5,113,364
ONS population projections 2036	116,612	61,806,467	5,357,080
ONS population projections 2046	120,404	64,171,660	5,558,034
% Change from 2026 to 2046	+6.4%	+8.5%	+8.7%

- 4.7 Impacts of the Local Plan may therefore fall more heavily on existing residents rather than new residents when compared to the East Midlands and the rest of England, which are expected to grow at a faster rate over the next 20 years.

Protected Characteristics

- 4.8 This section details the prevalence of protected characteristic groups in Mansfield in comparison with England and the East Midlands, and the impact that this may have with respect to policies within the Local Plan.

Age

- 4.9 Mansfield reflects the broader national trend of an ageing population, with modest increases in older age groups broadly consistent with England and the East Midlands. However, compared with these areas, Mansfield shows a more pronounced reduction in younger adult populations. There are fewer 15 to 19-year-olds (4.8%) in Mansfield as recorded by the 2021 Census, when compared to England (5.7%) and East Midlands (5.9%). This difference is also prominent in the 20 to 24-year-old age group (4.8% Mansfield, 5.7% England, 5.9% East Midlands).

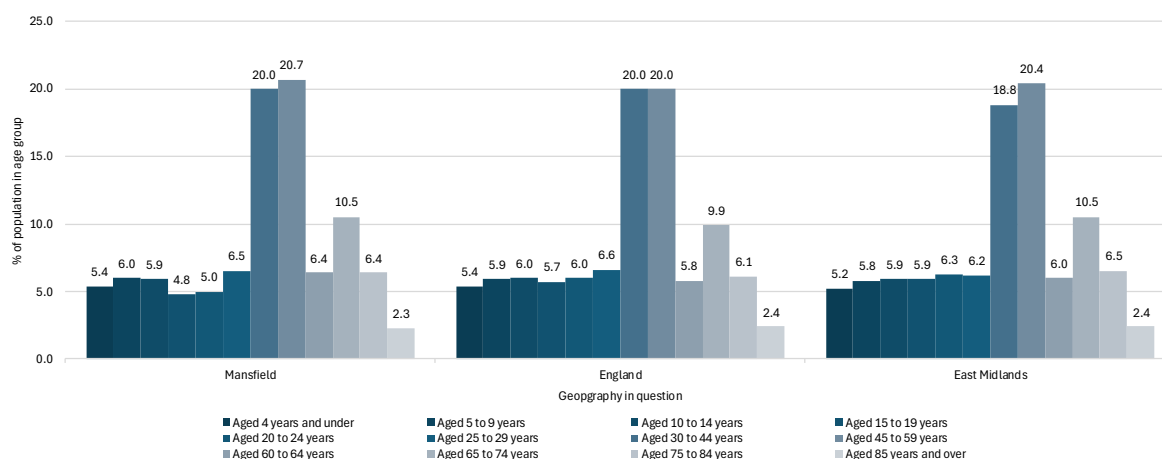
¹³ [Population projections - Office for National Statistics](#)

¹⁴ [Population projections - Office for National Statistics](#)

Table 4 Proportion of population in each age band by geographic area, Census 2011 and 2021 data¹⁵

Age (% by geographic area)	2011 Census			2021 Census		
	Mansfield	England	East Midlands	Mansfield	England	East Midlands
Aged 4 years and under	6.1	6.3	6.0	5.4	5.4	5.2
Aged 5 to 9 years	5.2	5.6	5.4	6.0	5.9	5.8
Aged 10 to 14 years	5.6	5.8	5.8	5.9	6.0	5.9
Aged 15 to 19 years	6.2	6.3	6.5	4.8	5.7	5.9
Aged 20 to 24 years	6.2	6.8	6.8	5.0	6.0	6.3
Aged 25 to 29 years	6.5	6.9	6.1	6.5	6.6	6.2
Aged 30 to 44 years	19.6	20.6	19.8	20.0	20.0	18.8
Aged 45 to 59 years	21.0	19.4	20.0	20.7	20.0	20.4
Aged 60 to 64 years	6.2	6.0	6.4	6.4	5.8	6.0
Aged 65 to 74 years	9.2	8.6	9.1	10.5	9.9	10.5
Aged 75 to 84 years	5.8	5.5	5.7	6.4	6.1	6.5
Aged 85 years and over	2.2	2.3	2.2	2.3	2.4	2.4

4.10 Figure 1 highlights this gap in 15 to 24-year-olds in Mansfield when compared to England and East Midlands and also shows a higher proportion of those aged 60 to 64 in Mansfield (6.4%) when compared to England (5.8%) and the East Midlands (6.0%).

Figure 1 Graph showing the proportion of population in each age band in Mansfield, England and East Midlands (2021 Census Data)

4.11 Implications for the Local Plan may therefore include a greater need to support older residents, with a slightly higher proportion of individuals approaching retirement age when compared to the East Midlands and England. At the same time, a lower proportion of younger adults (15 to 24) relative to the East Midlands and England may influence the need to consider how policies support the retention and accessibility of housing, employment and services for this age group.

¹⁵ [Nomis - Query Tool - TS007B - Age by broad age bands](#)

Disability

- 4.12 Mansfield has a higher proportion of residents reporting a disability compared to the East Midlands and England, with 10.3% of residents reporting that their day-to-day activities are limited a lot, compared with 7.7% in the East Midlands and 7.3% in England (Table 5). A further 11.7% of residents report that their activities are limited a little, higher than England (10%) and the East Midlands (10.7%). Additionally, a smaller proportion of residents report having no long-term physical or mental health conditions compared to both regional and national averages.

Table 5 Proportion of population in each age band by geographic area, Census 2011 and 2021 data¹⁶

Disability (% by geographic area)	Mansfield	England	East Midlands
Disabled under the Equality Act: Day-to-day activities limited a lot	10.3	7.3	7.7
Disabled under the Equality Act: Day-to-day activities limited a little	11.7	10	10.7
Not disabled under the Equality Act	78.0	82.7	81.7
Not disabled under the Equality Act: No long term physical or mental health conditions	71.8	75.9	74.6

- 4.13 Impacts of the Local Plan may therefore fall more heavily on residents with disabilities in Mansfield, where the proportion of the population with disabilities and long-term health conditions is higher compared to the East Midlands and England.

Gender Reassignment

- 4.14 Mansfield has a similar distribution of self-reported gender identities when compared to England and the East Midlands, with the majority of residents reporting that their gender identity is the same as their sex registered at birth (Table 6). The proportion of residents identifying with a different gender identity is broadly consistent across all areas.

Table 6 Proportion of population reporting each gender identity by geographic area, Census 2021 data¹⁷

Gender identity (% by geographic area)	Mansfield	England	East Midlands
Gender identity the same as sex registered at birth	94.1	93.5	93.4
Gender identity different from sex registered at birth but no specific identity given	0.2	0.2	0.2
Trans woman	0.1	0.1	0.1
Trans man	0.1	0.1	0.1
All other gender identities	0.1	0.1	0.1
Not answered	5.4	6.0	6.1

- 4.15 Impacts of the Local Plan are therefore likely to be similar for residents of different gender identities in Mansfield when compared to the East Midlands and England, given the broadly consistent distribution across these areas.

¹⁶ [Nomis - Query Tool - TS038 - Disability](#)

¹⁷ [Nomis - Query Tool - TS078 - Gender identity](#)

Marriage and Civil Partnership

- 4.16 Mansfield has a broadly similar distribution of legal partnership status to England and the East Midlands, with comparable proportions of residents who are married or in a registered civil partnership. However, Mansfield has a slightly lower proportion of residents who have never married or registered a civil partnership (35.4% Mansfield, 37.9% England, 36.1% East Midlands), alongside slightly higher proportions of those who are divorced or widowed compared to the regional and national averages.

Table 7 Proportion of population by legal partnership status by geographic area, Census 2021 data¹⁸

Legal partnership status (% by geographic area)	Mansfield	England	East Midlands
Never married and never registered a civil partnership	35.4	37.9	36.1
Married or in a registered civil partnership	44.6	44.7	45.8
Separated, but still legally married or still legally in a civil partnership	2.4	2.2	2.2
Divorced or civil partnership dissolved	10.7	9.1	9.5
Widowed or surviving civil partnership partner	6.9	6.1	6.4

- 4.17 Impacts of the Local Plan are therefore likely to be similar for residents across different legal partnership statuses in Mansfield compared to the East Midlands and England, given the broadly consistent distribution across these areas.

Pregnancy and Maternity

- 4.18 Birth rates and fertility levels in Mansfield are broadly comparable to those in England and the East Midlands. Mansfield has a slightly lower crude birth rate (number of live births per 1,000 people in the total population) than England, but a higher general fertility rate (number of live births per 1,000 women aged 15–44 in the population) and total fertility rate (expected number of children per woman over a lifetime) compared to both the regional and national averages.

Table 8 Live birth rates by geographic area, ONS 2024 data¹⁹

Birth rate (by geographic area)	Mansfield	England	East Midlands
Crude birth rate	9.2	9.7	9.0
General fertility rate	50.3	49.0	47.3
Total fertility rate	1.54	1.42	1.40

- 4.19 Impacts of the Local Plan are therefore likely to be similar for those relating to pregnancy and maternity in Mansfield compared to the East Midlands and England, given the broadly consistent levels of births and fertility across these areas.

Race

- 4.20 Mansfield has a less diverse ethnic composition than England and the East Midlands, with a higher proportion of residents identifying as White (94.8%) and lower proportions across all other ethnic groups (compared to 81.0% white in England and 85.7% white in the East Midlands). There are lower proportions of residents from Asian, Black, Mixed and Other ethnic groups across all categories in Mansfield when compared to regional and national averages.

¹⁸ [Nomis - Query Tool - TS002 - Legal partnership status](#)

¹⁹ [Nomis - Query Tool - Live births in England and Wales: birth rates down to local authority areas](#)

Table 9 Proportion of population in each ethnic group by geographic area, Census 2021 data²⁰

Race (% by geographic area)	Mansfield	England	East Midlands
Asian, Asian British or Asian Welsh	2.0	9.6	8.0
Black, Black British, Black Welsh, Caribbean or African	1.1	4.2	2.7
Mixed or Multiple ethnic groups	1.4	3.0	2.4
White	94.8	81.0	85.7
Other ethnic group	0.7	2.2	1.3

- 4.21 Impacts of the Local Plan may therefore be less pronounced for residents from ethnic minority groups in Mansfield compared to the East Midlands and England, reflecting the smaller proportion of these groups within the local population. However, it is important to ensure that the needs of these groups are appropriately considered, particularly where smaller populations may be less represented in local services and community networks.

Religion or Belief

- 4.22 Mansfield has a less diverse religious profile compared to England and the East Midlands, with a higher proportion of residents reporting no religion (45.6% compared to 36.7% in England and 40.0% in the East Midlands). A similar proportion of people identify as Christian in Mansfield (46.5%), which is in line with national and regional averages. Correspondingly, there are notably lower proportions of residents in Mansfield identifying with other religions, including Muslim, Hindu and Sikh groups, compared to regional and national averages.

Table 10 Proportion of population by religion by geographic area, Census 2021 data²¹

Religion (% by geographic area)	Mansfield	England	East Midlands
No religion	45.6	36.7	40.0
Christian	46.5	46.3	45.4
Buddhist	0.3	0.5	0.3
Hindu	0.3	1.8	2.5
Jewish	0.0	0.5	0.1
Muslim	1.1	6.7	4.3
Sikh	0.2	0.9	1.1
Other religion	0.4	0.6	0.5
Not answered	5.4	6.0	5.9

- 4.23 Impacts of the Local Plan may therefore be less pronounced for residents from minority religious groups in Mansfield compared to the East Midlands and England, reflecting their smaller representation within the population; however, it remains important to ensure that their needs are appropriately considered as differential impacts remain relevant even if the population is not disproportionately overrepresented.

Sex

- 4.24 Mansfield has a broadly similar profile of male and female residents compared to England and the East Midlands, with a near even split between sexes and only very small differences compared to regional and national averages.

²⁰ [Nomis - Query Tool - TS021 - Ethnic group](#)

²¹ [Nomis - Query Tool - TS030 - Religion](#)

Table 11 Proportion of population by sex by geographic area, Census 2021 data²²

Sex (% by geographic area)	Mansfield	England	East Midlands
Female	50.8	51.0	50.8
Male	49.2	49.0	49.2

- 4.25 Impacts of the Local Plan are therefore likely to be similar for male and female residents in Mansfield compared to the East Midlands and England, given the broadly consistent distribution across these areas. However, differential impacts need to be considered.

Sexual Orientation

- 4.26 Mansfield has a broadly similar distribution of sexual orientation to England and the East Midlands, with the majority of residents identifying as straight or heterosexual (90.9% compared to 89.4% in England and 89.8% in the East Midlands) and only small proportions identifying as gay, lesbian, bisexual or other orientations. The proportion of residents not responding to this question is slightly lower in Mansfield compared to the regional and national averages.

Table 12 Proportion of population by sexual orientation by geographic area, Census 2021 data²³

Sexual orientation (% by geographic area)	Mansfield	England	East Midlands
Straight or Heterosexual	90.9	89.4	89.8
Gay or Lesbian	1.3	1.5	1.3
Bisexual	1.1	1.3	1.3
All other sexual orientations	0.2	0.3	0.3
Not answered	6.4	7.5	7.4

- 4.27 Impacts of the Local Plan are therefore likely to be similar for residents of different sexual orientations in Mansfield compared to the East Midlands and England, given the broadly consistent distribution across these areas.

Socio-Economic Disadvantage

- 4.28 The Index of Multiple Deprivation (IMD) provides a measure of relative deprivation across local authority areas in England, based on a range of domains including income, employment, education, health, housing and living environment. Mansfield is ranked 77 out of 296 local authority Districts, where 1 represents the most deprived area. This indicates that Mansfield experiences higher levels of deprivation than the national average, although narrowly avoids placing the area in the top 25% of most deprived local authorities nationally (26% of local authorities are more deprived than Mansfield).

Table 13 Mansfield IMD ranking out of 296 Local Authority Districts in England, where 1 is the most deprived and 296 is the least deprived.²⁴

Local Authority District (2024)	Index of Multiple Deprivation (IMD)	Income	Employment	Education, Skills and Training	Health Deprivation and Disability
Mansfield (Ranking)	77	79	41	31	39

²² [Nomis - Query Tool - TS008 - Sex](#)

²³ [Nomis - Query Tool - TS077 - Sexual orientation](#)

²⁴ Ministry of Housing, Communities & Local Government data, 2025. [English indices of deprivation 2025 - GOV.UK](#)

- 4.29 Mansfield performs comparatively worse in several IMD domains, namely, employment (rank 41), education, skills and training (rank 31), and health deprivation and disability (rank 39) (see Table 13). These rankings indicate that Mansfield experiences relatively higher levels of deprivation in these areas compared to other English local authorities. As a result, Local Plan policies should give particular consideration to employment opportunities, access to education, skills and training, and addressing health inequalities since residents may be disproportionately impacted by these issues compared to regional and national populations.

Table 14 Mansfield IMD ranking out of 296 Local Authority Districts in England, where 1 is the most deprived and 296 is the least deprived.²⁴

Local Authority District (2024)	Crime	Barriers to Housing and Services	Living Environment	IDACI ²⁵	IDAOP ²⁶
Mansfield (Ranking)	86	280	197	83	113

- 4.30 Mansfield also performs comparatively better than most English local authorities in the living environment, and barriers to housing and services domains (see Table 14), suggesting that these are strengths of the District at a strategic scale, but should not be overlooked at a more localised level.
- 4.31 Finally, Mansfield has relatively higher deprivation affecting children (rank 83 of 296) and affecting older people (rank 113 of 296) than other English local authorities. This suggests a need to consider how development supports family households and young people as well as older residents in particular within the local plan.

Income and Employment

- 4.32 The 2021 Census indicates that Mansfield has a similar level of employment to both England and the East Midlands, with 55.7% of residents aged 16 and over in employment, compared to 55.7% nationally and 55.1% regionally (see Table 15). Unemployment levels are also broadly comparable (2.4%) to the East Midlands, and slightly lower than England (2.9%).
- 4.33 However, Mansfield has a higher proportion of residents who are retired (23.6%) compared to England (21.5%), as well as a considerably higher proportion of residents who are long-term sick or disabled and economically inactive (6.2%), compared to 4.1% both regionally and nationally (see Table 15). In addition, Mansfield has a lower proportion of economically inactive students (3.0%) compared to England (5.6%) and the East Midlands (5.7%).
- 4.34 This suggests that whilst economic activity in Mansfield is broadly comparable with national and regional averages, economic inactivity is driven by a greater prevalence of long-term health-related issues and a smaller younger/student population within Mansfield.

Table 15 Economic activity of usual residents aged 16 years and over, Census 2021 data²⁷

Economic activity status (% by geographic area)		Mansfield	England	East Midlands
Economically active	In employment (excluding full-time students)	55.7	55.7	55.1
	Unemployed (excluding full-time students):	2.4	2.9	2.4
	Full-time student: In employment	1.2	1.7	1.7
	Full-time student: Unemployed	0.3	0.6	0.6

²⁵ Income Deprivation Affecting Children Index

²⁶ Income Deprivation Affecting Older People Index

²⁷ [Nomis - Query Tool - TS066 - Economic activity status](#)

Economically inactive	Retired	23.6	21.5	23.1
	Student	3.0	5.6	5.7
	Looking after home or family	4.6	4.8	4.3
	Long-term sick or disabled	6.2	4.1	4.1
	Economically inactive: Other	2.9	3.1	2.8

- 4.35 Median annual earnings in Mansfield are below both regional and national averages across all employees, both male and female, though broadly comparable with the East Midlands average of £34,834 (see Table 16).
- 4.36 Overall, while employment levels are broadly comparable to wider benchmarks, Mansfield experiences lower income levels and higher health-related economic inactivity, which are likely to influence how different groups experience the impacts of Local Plan policies. Care should be taken in the Local Plan regarding the provision of inclusive access to employment and training opportunities.

Table 16 Median annual pay for full-time employee jobs by geographic area, ONS FY2024 data²⁸

Gross median annual pay for full-time employee jobs by region (£, FY2024)	Mansfield	England	East Midlands
Female	£28,911**	£33,984	£30,678
Male	£35,581*	£40,469	£38,140
All employees	£32,963*	£37,636	£34,834

*Coefficient of variation > 5% and <= 10%. Estimates are considered reasonably precise

**Coefficient of variation > 10% and <= 20%. Estimates are considered acceptable

Health

- 4.37 General health in Mansfield is marginally worse than both the England and East Midlands averages. A lower proportion of residents report being in very good health (42.4%), compared to 47.5% nationally and 45.8% regionally.

Table 17 State of general health by geographic area, Census 2021 data²⁹

General health - Age-standardised proportions (% by geographic area)	Mansfield	England	East Midlands
Very good health	42.4	47.5	45.8
Good health	34.6	34.2	35.1
Fair health	15.7	13.0	13.7
Bad health	5.6	4.1	4.2
Very bad health	1.6	1.2	1.2

- 4.38 Health outcomes worsen significantly as the age of the population increases across all regions. Mansfield consistently reports higher proportions of people in 'not good health' across nearly all age groups compared to England and the East Midlands.

²⁸ [Earnings and hours worked, place of residence by local authority: ASHE Table 8 - Office for National Statistics](#)

²⁹ [Nomis - Query Tool - TS037ASP - General health - Age-standardised proportions](#)

- 4.39 In particular, those in older age groups are considerably less likely to report being in good health in Mansfield (56.7% 65-74 and 40.8% 75+) than in England (66.7% 65-74 and 49.8% 75+) or East Midlands (65.6% 65-74 and 48.3% 75+), though this gap in health appears to emerge from middle age onwards.

Table 18 State of general health by age group for each geographic area, Census 2021 data³⁰

Health by age band (% by age band)	Mansfield		England		East Midlands	
Self-assessment of general state of health	Good health	Not good health	Good health	Not good health	Good health	Not good health
Aged 14 years and under	97.1%	2.9%	97.3%	2.7%	97.3%	2.7%
Aged 15 to 24 years	91.4%	8.6%	93.0%	7.0%	92.8%	7.2%
Aged 25 to 34 years	88.0%	12.0%	90.8%	9.2%	90.0%	10.0%
Aged 35 to 44 years	83.7%	16.3%	87.5%	12.5%	86.5%	13.5%
Aged 45 to 54 years	75.3%	24.7%	80.9%	19.1%	80.3%	19.7%
Aged 55 to 64 years	66.1%	33.9%	73.8%	26.2%	73.0%	27.0%
Aged 65 to 74 years	56.7%	43.3%	66.7%	33.3%	65.6%	34.4%
Aged 75 years and over	40.8%	59.2%	49.8%	50.2%	48.3%	51.7%

- 4.40 The higher levels of poor health across age groups suggest that a greater proportion of residents may be more sensitive to impacts to the access to services and infrastructure within the local plan; in particular for older aged residents. However, the emergence of health issues in mid adulthood suggests that some structural health inequalities may exist within the District, emphasising the importance that Local Plan policies consider impacts across the whole life course of residents, and not just for older populations.

Education

- 4.41 Data from 2021 suggests that Mansfield has lower levels of educational attainment compared to both England and the East Midlands (see Table 19). 24.3% of usual residents aged 16 or over in Mansfield have no qualifications, compared to 18.1% England and 19.5% in the East Midlands. Equally, far fewer residents in Mansfield (22.1%) have university-level (level 4+) qualifications (vs 33.9% England; 29.1% East Midlands).

Table 19 Highest level of qualification of all usual residents aged 16 or over by geographic area, Census 2021 data³¹

Highest Level of qualification (% by geographic area)	Mansfield	England	East Midlands
No qualifications	24.3	18.1	19.5
Level 1 and entry level qualifications	11.7	9.7	10.4
Level 2 qualifications	14.7	13.3	13.9
Apprenticeship	6.5	5.3	6.0
Level 3 qualifications	17.6	16.9	18.3
Level 4 qualifications or above	22.1	33.9	29.1
Other qualifications	3.2	2.8	2.8

³⁰ [Nomis - Query Tool - RM069 - Disability by general health by age](#)

³¹ [Nomis - Query Tool - TS067 - Highest level of qualification](#)

- 4.42 Data from the Department for Education (2026) shows that 28.6% of pupils in Mansfield are eligible for free school meals, compared to 25.3% nationally and 25.7% regionally (see Table 20). This represents over 5,000 children that are entitled to and receiving free school meals in Mansfield. Though not a comparatively large difference with respect to regional and national averages, the impacts of the local plan may have some disproportionate impacts on these children. In addition, a limited number of schools (4) currently provide or are due to provide free breakfast clubs, suggesting some existing targeted interventions to support disadvantaged pupils³².

Table 20 Proportion of pupils eligible for free school meals by geographic area, 2026
Department for Education data³²

Mansfield	England	East Midlands
28.6%	25.3%	25.7%

Housing

- 4.43 The household composition in Mansfield is largely comparable to national and regional averages, with a slightly lower proportion (5.2%) of households that are not made up of one individual or one family (vs. 6.9% England, 6.0% East Midlands) (see Table 21).

Table 21 Proportion of population by household composition by geographic area, Census 2021 data³³

Household composition (% by geographic area)	Mansfield	England	East Midlands
One-person household	30.1	30.1	29.3
Single family household	64.7	63.0	64.7
Other household types	5.2	6.9	6.0

- 4.44 Occupancy data indicates that Mansfield has a higher proportion of households with surplus space and a lower proportion of overcrowded households compared to England, though the occupancy in Mansfield is similar to the regional occupancy ratings in East Midlands (see Table 22).

Table 22 Proportional occupancy rating of rooms by household by geographic area, Census 2021 data³⁴

Occupancy rating for rooms (% by geographic area)	Mansfield	England	East Midlands
Occupancy rating of rooms: +2 or more	51.3	45.2	50.8
Occupancy rating of rooms: +1	29.6	26.8	27.6
Occupancy rating of rooms: 0	16.0	21.5	17.4
Occupancy rating of rooms: -1	2.6	5.3	3.5
Occupancy rating of rooms: -2 or less	0.5	1.1	0.7

- 4.45 Mansfield has a substantial level of social housing provision, with 8,833 total social housing units, including 5,992 general needs rental units and 2,650 supported housing units/housing for older people (see Table 23). The presence of both local authority provision and 30 private registered providers (PRPs) indicates a relatively well-established social housing sector in the District (see Table 24).

³² [Constituency data: Free school meals](#)

³³ [Nomis - Query Tool - TS003 - Household composition](#)

³⁴ [Nomis - Query Tool - TS053 - Occupancy rating for rooms](#)

- 4.46 Comparatively, Mansfield has approximately the same quantity of social housing provision per 1,000 people (78 per 1,000 people) as England (77 per 1,000 people), and slightly higher than the regional average in the East Midlands (69 per 1,000).

Table 23 Social housing provision in Mansfield Local Authority. Data from 1 April 2024 to 31 March 2025 published by Regulator of Social Housing³⁵

Total social units by provision type in Mansfield		LARP Units	PRP Units	All Units
Low cost rental	General needs	4,204	1,788	5,992
	General needs self-contained	4,204	1,788	5,992
	General needs non-self-contained	-	-	-
	Supported housing/ housing for older people	2,084	566	2,650
Low cost home ownership (LCHO)		16	175	191
Total	Mansfield	6,304	2,529	8,833
	East Midlands	170,220	179,584	349,804
	England	1,567,512	2,965,543	4,533,055

Table 24 Number of PRPs and LARPs in Mansfield and East Midlands. Data from 1 April 2024 to 31 March 2025 published by Regulator of Social Housing³⁵

Region:	Mansfield	East Midlands
PRPs operating in region:	30	195
LARPs present in region:	Yes (Mansfield District Council)	29

Table 25 presents average waiting times for social housing lettings by property type and priority band. Priority bands reflect assessed housing need, with Band 1 representing the highest priority for rehousing, Bands 2 and 3 representing lower levels of identified housing need, Band 4 applying where a household has a recognised housing need but is not currently suitable to hold a tenancy, and Band 5 applying where current accommodation is considered suitable. This banding is currently undergoing a review as part of the Homefinder Lettings Policy Review³⁶. The data indicate that a significant proportion of lettings, particularly family-sized accommodation, are made to applicants in Band 1, demonstrating that available social housing is largely allocated to households with the highest assessed housing need. Although waiting times are generally shorter for Band 1 applicants than for lower-priority bands, waiting periods remain substantial for some property types, suggesting ongoing pressure on the social housing stock. This may be of particular relevance to groups who are more likely to experience housing need, including older people, disabled people and lower-income households. The findings support the need for policies that increase the supply of affordable, accessible and specialist housing to help meet identified need across the district. Table 25 Average waiting times by property type/size (including sheltered accommodation and general needs)³⁷

Property Type	Total Let	Band 1	Band 2	Band 3	Band 4	Band 5
Studio/Bedsit	12	2 (112d)	3 (394d)	2 (66d)	0	5 (328d)
1 Bed Flat	89	47 (180d)	14 (351d)	10 (320d)	1 (280d)	17 (470d)
1 Bed Bungalow	89	46 (175d)	27 (378d)	9 (615d)	0	7 (371d)
1 Bed Maisonette	2	2 (695d)	0	0	0	0

³⁵ Regulator of Social Housing, Statistical Data Return (SDR)/Local Authority Data Return (LADR) 1 April 2024 to 31 March 2025, Workbook published November 2025 version 1.1. [Registered provider social housing stock and rents in England 2024 to 2025 - GOV.UK](#)

³⁶ [Homefinder Lettings Policy Review – Mansfield District Council](#)

³⁷ Data provided by Mansfield Council – waiting time for home finders (self-assessed)

2 Bed Flat	45	30 (182d)	7 (540d)	3 (1117d)	0	5 (208d)
2 Bed Bungalow	25	15 (356d)	8 (793d)	0	1 (49d)	1 (13d)
2 Bed House	33	32 (298d)	1 (779d)	0	0	0
3 Bed Flat	0	0	0	0	0	0
3 Bed House	48	41 (225d)	4 (993d)	2 (153d)	0	1 (60d)
4 Bed Flat	0	0	0	0	0	0
4 Bed House	5	4 (461d)	1 (166d)	0	0	0
5 Bed House	0	0	0	0	0	0

Transportation

- 4.47 Census 2021 data indicates that travel-to-work patterns in Mansfield differ notably from those observed across England and the East Midlands. In particular, there is a far greater reliance on private vehicles and a lower use of public and sustainable modes of transport.
- 4.48 The proportion of residents working mainly from home is considerably lower in Mansfield (17.0%) than in England (31.5%) and the East Midlands (25.8%). Use of public transport in Mansfield is also lower across most modes compared to national and regional use. Travelling to work by driving a car or van (61.2%) is therefore a key method of transport in Mansfield and is proportionally far more prevalent compared to 44.5% in England and 53.2% in the East Midlands. Travel as a passenger in a car or van is similarly higher in Mansfield than national and regional usage (see Table 26).

Table 26 Method used to travel to work by usual residents aged 16 years and over in employment the week before the census, Census 2021 data³⁸

Method used to travel to work (% by geographic area)	Mansfield	England	East Midlands
Work mainly at or from home	17.0	31.5	25.8
Underground, metro, light rail, tram	0.1	1.9	0.2
Train	0.4	2.0	0.5
Bus, minibus or coach	3.6	4.3	3.2
Taxi	1.2	0.7	0.7
Motorcycle, scooter or moped	0.5	0.5	0.4
Driving a car or van	61.2	44.5	53.2
Passenger in a car or van	7.5	3.9	5.0
Bicycle	1.2	2.1	2.0
On foot	6.5	7.6	8.0
Other method of travel to work	1.0	1.0	0.9

- 4.49 Workers in Mansfield have a greater concentration of shorter-distance journeys, particularly within 2-10km when compared to England and East Midlands. 18.7% of workers in Mansfield commute 2km to less than 5km, compared to 12.6% in England and 13.5% in the East Midlands. Longer-distance commuting patterns are broadly comparable, though a slightly higher proportion of residents report working in no fixed place or outside the UK (15.4%), compared to England (14.5%) and the East Midlands (13.9%).

³⁸ [Nomis - Query Tool - TS061 - Method used to travel to work](#)

Table 27 Distance travelled to work by usual residents aged 16 years and over in employment the week before the census, Census 2021 data³⁹

Distance travelled to work (% by geographic area)	Mansfield	England	East Midlands
Less than 2km	11.9	11.0	12.2
2km to less than 5km	18.7	12.6	13.5
5km to less than 10km	15.8	11.7	12.1
10km to less than 20km	12.5	10.4	12.0
20km to less than 30km	4.7	4.0	5.3
30km to less than 40km	1.7	1.7	2.1
40km to less than 60km	0.9	1.3	1.4
60km and over	1.4	1.3	1.7
Works mainly from home	17.0	31.5	25.8
Works mainly at an offshore installation, in no fixed place, or outside the UK	15.4	14.5	13.9

- 4.50 Transport is a particularly important factor for equality impacts in Mansfield, given the extent to which access to employment, services and opportunities are linked to private vehicle use. A higher level of car dependency in the District indicates that individuals without access to a private vehicle (including lower-income households, younger people, older people, disabled people and people with long-term health conditions) may experience reduced access to key services and opportunities and could therefore face disproportionate impacts where changes are made to the provision of public transport.

³⁹ [Nomis - Query Tool - TS058 - Distance travelled to work](#)

5. Stakeholder engagement

- 5.1 The Council consulted on the first stage of the Local Plan review - the Mansfield District Local Plan Issues and Opportunities Report which ended on 20 October 2023. The Council published a summary of the responses to the Issues and Opportunities consultation⁴⁰. The consultation generated 39 responses from statutory consultees, infrastructure providers, developers, landowners, community groups and residents. Consultation responses highlighted a number of key issues relevant to equality and inclusion, including housing affordability and supply, access to infrastructure and public services, sustainable transport, flood risk, climate resilience, biodiversity, community facilities, health and wellbeing, economic opportunity and town centre regeneration.
- 5.2 Consultees emphasised the importance of ensuring that future growth is supported by adequate infrastructure, accessible public transport, affordable housing and community services. Infrastructure providers and statutory bodies also identified the need for updated evidence relating to flood risk, water management, biodiversity, recreation provision and heritage assets. The Council responded by committing to update the evidence base, undertake further technical assessments and incorporate the findings into policy development. These consultation findings have informed the preparation of the emerging Local Plan and helped identify issues of particular relevance to protected characteristic groups and disadvantaged communities, including access to housing, transport, health-supporting environments and employment opportunities.
- 5.3 Between 30 May and 17 July 2025, the Council engaged with the community and other interested stakeholders on the Stage 2 draft Local Plan Review (in accordance with Regulation 18 of the Town and Country Planning (Local Planning) (England) Regulations 2012). Included in the consultation were revisions to a number of policies and a long list of potential sites which could come forward for new development. The Council has used the feedback received, along with further assessments of all sites, to update the plan and to determine which sites should be included in the Publication Draft Local Plan (under Regulation 19).
- 5.4 The Stage 2 Regulation 18 consultation generated engagement from residents, statutory consultees, developers, infrastructure providers and community organisations, resulting in 1,071 representations. Responses demonstrated broad interest in balancing the delivery of new homes, jobs and regeneration with the protection of valued environmental assets, the provision of supporting infrastructure and the maintenance of community identity.
- 5.5 A recurring theme throughout the consultation was concern regarding housing delivery and the reliance on a limited number of large strategic sites to meet future housing needs. Respondents questioned the deliverability and phasing of some allocations, supported greater site diversity, and frequently advocated a brownfield-first approach. Concerns were also raised regarding the potential loss of countryside, settlement coalescence and the need to maintain flexibility in the housing land supply.
- 5.6 Infrastructure capacity was one of the most prominent issues raised. Respondents highlighted existing pressures on healthcare services, schools, transport networks, utilities, community facilities and open spaces, and sought assurance that infrastructure improvements would be delivered alongside growth. Many responses called for a stronger link between development and the timely provision of supporting facilities and services.
- 5.7 Environmental protection featured strongly throughout the consultation. Consultees emphasised the importance of safeguarding green infrastructure, biodiversity, wildlife corridors, agricultural land and valued landscapes, including areas such as Spa Ponds and the Maun Valley. Concerns were also expressed regarding climate change, flood risk, habitat loss and the effectiveness of biodiversity net gain measures.

⁴⁰ Mansfield District Council. 2024. Mansfield Local Plan – Issues and Opportunities. Available: [Microsoft Word - LP Issues and Opportunities Consultation Statement](#)

- 5.8 Transport impacts represented another key area of concern, particularly in relation to congestion on strategic and local routes, road safety, air quality and the cumulative effects of planned growth. Respondents also highlighted the need for enhanced public transport, active travel infrastructure and wider highway improvements, including consideration of strategic transport interventions.
- 5.9 Additional matters raised included heritage protection, design quality, open space and recreation provision, employment land, town centre regeneration, climate resilience and community wellbeing. These comments have informed the ongoing preparation of the Local Plan Review and have contributed to updates to the evidence base, including transport, infrastructure, viability, climate change, employment and site assessment work undertaken in advance of the Regulation 19 stage.
- 5.10 Overall, the consultation reinforced the importance of delivering sustainable growth that is supported by appropriate infrastructure, protects environmental and heritage assets, and contributes positively to the health, wellbeing and prosperity of Mansfield District's communities.
- 5.11 Equality-related issues raised through the Regulation 18 consultation have informed the ongoing preparation of the Local Plan and, where appropriate, resulted in updates to policies and supporting evidence. Consultation responses highlighted a range of matters relevant to equality and inclusion, including access to healthcare and community facilities, affordable housing, specialist and accessible housing, sustainable transport, accessibility, and infrastructure provision for growing communities. In response, the Council updated the Infrastructure Delivery Plan and transport evidence base, amended policies relating to affordable housing and specialist housing, and strengthened provisions concerning accessible and adaptable homes, wheelchair-accessible housing, sustainable transport connections and community infrastructure. These changes help ensure that the needs of groups who may experience barriers to accessing housing, services and opportunities, including older people, disabled people, lower-income households, children and young people, have been taken into account in the development of the Publication Draft Local Plan. Specifically:
- Consultation responses raised concerns regarding healthcare capacity and community infrastructure; these informed the Infrastructure Delivery Plan and infrastructure policies used to support the Regulation 19 Plan.
 - Concerns regarding housing affordability informed updates to the affordable housing policy, including revised tenure requirements with a strong emphasis on Social Rent.
 - Feedback relating to the needs of older people and disabled people informed updates to the specialist housing policy, including references to M4(2) accessible and adaptable homes and M4(3) wheelchair-user homes.
 - Comments regarding accessibility and transport informed strengthened transport policies, updated transport evidence, protection of Public Rights of Way, and greater emphasis on inclusive and sustainable transport.

6. Assessment of equality impacts

- 6.1 This section presents an assessment of potential equality impacts (adverse and beneficial) associated with the scoped-in policies across the nine themes within the Local Plan.
- 6.2 The assessment of impacts is structured thematically. Each section begins by identifying the policies under each theme of the Local Plan and indicating which policies have been scoped in and out of the assessment through the screening exercise.
- 6.3 This equality impact assessment is informed by the baseline profiles and key issues and evidence relevant to the Mansfield District outlined in **Section 4**.

The spatial strategy

Table 29 Mansfield District Council Revised Local Plan spatial strategy policy screening

Chapter 3: The spatial strategy policy	Screened in/out
Policy S1: Presumption in favour of sustainable development	Out
Policy S2: The spatial strategy	In
Policy S3: Development in the countryside	In
Policy S4: Urban regeneration	In

- 6.4 Policy S2 (The spatial strategy) sets out the spatial strategy for Mansfield District to 2043 with a particular focus to manage planned growth by directing the development of new housing, employment, retail and other community facilities to the Mansfield urban area. Under this policy, development opportunities in the Mansfield urban area will be focussed in locations which are, or can be, well served by public transport. Enabling the development of new housing, employment, retail and other community facilities in areas served by public transport can have positive equality impacts for protected characteristic groups who are less likely to own a personal vehicle, or cannot drive, and therefore rely more heavily on public transport. This includes lower income residents, children and young people, disabled residents, and elderly residents.
- 6.5 Furthermore, if new community facilities within the Mansfield urban area include medical facilities such as GP surgeries, enabling access to these by public transport will have positive equality impacts for protected characteristic groups who rely on these services substantially more. This may include children and young adults, pregnant women, disabled residents or those with long-term health conditions, and elderly residents.
- 6.6 Policy S3 (Development in the countryside) states that development in the countryside (identified as land outside of the Mansfield urban area, the Market Warsop urban area, and other settlement boundaries as shown in the Policies Map) will be supported for sites for Gypsies, Travellers and Travelling Showpeople in accordance with Policy H8. Although this has been screened in to the EqlA, the positive equality impacts of this have been assessed separately under Policy H8 (Accommodation for Gypsies, Travellers and Travelling Showpeople).
- 6.7 Similarly to Policy S2's support of developments in the Mansfield urban area, Policy S3 will support developments in the countryside of community services and facilities that meet proven local need and development sites which are physically well-related to a railway station or a settlement within which the station is located. This may have disproportionately positive equality impacts for residents who have a greater reliance on rail transport (including young people, low-income residents, and those who cannot drive through economic or health reasons) by promoting equal access to new community services and facilities in the countryside.

- 6.8 If these new community services and facilities include medical facilities such as GP surgeries, promoting access by public transport can positively impact residents who are both less likely to drive and also more likely to rely on medical services (including disabled residents, residents with long-term health conditions, and elderly residents).
- 6.9 In addition, Policy S3 states that development types within the countryside stated under categories (a) to (o), including community services and facilities meeting a proven local need (l.), will only be supported where it is appropriately accessible for the type of development proposed or, in the case of major development, will be made accessible by sustainable modes of transport. Supporting developments which are fully accessible promotes positive equality impacts for residents with mobility needs by promoting equal access to, in particular, community services and facilities which may include local GP surgeries or community centre support groups. This may have positive equality impacts for residents who are both more likely to have accessibility needs and have a greater reliance on community services and facilities, including elderly residents, disabled residents, and residents with long-term health conditions.
- 6.10 Finally, Policy S4 (Urban regeneration) states that development proposals which help reuse previously developed or other surplus or derelict land within the Mansfield and Market Warsop urban areas will be particularly supported where they create stronger walking and cycling links including within the central residential and commercial areas of the town centres. Providing high-quality pedestrian and cycle links can facilitate and improve the physical and mental health and well-being of older residents by supporting active travel, social interaction, and access to local services, helping to reduce loneliness, isolation, and the impacts of age-related health conditions⁴¹.

Place making

Table 30 Mansfield District Council Revised Local Plan Place making policy screening

Chapter 4: Place making

Scoped in/out

Policy P1: Achieving high quality design	In
Policy P2: Safe, healthy and attractive development	In
Policy P3: Connected developments	In
Policy P4: Comprehensive development	Out
Policy P5: Climate change and new developments	In
Policy P6: Home extensions and alterations	In
Policy P7: Amenity	In
Policy P8: Shop front design and signage	In

- 6.11 Policy P1 (Achieving high-quality design) states that all new development proposals will be supported where the applicants demonstrate they have responded positively to the Building for a Healthy Life (BHL) scheme. The BHL is a government-endorsed industry standard for well-designed homes and neighbourhoods, designed around 12 assessment questions covering issues including facilities and services, walking, cycling and public transport, homes for everyone, and cycle and car parking.

⁴¹ Williams, A. J., McHale, C., Chow, C. (2021), 'Final report on loneliness and transport systematic review', Available at <https://www.sustrans.org.uk/media/11359/sustrans-loneliness-and-transport-systematic-review-final-report-21-06-30.pdf> (Last accessed 31/07/2026)

- 6.12 Ensuring all new developments respond positively to the BHL questions will help structure discussions between local planning authorities and developers to consider active transport, access to facilities and services, and ensuring that homes are built for everyone. This may have positive equality impacts for protected characteristic groups who are more reliant on public transport and local facilities and services (young people, elderly people, lower-income residents). Additionally, Policy P1 states that applicants for major development proposals must demonstrate that they have involved local communities at an early stage in the development of design solutions. Early-stage community engagement promotes improved inclusion and representation, ensuring that the views and experiences of diverse groups are heard and reflected in design solutions. This could, for example, provide an opportunity for disabled residents to share their concerns in relation to accessibility, in-turn helping to identify temporary or permanent accessibility improvements for new developments.
- 6.13 Policy P2 (Safe, healthy and attractive development) states that development will be supported where opportunities are taken to create new public open spaces. Although new public open spaces would positively impact all residents in the District, they may particularly promote social inclusion for elderly residents who are potentially more vulnerable to isolation⁴². The policy also states that developments will be supported where opportunities for crime are minimised by designing in high levels of security (including the use of natural surveillance and ensuring public spaces are well lit). Safe, well-overlooked and appropriately lit public spaces may be particularly important for women and girls, for whom both actual and perceived safety can influence willingness to use parks, public spaces, walking routes and active travel infrastructure. The application of natural surveillance and good urban design principles may therefore help support more inclusive use of public space. Ensuring new public open spaces are safe and minimising opportunity for crime encourages public open space use for groups who are disproportionately vulnerable to harassment. This includes residents who experience discrimination based on their sexual orientation, gender, history of gender reassignment, ethnic or religious identity, disability or age⁴³.
- 6.14 Policy P3 (Connected developments) states developments will be supported provided they take opportunities to encourage people to walk, cycle and use public transport by creating a network of routes and spaces which are safe, attractive, convenient and easy for all people to understand and use, and where necessary improving existing routes and public transport facilities. Improving existing public transport facilities has positive equality impacts for protected characteristic groups who rely more heavily on public transport due to either age, economic, or accessibility factors. This includes young people, elderly residents, disabled residents, and lower-income residents. As with Policy P2, ensuring new walking routes are safe encourages public walking route use for groups who are disproportionately vulnerable to harassment⁴⁴. Ensuring new routes and networks are convenient and easy for all people to use may have positive equality impacts for residents with specific mobility needs, on the assumption that the new networks are made wheelchair accessible.
- 6.15 Policy P3 is expected to have positive equality effects by directing development towards sustainable locations with access to services, facilities and employment opportunities. However, the extent to which these benefits are realised will depend on the accessibility of individual sites. Development in locations with limited public transport provision or poor walking and cycling connections may disproportionately affect groups less likely to have access to a private vehicle, including some older people, disabled people, younger people and lower-income households. Ensuring that strategic growth locations provide realistic and accessible alternatives to private car travel will therefore be important in achieving positive equality outcomes.
- 6.16 Policy P5 (Climate change and new development) states that development proposals will be supported where they can demonstrate that they incorporate high standards of design and

⁴² Younes, S.R., Marques, B., McIntosh J. (2024), 'Public Spaces for Older People: A Review of the Relationship between Public Space to Quality of Life', Available at <https://www.mdpi.com/2071-1050/16/11/4583> (last accessed 05/08/2026)

⁴³ More in Common (2023), 'Rapid Evidence Review on Harassment and Censorship', Available at https://assets.publishing.service.gov.uk/media/65fd7b5565ca2f001b7da8c5/Rapid_Evidence_Review_on_Harassment_and_Censorship.pdf (Last accessed 05/08/2026)

⁴⁴ More in Common (2023), 'Rapid Evidence Review on Harassment and Censorship', Available at https://assets.publishing.service.gov.uk/media/65fd7b5565ca2f001b7da8c5/Rapid_Evidence_Review_on_Harassment_and_Censorship.pdf (Last accessed 05/08/2026)

construction to reduce, mitigate and adapt to the impacts of climate change. This includes through measures including designing developments to be energy efficient, by reducing energy demand, while avoiding overheating risks. Increasing energy efficiency through reduced energy demand may reduce energy costs for residential developments. This could particularly benefit low-income households, who may already experience energy poverty, and disabled residents who are likely to have a higher cost of living⁴⁵. In addition, designing residential developments to avoid overheating risks may have disproportionately positive equality impacts for residents who may spend more time at home or are more vulnerable to the impacts of overheating. This may include elderly residents, young children, residents with disabilities or long-term health conditions, and home carers.

- 6.17 Policy P6 (Home extensions and alterations) details how development proposals to extend or alter an existing dwelling will be supported where there is no significant adverse impact on the character and appearance of the dwelling, no significantly reduced residential amenity of nearby existing occupiers, and sufficient parking and outdoor amenity space. The policy may support growing families by enabling property extensions that provide additional living space, potentially offering a more affordable alternative to moving to a larger home and allowing households to remain within their local communities and school catchment areas. In addition, extensions and alterations can facilitate homeworking and self-employment opportunities by providing dedicated workspace within the home. The policy may also benefit residents with caring responsibilities by enabling adaptations, additional bedrooms, ground-floor accommodation, or ancillary living space to support the care of relatives and allow households to respond to changing family needs over time.
- 6.18 Policy P7 (Amenity) states that proposals for developments will be designed and constructed to avoid and minimise impacts on the amenity of both existing and future users and will be expected to not have adverse effects on existing residents through loss of privacy, excessive overshadowing or overbearing, noise pollution, light pollution, air quality, odour and vibration impacts. This could particularly benefit groups who may spend more time within and around their homes, including older residents, disabled residents, residents with long-term health conditions, and families with young children, by helping protect residential amenity, privacy, outlook, and access to daylight. In addition, minimising the risk of adverse impacts from air quality may have positive impacts for residents who are more vulnerable to negative health conditions caused by poor air quality. This includes pregnant women, children, elderly people and people with respiratory health conditions⁴⁶.
- 6.19 Policy P8 (Shop front design and signage) states that new, and alterations to existing shop fronts will be supported where they retain any existing independent access to upper floors and take opportunities to provide such access from the street where none currently exists. As above shop residential dwellings are generally smaller, more affordable dwellings, the policy supports continued ease of access for residents who are more likely to reside in these types of properties (i.e. low-income groups). In addition, the policy states that new shopfronts will be supported where they provide fully accessible entrances for all users where appropriate to do so. This is likely to have positive impacts for disabled residents with accessibility needs including residents with long-term health conditions, and elderly residents, especially for shopfronts on shops offering medical services (e.g. pharmacies).

Housing

Table 31 Mansfield District Council Revised Local Plan Housing policy screening

Chapter 5: Housing	Scoped in/out
Policy H1: Housing allocations	In
Policy H2: Committed housing sites	In

⁴⁵ Scope (2025), 'Disability Price Tag: The Extra Cost of Cuts', Available at <https://www.scope.org.uk/campaigns/disability-price-tag> (Last accessed 05/08/2026)

⁴⁶ Institute for Fiscal Studies (2024), 'Exposure to air pollution in England, 2003-23', Available at <https://ifs.org.uk/sites/default/files/2024-12/Exposure-to-air-pollution-in-England-2003-23.pdf> (Last accessed 05/08/2026)

Policy H3: Housing density and mix	In
Policy H4: Affordable housing	In
Policy H5: Custom and self-build homes	In
Policy H6: Specialist housing	In
Policy H7: Houses in multiple occupation, self-contained flats and bedsit accommodation	In
Policy H8: Accommodation for Gypsies, Travellers and Travelling Showpeople	In

- 6.20 Policy H1 (Housing allocations) sets out criteria for each of the housing allocations within the Plan. In order to ensure the delivery of sufficient houses to meet the plan requirement of 9,900 homes, Policy H1 provides for the housing target plus an additional allowance in the supply of housing land. This flexibility allowance provides sufficient land and development opportunities to enable the market to meet the District's housing requirement over the plan period. As a result, positive impacts are likely to be experienced by all residents seeking housing but may also disproportionately benefit groups overrepresented in local housing registers and other vulnerable tenants at risk of homelessness. This may include low-income households, people who are homeless, disabled residents, ethnic minority groups, and young people⁴⁷ and is typically linked to structural factors such as lower incomes, increased health-related constraints or discrimination in housing markets.
- 6.21 It should be noted that as part of the EqIA, individual housing allocations were not assessed on a singular basis. Instead, equality impacts were identified at a high level across all housing allocations. Positive equality impacts identified across the suite of housing allocations include:
- Enhanced cycle provision and walking/cycling connectivity (H1Ma, H1Mk, H1MI, H1Mq, H1Mr, H1Mw, H1Ms, and H1My) – this may positively benefit protected characteristic groups who may be less likely to own a private vehicle (due to age, economic, or health factors) and therefore rely more heavily on cycle/walking routes including young people, elderly people, lower-income residents, and residents with disabilities or long-term health conditions.
 - Provision of suitable community open spaces (H1Mb, H1Mk, H1Mj, H1Mp, H1Ms, H1Mx, H1Mw, H1My, H1WPa, H1WPb, H1WPd) – providing outdoor open spaces for community use supports recreation, wellbeing and social interaction. This may positively benefit protected characteristic groups who are more likely to experience loneliness or social isolation, including elderly residents³⁶. In addition, community open spaces may disproportionately benefit residents in nearby dwellings without private garden space (linked generally to affordable and social housing) by providing a space for outdoor recreation.
- 6.22 Road corridors made suitable for buses (H1Mi) – enabling new residential areas to be accessible by bus has positive impacts for residents who rely more heavily on public transport based on age, economic, or health factors (i.e. low-income residents, young people, elderly people, and residents with disabilities or long-term health conditions).
- 6.23 Policy H2 (Committed housing sites) sets out the sites which have planning permission and are allocated for new homes. In total, across the Mansfield urban area and Warsop Parish, this equates to 2,101 dwellings. The benefits of this policy are covered by the above assessment of Policy H1 (Housing allocations), so although screened into the assessment, Policy H2 has not been assessed individually.
- 6.24 Policy H3 (Housing density mix) details that development proposals of ten or more dwellings will be expected to provide a range of dwelling sizes and types reflective of housing needs

⁴⁷ Department for Levelling Up, Housing & Communities (2024), 'Social housing lettings in England, tenants: April 2022 to March 2023, Available at <https://www.gov.uk/government/statistics/social-housing-lettings-in-england-april-2022-to-march-2023/social-housing-lettings-in-england-tenants-april-2022-to-march-2023> (Last accessed 05/08/2026)

- and the achievement of mixed and balanced communities. The requirements for the mix of properties over the plan period are contained within Housing Needs of Particular Groups Study Update (2026), detailing the percentage of market, low-cost home ownership, and affordable rented housing required across 1-bed, 2-bed, 3-bed, and 4-bed properties. By only supporting developments that do not substantially differ from the housing mix guide, the policy supports the provision of low-cost home ownership which could particularly benefit lower-income residents and young people seeking to purchase or rent their first home.
- 6.25 Additionally, the provision of affordable rented housing could support those in housing need who are overrepresented on social housing waiting lists, including disabled residents, lower-income residents, and survivors of domestic abuse (who are predominately female)⁴⁸.
- 6.26 Policy H3 also states that the provision of bungalows will be supported, which has positive equality impacts for elderly residents and disabled residents with accessibility needs by providing the opportunity to access suitable dwellings.
- 6.27 Likewise to Policy H3, Policy H4 (Affordable housing) supports the provision of affordable housing required on market housing sites by setting out the minimum proportion of affordable housing required for developments of 10 or more dwellings (or site areas of 0.5 hectares or more) on greenfield and brownfield sites within Zone 1 and Zone 2. The policy supports low-cost home ownership which could particularly benefit lower-income residents and young people seeking purchase of their first home. In addition, the policy states that the Council will seek affordable housing with a tenure split of 60% Social Rent. As with Policy H3, this supports those in housing need who are overrepresented on social housing waiting lists, including disabled residents, lower-income residents, and survivors of domestic abuse (who are predominately female)⁴⁸. Whilst significant positive equality effects are anticipated overall, the assessment recognises that limitations on the delivery of accessible and adaptable housing arising from viability considerations could reduce benefits for disabled residents and older residents. This should be considered when implementing the policy and monitoring its outcomes.
- 6.28 Under Policy H5 (Custom and self-build homes), the opportunity for residents to build custom housing to meet their needs and requirements (presuming they meet the criteria stated within the policy) could benefit groups with specialist needs (e.g. specialist in-house lifts, outdoor accessibility ramps). This could particularly benefit disabled and elderly residents who require specialist facilities not covered by the requirements of Policy H6 (Specialist housing).
- 6.29 Policy H6 (Specialist housing) states that development proposals for specialist housing which falls within Use Class C2 (including hospitals, residential care, children's and nursing homes) will be supported on sites where they are conveniently located near local retail, community services, and public transport facilities, are accessible for disabled people and people with care needs, and have sufficient car parking, cycle parking and parking for mobility scooters. Supporting the development of Use Class C2 developments has inherent positive impacts for protected characteristics that rely on these services more (i.e. elderly residents, disabled residents, and children) by increasing the availability of hospitals, children and nursing homes in the District. These developments will support specific care and accessibility needs through their design and layout, as well as being accessible to the families of residents through public transport, car parking, cycle parking and mobility scooter parking.
- 6.30 Whilst locating specialist housing close to services, facilities and public transport is likely to support positive equality outcomes, accessibility will also depend on the quality and inclusiveness of surrounding infrastructure, including the accessibility of public transport services, walking routes and public spaces, and the differing requirements of people with physical, sensory and cognitive impairments. These factors should be considered at the design and implementation stage.

⁴⁸ Department for Levelling Up, Housing & Communities (2024), 'Social housing lettings in England, tenants: April 2022 to March 2023', Available at <https://www.gov.uk/government/statistics/social-housing-lettings-in-england-april-2022-to-march-2023/social-housing-lettings-in-england-tenants-april-2022-to-march-2023> (Last accessed 06/08/2026)

- 6.31 Policy H7 (Houses in multiple occupation, self-contained flats and bedsit accommodation) applies requirements to development proposals relating to multiple residential occupation of buildings including apartments and/or bedsit accommodation. The requirements state that developments must provide adequate internal accommodation and external private amenity space without causing any significantly adverse impact on the amenity enjoyed by the occupiers, benefiting those who are more likely to occupy these properties. This includes young people, low-income residents, ethnic minority groups, new migrants, people on social housing waitlists, people with mental health conditions, and those who have experienced alcohol and drug dependency and homelessness⁴⁹. In addition, these developments will not be supported where they have adverse impacts on the amenity of adjacent properties. This could have positive impacts for neighbours of HMOs by reducing the risk of noise, privacy, and overlooking issues, particularly benefiting groups who are more vulnerable to the impacts from such factors or are more likely to spend time indoors (i.e. elderly residents, disabled residents and residents with long term health conditions, and young children). By supporting developments that provide adequate cycle storage, the policy supports health and well-being and access to services for residents who do not have private car access due to age, economic, or health-based factors.
- 6.32 Finally, Policy H8 (Accommodation for Gypsies, Travellers and Travelling Showpeople) sets out the accommodation needs of Gypsies and Travellers between 2023 and 2043, and the requirements that all new sites and extensions/improvements to existing sites should follow. This includes proximity to services including shops, schools, welfare facilities and public transport. For Travelling Showpeople sites, sufficient space for fairground equipment maintenance is also required, supporting the income streams of Travelling Showpeople. By providing for the needs of ethnic minority groups who reside in these sites, the policy supports residents' mental wellbeing by alleviating potential concerns around unexpected displacement and housing insecurity⁵⁰. The policy also supports access to education and healthcare by requiring existing site extensions and new sites to be located in reasonable distance to schools, services, and welfare facilities, benefiting residents who are dependent on access to regular healthcare and educational facilities (i.e. children, elderly people, disabled people, people with long-term health conditions, and pregnant women). Requiring access to these sites by public transport also positively benefits protected characteristic groups who do not have access to a private car due to age, economic, or health-based factors.

Employment

Table 32 Mansfield District Council Revised Local Plan Employment policy screening

Chapter 6: Employment

Scoped in/out

Policy E1: Enabling economic development	Out
Policy E2: Sites allocated as new employment areas	In
Policy E3: Retaining land for employment uses	Out
Policy E4: Other industrial and business development	In
Policy E5: Improving skills and economic inclusion	Out

- 6.33 Policy E2 (Sites allocated as new employment areas) sets out two distinct areas allocated for employment development in the Mansfield District: Site E2a (Ratcher Hill Quarry employment area) and Site E2b (Oakfield Lane, Market Warsop). The Ratcher Hill Quarry

⁴⁹ Iafrati, S. (2021). Supporting Tenants with Multiple and Complex Needs in Houses in Multiple Occupation: The Need to Balance Planning Restrictions and Housing Enforcement with Support. *Social Policy and Society*. 20:1, pp 62-73.

⁵⁰ Inclusion Health (2016), *'Impact of insecure accommodation and the living environment on Gypsies' and Travellers' health'*, Available at https://assets.publishing.service.gov.uk/media/5a809a6240f0b62305b8c1c3/NIHB_-_Gypsy_and_Traveller_health_accs.pdf (Last accessed 06/08/2026)

area falls within the Mansfield 012B Lower-layer Super Output Area (LSOA), which is ranked 1,021 out of 33,755 neighbourhoods in England in the Index of Multiple Deprivation (IMD)⁵¹ (where 1 is most deprived and 33,755 is least deprived). This shows that the Ratcher Hill Quarry area has a high level of deprivation, where only 3% of neighbourhoods in England are more deprived. For Site E2b, the employment area allocation falls within the Mansfield 002B LSOA, ranking 9,046 out of 33,755 neighbourhoods in England in the IMD⁵². This ranks Site E2b as less deprived than Site E2a, however, more deprived than around three quarters of neighbourhoods in England.

- 6.34 Allocating Site E2A and Site E2B as a focus for employment development should promote local access to new jobs in areas where deprivation is high, however, only if these employment opportunities become accessible to protected characteristic groups in the area (e.g. women, young people, elderly residents, residents from ethnic minority groups, and residents with disabilities or long-term health conditions) may positive equality impacts be seen.

- 6.35 In addition, Policy E2 states the Ratcher Hill Quarry employment area will provide new and enhanced walking and cycling linkages to connect with existing strategic trails along Mansfield Way to facilitate the use of sustainable transport. By promoting access to the employment area by walking and cycling, potential barriers to employment are removed for residents who may not have a private vehicle based on economic, age, or health factors. This can promote positive equality impacts for young people, elderly people, lower-income residents, and disabled residents with accessibility needs.

- 6.36 Policy E4 (Other industrial and business development) states that development proposals outside of the areas identified within Policies E2 and E3 will be expected to be accessible by public transport services and connected by convenient walking and cycling routes to residential areas. As with Policy E2, by promoting access to the employment area by walking, cycling, and public transport, potential barriers to employment are removed for residents who may not have a private vehicle based on economic, age, or health factors or those who rely more heavily on public transport. This can promote positive equality impacts for young people, elderly people, lower-income residents, and disabled residents with accessibility needs.

- 6.37 Policies E1, E3 and E5 have been scoped out of the EqIA as they are not considered to disproportionately impact specific protected characteristic groups.

⁵¹ Ministry of Housing, Communities & Local Government data (2025), 'How deprived is NG21 0HJ?', Available at <https://deprivation.communities.gov.uk/about-your-neighbourhood/E01028256?postcode=NG210HJ> (Last accessed 31/07/2026)

⁵² Ministry of Housing, Communities & Local Government data (2025), 'How deprived is NG20 0JF?', Available at <https://deprivation.communities.gov.uk/about-your-neighbourhood/E01028225?postcode=NG200JF> (Last accessed 31/07/2026)

Retail

Table 33 Mansfield District Council Revised Local Plan Retail policy screening

Chapter 7: Retail

Scoped in/out

Policy RT1: Main town centre uses	Out
Policy RT2: Mansfield town centre strategy	In
Policy RT3: Mansfield town centre primary shopping area	In
Policy RT4: Mansfield town centre improvements	In
Policy RT5: Accessing Mansfield town centre	In
Policy RT6: Retail and leisure allocations	In
Policy RT7: Retail and leisure commitments	Out
Policy RT8: District and local centres	In
Policy RT9: Neighbourhood parades	In
Policy RT10: Hot food takeaways	In
RT11: Visitor economy	Out

- 6.38 Policy RT2 (Mansfield town centre strategy) states that the Council will work in partnership with developers to help deliver a town centre vision by improving accessibility by seeking improvements to pedestrian priority, cycle routes, and flow of traffic. Prioritising pedestrians in the town centre may positively impact groups vulnerable to pedestrian casualties including children and those with reduced mobility⁵³. Improving cycle route access in town centres can facilitate and improve the physical and mental health and well-being of older residents by supporting active travel, social interaction, and access to local town centre services, helping reduce loneliness, isolation, and the impacts of age-related health conditions³⁶.
- 6.39 Policy RT3 (Mansfield town centre primary shopping area) details that, to help ensure the vitality and viability of the primary shopping area in Mansfield town centre, proposals should include uses which are family oriented including child-friendly leisure uses and creche facilities. Leisure facilities for children helps support positive recreation and socialisation for young children, whilst creche facilities can help support working parents (particularly single parents and mothers) by providing a place for young children to stay whilst parents may be working.
- 6.40 Policy RT4 (Mansfield town centre improvements) details that development proposals will be supported in the Mansfield town centre where they involve a list of several criteria. Firstly, proposals will be supported where they include low carbon technologies such as electric vehicle charging points, which may promote improved localised air quality through reduced vehicle emissions, promoting positive health impacts particularly for residents either vulnerable to the impacts of poor air quality or those with pre-existing respiratory conditions (i.e. elderly residents, young children, or those with long-term health conditions).

⁵³ Department for Transport (2015), 'Facts on Pedestrian Casualties', Available at https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/448036/pedestrian-casualties-2013-data.pdf (Last accessed 07/08/2026)

- 6.41 As with Policy RT2, Policy RT4 supports reduced vehicle/pedestrian conflict through improvements to traffic arrangements, which may positively impact groups vulnerable to pedestrian casualties including children and those with reduced mobility⁴⁸.
- 6.42 In addition, the policy supports active travel through the provision of cycle parking and facilities, and by creating stronger walking, cycling, and other green infrastructure links to the town centre. This may promote the same positive equality impacts as those stated under Policy RT3.
- 6.43 Policy RT4 also states that town centre improvements will be supported where there is a demonstrated provision of new accessible car parking spaces, promoting equal access to town centres for residents with mobility needs including elderly people and those with disabilities or long-term health conditions. In addition, the policy supports town centre developments with appropriate security and crime prevention measures. Ensuring the town centre is safe by minimising opportunity for crime supports positive equality impacts for groups who are disproportionately vulnerable to harassment. This includes residents who experience discrimination based on their sexual orientation, gender, history of gender reassignment, disability or age³⁸. Improvements to the town centre environment may have positive equality impacts by creating safer and more attractive public spaces. Particular consideration should be given to factors influencing both actual and perceived safety, including lighting, natural surveillance and the avoidance of isolated pedestrian routes, which may be especially important for women and girls.
- 6.44 Policy RT5 (Accessing Mansfield town centre) details that major development proposals in or on the edge of Mansfield town centre will be supported where they may relevant improvements to the accessibility of the town centre by prioritising pedestrians and cyclists, users of public transport, green and blue badge holders, and private car users. The policy supports the same positive equality impacts stated under Policy RT2 and RT4 by reducing the risk of vehicle/pedestrian conflict and accidents. In addition, the prioritisation of users of public transport promotes public transport accessibility to town centres, enabling residents without private cars (for age, economic, or health related factors) equal opportunity to access facilities and services in the town centre. Prioritising blue badge holders in major town centre development proposals promotes positive accessibility to town centre facilities and services for blue-badge holding residents, which includes disabled residents and residents with certain long-term health conditions.
- 6.45 Policy RT5 is expected to have positive equality impacts through supporting walking, cycling and public transport use and improving accessibility within the town centre. However, it is recognised that some people with mobility impairments remain reliant on private vehicles to access services and facilities. Measures that prioritise pedestrians and cyclists can, in some circumstances, increase barriers for these groups if adequate vehicle access and parking arrangements are not maintained. The policy's specific provision for Blue Badge holders is therefore an important mitigation measure and helps support inclusive access for disabled people who rely on private vehicle travel.
- 6.46 Policy RT6 (Retail and leisure allocations) details the Belvedere Street area (RT6a) as allocated for retail and leisure development. As part of the requirements of the RT6a allocation, the development must provide good quality, attractive public realm and direct pedestrian linkages that connect the site into Mansfield bus station. By setting this as a requirement, the policy supports access to the RT6a site by walking and public transport, promoting access to retail and leisure facilities for residents who rely more heavily on public transport including young people, elderly people, low-income residents, and residents with disabilities or long-term health conditions.
- 6.47 Policy RT8 (District and local centres) details which development proposals will be supported for District and local centres based on a set of measures proposals should follow. Relevant measures include proposals improving the pedestrian environment, reducing the impact of vehicular traffic, and improvements to pedestrian guard rails. Similarly to Policy RT2, this policy supports the prioritisation and safety of pedestrians in District and local centres and may positively impact groups vulnerable to pedestrian casualties including children and residents with reduced mobility⁴⁸. In addition, the policy states that development proposals in District and local centres will be supported where improvements

to cycle parking provision is proposed. Improving cycle infrastructure in District and local centres supports active travel which may facilitate and improve physical and mental health and well-being for residents. The provision of cycle parking can also promote equal access to District and local centres for facilities (e.g. shopping, health services, childcare facilities, educational facilities) or employment opportunities for residents who do not own a private vehicle due to age, economic, or health-related factors (i.e. young people, elderly people, lower-income residents and those with disabilities or long-term health conditions).

- 6.48 Policy RT9 (Neighbourhood parades) states that areas designated as neighbourhood parades on the Policies Map will be protected where they provide for the local day-to-day needs of the community.
- 6.49 Neighbourhood parades play an important role in smaller communities by providing nearby shops, public houses, and other services to enhance the surrounding community, especially for residents who do not have access to a private car to for driving to town or District centres for such services. This policy therefore supports positive equality impacts for lower-income residents, younger people, and residents with disabilities or long-term health conditions preventing them from being able to drive a car.
- 6.50 Policy RT10 (Hot food takeaways and exclusion zones) states that proposal for hot food takeaways and fast food outlets will not be supported if they fall within a 400-metre radius from a main access point to any primary or secondary school or college, or within a 400-metre radius of other locations where children and young people congregate. Mansfield District has a child obesity prevalence at Year 6 of 25.7%, which is higher than the average for England (22.2%). This indicates that childhood obesity remains an important health issue within the district. As hot food takeaways and fast food outlets can contribute to unhealthy dietary habits, restricting their location in close proximity to schools and areas where children and young people commonly congregate may help reduce exposure to unhealthy food options and support healthier dietary choices, with associated benefits for physical and mental wellbeing.
- 6.51 In addition, Policy RT10 states that proposals for hot food takeaways and fast food outlets will not be supported where they cause significant harm to residential amenity through excessive noise, vibration, odour, traffic disturbance, litter, or anti-social behaviour. This supports the residential amenity of residents who live in close proximity, particularly so for residents who are more vulnerable to the impacts of noise, vibration, or traffic disturbance (i.e. those with pre-existing health conditions) or residents who may be more likely to spend more time indoors (e.g. elderly people, young children, or residents with disabilities or long-term health conditions).

Strategic urban extensions

Table 34 Mansfield District Council Revised Local Plan Strategic urban extensions policy screening

Chapter 8: Strategic urban extensions	Scoped in/out
Policy SUE1: Pleasley Hill Farm	In
Policy SUE2: Land off Jubilee Way	In
Policy SUE3: Land at Berry Hill	In

- 6.52 Policy SUE1 (Pleasley Hill Farm – strategic urban extension) details the allocation of a new neighbourhood to the north-west of the Mansfield urban area. The strategic urban extension is broken down into four separate phases/elements, with one phase granted planning permission and four phases with applications registered and under consideration. As part of the area with planning permission granted (2020/0169/OUT), a mixed-use development has been proposed with access for up to 850 dwellings, a care home, and neighbourhood retail. The provision of a new care homes may have positive impacts for elderly residents or those

- with long-term health conditions by increasing the District's residential care capacity and potentially reducing time that residents spend on waitlists for such accommodation.
- 6.53 In addition, two of the phases/elements of the development with planning application registered but under consideration (2024/0608/RES and 2025/0395/RES) include 69 new affordable homes and public open spaces equipped with play areas across the two phases/elements. The policy supports low-cost home ownership which could particularly benefit low-income residents and young families seeking purchase of their first home.
- 6.54 By providing public open space and play areas within the SUE1 allocation, positive physical and mental wellbeing is promoted for local residents and children through access to outdoor spaces for recreation and socialisation.
- 6.55 As with Policy SUE1, Policy SUE2 (Land off Jubilee Way) allocates a strategic urban extension area with the provision of approximately 800 new homes to the east of Mansfield. The same positive equality impacts are expected for SUE2 through an increase in available housing for the District, benefiting younger families seeking purchase of their first home. In addition, the SUE2 area will also include a new primary school, a new neighbourhood parade, and cycle and walking links to adjoining housing developments. These development proposals are likely to benefit younger families and children moving to the area by providing local educational facilities and services within walking/cycling distance, which can be a particular benefit for low-income residents without access to private vehicles or those with health and mobility needs preventing them from being able to travel far for school or local shops/services.
- 6.56 As with SUE1 and SUE2, Policy SUE3 (Land at Berry Hill) allocates a strategic urban extension area with approximately 730 new homes including 10% affordable housing, a new neighbourhood centre, 3.1 hectares of commercial and leisure use, a new primary school and a community park and outdoor play space. The provision of an urban extension area with new affordable housing provided supports home ownership for low-income residents, which could particularly benefit young families seeking the purchase of their first home. The provision of a nearby primary school and outdoor play space supports the new residents' access to educational and recreational facilities, particularly beneficial for families that cannot travel far away from their homes due to a lack of private car ownership or health-related concerns.

Infrastructure and facilities

Table 35 Mansfield District Council Revised Local Plan Infrastructure and facilities policy screening

Chapter 9: Infrastructure and facilities	Scoped in/out
Policy IN1: Infrastructure delivery	Out
Policy IN2: Green infrastructure	In
Policy IN3: Community open space and outdoor sports provision	In
Policy IN4: Allotments	In
Policy IN5: Designated local green space	In
Policy IN6: Local shops, community and cultural facilities	In
Policy IN7: Protecting and improving the sustainable transport network	In
Policy IN8: Impact of development on the transport network	In
Policy IN9: Car and cycle parking	In

Policy IN10: Telecommunications and broadband

In

- 6.57 Policy IN2 (Green infrastructure) details how green infrastructure development proposals can be supported. This includes ensuring there are good quality connections between green infrastructure networks for people and wildlife, improved accessibility between green infrastructure links, and improvements to the quality of the green infrastructure network to support healthy neighbourhoods.
- 6.58 The main green infrastructure assets defined in the Plan include assets such as open space, allotments, walking and cycling routes, horse riding routes and multi-user routes. The policy supports the residents access to nature through high-quality green infrastructure networks and connections between neighbourhoods, which may have positive impacts for protected characteristic groups who are more likely to experience loneliness or social isolation, including elderly residents⁵⁴. In addition, access to open spaces promotes positive physical and mental well-being for residents through increased opportunities for recreation and socialisation. High-quality green infrastructure can also positively benefit residents in properties without private garden space (linked generally to affordable housing and social housing) by providing publicly accessible spaces for outdoor use.
- 6.59 Policy IN3 (Community open space and outdoor sports provision) details how community open spaces and outdoor sports provisions will be protected across the District, and where development proposals include the loss of open space, developers must identify proposed enhancements or replacement facilities. As with IN2, the policy promotes outdoor public space use for residents and as such the same positive equality impacts are to be expected.
- 6.60 Policy IN4 (Allotments) states how existing allotments shown within the Plan and any future provision of allotments will be safeguarded against developments, as well as how the plan will support the creation of new allotments. Allotments, as with open green spaces, are valuable community spaces that have positive physical and mental well-being impacts for community residents by improving physical health, life satisfaction, and overall quality of life in later life⁵⁴. Historically, the largest group of allotment owners includes those over 65 (where studies have shown around 50% allotment ownership for the 65+ age group and an additional 30% ownership for the 50-64 age group)⁵⁵. Maintaining community allotments will disproportionately benefit elderly residents, who are both more likely to use these spaces and stand to gain the most relief from age-related physical and mental wellbeing issues (e.g. loneliness, isolation, and poor physical health).
- 6.61 Policy IN5 (Designated local green spaces) details that development proposals on sites designated as local green spaces will only be supported where they can demonstrate the development will enhance or be ancillary to the reason/s why it was designated. Local green space designations provide special protection for green areas with particular importance for local communities. The policy's support for their continued designation therefore promotes the same positive equality impacts as set out under Policy IN2.
- 6.62 Policy IN6 (Local shops, community, and cultural facilities) details how the Council will seek to maintain and improve the provision of local community and cultural services and facilities by supporting proposals which protect or enhance existing community facilities or lead to the provision of new facilities. Under the Plan, these facilities include theatres, museums, village halls, community centres, local shops, churches, church halls, libraries, youth centres, indoor sports and leisure centres and public houses. Sustainable communities require access to local community and cultural facilities and services as they provide for health and wellbeing, social, educational, spiritual, recreational, and leisure needs, which can have

⁵⁴ Hawkins, J.L. et al. (2012), 'Evaluating the impact of allotment and community gardening for older people's health and well-being', *Journal of Aging and Physical Activity*, available at https://www.researchgate.net/publication/233533049_Evaluating_the_impact_of_allotment_and_community_gardening_for_older_people's_health_and_well-being#:~:text=Aims%2FObjectives%3A%20The%20'Growing,being%20of%20allotment%20and%20community [Last accessed 13/08/2026]

⁵⁵ The Political Quarterly (2024), The Changing Face of Allotments: Findings from a Comprehensive Birmingham Study, available at <https://politicalquarterly.org.uk/blog/the-changing-face-of-allotments-findings-from-a-comprehensive-birmingham-study/#:~:text=While%2050%20per%20cent%20of,recorded%20at%2013%20per%20cent>. (Last accessed 13/08/2026)

- positive equality impacts for groups who are more likely to rely on these facilities (e.g. elderly people attending community groups, religious residents attending places of worship, and young people attending youth centres or parents who rely on youth centres for childcare/recreation). In addition, as these services will be situated in the immediate community, this promotes access for residents who cannot travel to wider urban areas by private vehicle for these services and facilities (i.e. due to age, economic, or health-related factors) and therefore enhances accessibility.
- 6.63 Policy IN7 (Protecting and improving the sustainable transport network) details that development proposals will be supported where they enhance the existing sustainable transport network and where they facilitate a reduction in the need to travel by private car, provide or contribute towards new and/or improved sustainable transport measures such as pedestrian and cycle routes and public transport facilities, and facilitate a shift towards the use of ultra-low emissions vehicles. Improved public transport networks can have positive equality impacts for residents who do not own a private car or cannot drive based on age, economic, or health-related factors and therefore rely more heavily on public transport for accessing key services and facilities (e.g. healthcare, educational, religious or recreation facilities). This would therefore positively impact elderly residents, younger residents, lower-income residents and those with disabilities or long-term health conditions preventing them from accessing or driving a private vehicle.
- 6.64 Policy IN7 is likely to have positive equality impacts through encouraging active travel and improving opportunities for access to services and facilities without reliance on private vehicles. However, the benefits may not be experienced equally by all groups. Some disabled people, older people and those with mobility impairments may face barriers to using walking and cycling infrastructure unless routes are designed in accordance with inclusive accessibility principles. Equality outcomes will therefore depend on the provision of safe, accessible and well-maintained routes that can be used by a wide range of residents, including wheelchair users and people with mobility impairments. Positive outcomes will also depend on the extent to which routes feel safe and accessible to all users. Well-lit, well-overlooked and clearly designed walking and cycling routes may be particularly important for women and girls, whose travel choices can be influenced by both actual and perceived safety considerations.
- 6.65 By promoting reductions in the need to travel by private car, and supporting pedestrian and cycling routes, Policy IN7 may positively impact groups vulnerable to pedestrian casualties including children and those with reduced mobility⁴⁸. Improving cycle routes can facilitate and improve physical and mental health and well-being by supporting active travel, which may have particularly positive impacts for groups who are more likely to experience poor mental health due to loneliness or isolation (i.e. elderly residents, ethnic minority groups, migrant residents). Policy IN7 also facilitates the shift towards the use of ultra-low emissions vehicles, which can improve localised air quality through reductions in combustion vehicle emissions. This may have disproportionately positive impacts to residents who experience respiratory conditions or other long-term health conditions which make them more vulnerable to the impacts of poor air quality.
- 6.66 Policy IN8 (Impact of development on the transport network) states that development proposals that generate significant levels of movements are required to demonstrate how sustainable transport measures set out in IN7 have been addressed. Therefore, the policy promotes the same positive equality impacts as those stated in Policy IN7 associated with active travel, public transport use, and low-emission vehicle use. These benefits may be particularly important for younger people, lower-income households and others who do not have regular access to a private vehicle. However, the extent of the positive impact will depend on the availability, frequency, affordability and accessibility of public transport services. Where development is located in areas with limited public transport connectivity, residents may remain reliant on private vehicles, which could disproportionately affect groups with lower levels of car ownership or vehicle access. In addition, the accessibility and attractiveness of public transport can be influenced by wider environmental factors, including the safety of routes to stops and stations, waiting environments and interchange facilities. These considerations may be particularly important for women and girls and can affect

whether the benefits of public transport improvements are experienced equally across different groups.

- 6.67 Policy IN9 (Car and cycle parking) states that development proposals will be supported where there is appropriate provision for vehicle and cycle parking including meeting the needs of the disabled. Providing adequate parking for residents and visitors can help reduce inappropriate or illegal parking outside designated parking areas, such as on pavement verges. This can improve accessibility for disabled pedestrians by reducing the likelihood of vehicles obstructing dropped or raised kerbs, thereby maintaining safe and convenient access to and from footways. In addition, the provision of sufficient disabled parking in development proposals can promote equal access to parking facilities and services for residents with disabilities or mobility issues. The policy also promotes active travel by supporting the provision of cycle parking, which can have positive impacts to residents' physical and mental well-being, as well as providing access to facilities, services and employment areas for residents who travel by bicycle due to a lack of access to a private car (i.e. young people and lower-income residents).
- 6.68 Policy IN10 (Telecommunications and broadband) promotes the provision of adequate broadband infrastructure in applications for major residential developments. Although broadband provision is comprehensive across the District, supporting digital infrastructure and broadband access can support residents who need flexible homeworking conditions due to at home care responsibilities or disabilities and long-term health conditions preventing them from accessing on-site employment opportunities.

Natural environment

Table 36 Mansfield District Council Revised Local Plan Natural environment policy screening

Chapter 10: Natural environment

Scoped in/out

Policy NE1: Protection and enhancement of landscape character	Out
Policy NE2: Biodiversity and geodiversity	In
Policy NE3: Pollution and land instability	In
Policy NE4: Mineral safeguarding areas	Out

- 6.69 Policy NE2 (Biodiversity and geodiversity) seeks to protect, restore and enhance biodiversity, geological assets and ecological networks throughout the District. The policy has been screened into the EqlA as access to high-quality natural environments and biodiversity-rich spaces can have disproportionate positive impacts for certain protected characteristic groups. Access to natural environments has been associated with improved physical health, mental wellbeing and opportunities for recreation and social interaction. These benefits may be particularly important for older people, disabled people, children and young people, and residents experiencing health inequalities.
- 6.70 The policy supports the enhancement of green and blue infrastructure, habitat creation and ecological connectivity. These measures may contribute to more attractive and accessible environments for walking, recreation and informal social interaction, helping to support the health and wellbeing objectives of the Local Plan. This may be particularly beneficial for older residents and disabled residents who are more likely to experience social isolation, as well as residents with long-term health conditions who may benefit from opportunities for informal physical activity and access to nature. The policy may also have positive impacts for socio-economically disadvantaged households who may have less access to private outdoor space.
- 6.71 Policy NE3 (Pollution and land instability) seeks to prevent unacceptable impacts arising from pollution, contamination and land instability. The policy has been screened into the EqlA because environmental hazards and poor environmental quality can disproportionately affect vulnerable groups within the population. Improvements to air quality, reductions in exposure to contamination and the avoidance of pollution-related health effects may have positive equality impacts for groups more susceptible to adverse health outcomes.
- 6.72 The policy may therefore have disproportionately positive impacts for children, older people, pregnant women, disabled residents and residents with existing health conditions, who are generally more vulnerable to the effects of poor air quality and environmental pollution. Given the higher levels of disability, long-term health conditions and health deprivation identified within Mansfield, measures that protect residents from environmental health risks may have particular relevance for the local population. The policy may also benefit residents living in more deprived communities, who can be more likely to experience cumulative environmental disadvantages.

Historic environment

Table 37 Mansfield District Council Revised Local Plan Historic environment policy screening

Chapter 11: Historic environment

Scoped in/out

Policy HE1: Historic environment	In
Policy HE2: Pleasley Vale regeneration	In

- 6.73 Policy HE1 (Historic environment) seeks to conserve, protect and enhance designated and non-designated heritage assets, including conservation areas, listed buildings, archaeological sites and their settings. The policy has been screened into the EqIA as it has the potential to result in indirect equality impacts through its influence on the adaptation, accessibility and ongoing use of heritage assets. The conservation and reuse of historic buildings can support community cohesion, cultural participation and a sense of place for all residents. Heritage assets often accommodate community, cultural, educational and leisure uses that contribute to social inclusion and wellbeing. The policy may have positive equality impacts for older people, who are more likely to value opportunities to engage with local heritage and community identity, and for residents experiencing social isolation where heritage assets provide opportunities for community participation and social interaction. Heritage-led regeneration can also contribute to improved townscape quality and safer, more attractive environments, benefitting the wider community.
- 6.74 However, there is potential for differential impacts on disabled residents and those with mobility impairments where heritage considerations limit the extent of physical alterations that can be made to historic buildings. Whilst the policy requires proposals to conserve significance and minimise harm to heritage assets, it remains important that opportunities to improve accessibility are incorporated wherever possible to ensure that heritage assets can be enjoyed by all members of the community.
- 6.75 Policy HE2 (Pleasley Vale regeneration) supports the regeneration and reuse of the historic Pleasley Vale area through employment, commercial, tourism and leisure development whilst protecting and enhancing its heritage significance. The policy has been screened into the EqIA as the regeneration proposals have the potential to affect access to employment, services, recreation and heritage assets for a range of protected characteristic groups.
- 6.76 The policy may have positive equality impacts for younger people, working-age residents and socio-economically disadvantaged groups through the provision of employment and economic opportunities associated with regeneration. The reuse of historic buildings and enhancement of the public realm may also contribute to community wellbeing and improve opportunities for cultural participation and recreation.
- 6.77 The policy may also benefit older people and disabled residents where regeneration proposals improve the quality of public spaces, accessibility and connections to local facilities and services. However, as with Policy HE1, there remains the potential for accessibility improvements to be constrained by heritage considerations. Careful design will therefore be required to ensure that the regeneration of Pleasley Vale maximises inclusive access whilst maintaining the significance of heritage assets.
- 6.78 Whilst heritage protection requirements may, in some circumstances, constrain physical alterations that would improve accessibility for disabled people and older people, this issue is considered primarily to be a matter of policy implementation rather than policy wording. Opportunities to enhance accessibility should therefore be explored through development design and decision-making processes, whilst having regard to the significance and conservation of heritage assets.

Climate change

Table 38 Mansfield District Council Revised Local Plan Climate Change policy screening

Chapter 12: Climate Change

Scoped in/out

Policy CC1: Renewable and low carbon energy generation	In
Policy CC2: Flood risk	In
Policy CC3: Sustainable drainage systems	In
Policy CC4: River and waterbody corridors	In

- 6.79 Policy CC1 (Renewable and low carbon energy generation) seeks to support the delivery of renewable and low carbon energy infrastructure and contribute towards climate change mitigation. The policy has been screened into the EqlA as the impacts of climate change and energy affordability can disproportionately affect certain protected characteristic groups and vulnerable populations.
- 6.80 The policy may have positive equality impacts for lower-income households through supporting the transition to more sustainable and potentially lower-cost energy sources over the longer term. Rising energy costs can disproportionately affect households experiencing financial hardship, as well as disabled residents and residents with long-term health conditions who may have increased energy requirements associated with health or care needs. Measures which contribute towards improved energy security and affordability may therefore help support equality of opportunity for these groups.
- 6.81 The policy may also contribute to improved air quality through the transition away from fossil fuel energy generation. This may positively benefit groups that are more vulnerable to the effects of poor air quality, including children, older people, pregnant women and residents with existing respiratory or cardiovascular conditions. Overall, the policy is expected to have positive equality effects through supporting climate change mitigation and a more sustainable energy system.
- 6.82 Policy CC2 (Flood risk) seeks to ensure that development is directed away from areas at highest risk of flooding and that flood risk is appropriately managed and mitigated. The policy has been screened into the EqlA because flooding can have significant consequences for health, wellbeing, housing security and access to services, with impacts often experienced disproportionately by vulnerable groups.
- 6.83 The policy may have positive equality impacts for older people, disabled residents, people with long-term health conditions, children and pregnant women, who are often more vulnerable to the immediate and longer-term effects of flooding. Flood events can disrupt access to healthcare, education, employment and community services and may therefore have greater consequences for residents who are less able to adapt to, or recover from, such events.
- 6.84 The policy may also benefit socio-economically disadvantaged households, who can be more susceptible to the financial impacts of flood damage and may have fewer resources available to recover from flood events. By reducing exposure to flood risk and supporting more resilient forms of development, the policy may help reduce existing inequalities and improve the resilience of vulnerable communities to the effects of climate change.
- 6.85 Policy CC3 seeks to reduce flood risk through the incorporation of sustainable drainage systems (SuDS), whilst also delivering water quality, biodiversity and amenity benefits. The policy is expected to have positive equality impacts for all residents through reducing the risk and impacts of flooding. Benefits may be particularly relevant to older people, disabled people, children and lower-income households, who can be disproportionately affected by flooding and disruption to homes, services and infrastructure. Overall, Policy CC3 is considered likely to result in a minor positive equality effect.
- 6.86 Policy CC4 seeks to protect and enhance rivers, watercourses and associated corridors through habitat restoration, buffer creation and blue-green infrastructure improvements. The policy is expected to have positive equality impacts through improving environmental quality and supporting access to attractive natural environments. These benefits may be particularly relevant to older people, disabled people, children and young people, and lower-income households who may have limited access to private open space. Overall, Policy CC4 is considered likely to result in a minor positive equality impact.

Implementation and monitoring

Table 39 Mansfield District Council Revised Local Plan Implementation and monitoring policy screening

Chapter 13: Implementing and monitoring

Scoped in/out

Policy IM1: Monitoring and Review of the Local Plan

Out

- 6.87 Policy IM1 (Monitoring and Review of the Local Plan) sets out the framework for monitoring the effectiveness of Local Plan policies and determining when a review of the Plan may be required. Whilst effective monitoring may provide indirect benefits through ensuring that Local Plan policies continue to deliver their intended outcomes, the policy is not considered likely to result in direct or indirect differential impacts on individuals or groups sharing protected characteristics and has therefore been screened out of detailed EqIA assessment as no significant equality impacts are anticipated. However, it is recommended that where possible, equality-related indicators should be incorporated into the monitoring framework for the Plan to measure equality-related outcomes.
- 6.88 Monitoring will be important in ensuring that the positive equality outcomes identified in this assessment are achieved in practice and that any unforeseen adverse effects can be identified and addressed. Where feasible, equality-related indicators should be incorporated into the Local Plan monitoring framework. Potential indicators could include:
- The proportion of affordable homes delivered annually;
 - The proportion of new homes delivered to accessible and adaptable housing standards, including M4(2) and M4(3) dwellings where applicable;
 - The delivery of specialist accommodation for older people and disabled people;
 - The proportion of new residential development located within reasonable walking distance of key services, facilities and public transport;
 - The delivery of walking, cycling and accessibility improvements associated with strategic developments;
 - Access to healthcare, education, community facilities and public transport within strategic growth locations;
 - Housing and employment development delivered in more deprived parts of the district;
 - Vacancy rates and regeneration outcomes within Mansfield Town Centre; and
 - Where data is available, measures of accessibility or service provision for groups with protected characteristics.

7. Recommendations and conclusion

Conclusion

- 7.1 This EqIA has considered the potential impacts of the Mansfield District Local Plan Review on groups with protected characteristics as defined by the Equality Act 2010, alongside socio-economically disadvantaged groups. The assessment has been informed by a review of relevant legislation and policy, baseline demographic and socio-economic evidence, consultation findings, and a detailed appraisal of Local Plan policies.
- 7.2 The baseline assessment identifies several issues of particular relevance to equality outcomes in Mansfield, including:

- Higher levels of disability and long-term health conditions compared with regional and national averages;
 - Higher levels of health deprivation and poorer health outcomes;
 - Relatively high levels of socio-economic deprivation;
 - Lower average income levels;
 - Lower educational attainment;
 - A high degree of car dependency and associated accessibility challenges for groups without access to private vehicles.
- 7.3 A number of Local Plan policies respond positively to these issues through the promotion of affordable housing, specialist accommodation, sustainable transport, active travel, community infrastructure, environmental improvements and employment development. No significant adverse equality impacts have been identified that would prevent the implementation of the Local Plan. However, some policies would benefit from further clarification and ongoing monitoring to maximise positive equality outcomes and ensure that potential barriers to access are minimised.
- 7.4 Overall, the assessment concludes that the Local Plan is expected to have predominantly positive effects in relation to equality and inclusion. The Plan contains a broad range of policies that support the delivery of housing, employment opportunities, community facilities, sustainable transport infrastructure, green infrastructure, health-supporting environments and regeneration initiatives. Collectively, these measures are anticipated to help advance equality of opportunity and support more inclusive and accessible communities across the District.
- 7.5 The assessment highlights particular potential benefits for:
- Older people through the provision of specialist housing, accessible neighbourhoods, community facilities, green infrastructure and opportunities for active travel;
 - Disabled people and those with long-term health conditions through policies supporting accessible design, specialist accommodation, sustainable transport, improved environmental quality and access to services;
 - Children, young people and families through the delivery of housing, schools, public open spaces, play facilities, community infrastructure and measures promoting healthy lifestyles;
 - Lower-income households and socio-economically disadvantaged communities through affordable housing provision, regeneration initiatives, employment opportunities and improved access to services and facilities; and
 - Gypsies, Travellers and Travelling Showpeople through specific provision for accommodation needs and access to services.
- 7.6 The assessment therefore concludes that the Local Plan is broadly consistent with the aims of the Public Sector Equality Duty by:
- Eliminating discrimination and reducing barriers to participation;
 - Advancing equality of opportunity for protected characteristic groups; and
 - Supporting good relations and community cohesion through the creation of inclusive and sustainable communities.

Recommendations

- 7.7 The assessment has not identified any significant adverse equality effects that would prevent implementation of the Local Plan. However, there are opportunities to strengthen equality outcomes through implementation, monitoring and future review of policies.

- 7.8 A consistent theme throughout the assessment is the importance of accessibility. While many policies support active travel, public transport and improvements to the public realm, the greatest equality benefits will be realised where these measures are designed to be genuinely inclusive. This includes ensuring that new routes, transport facilities and public spaces are accessible to disabled people, older residents and others with additional mobility or sensory needs.
- 7.9 The delivery of housing should also be monitored closely to ensure that the mix of homes reflects identified needs within the District. In particular, the Council should continue to monitor the provision of affordable housing, accessible and adaptable homes, and specialist accommodation for older people and disabled people. This will help ensure that those groups identified as being most vulnerable to housing pressures benefit from planned growth.
- 7.10 The assessment also highlights the importance of connecting employment growth with the communities most likely to experience barriers to work. As employment sites and regeneration schemes come forward, consideration should be given to how residents can access new opportunities, particularly through public transport, walking and cycling connections, local skills initiatives and inclusive recruitment practices.
- 7.11 Town centre improvements, regeneration projects and heritage-led schemes should continue to balance place-making objectives with inclusive access. Particular attention should be given to creating welcoming, legible and accessible environments so that the benefits of investment can be experienced by all residents, including older people and disabled people. In addition, heritage protection requirements may inadvertently restrict accessibility for disabled people and older people – opportunities to enhance inclusive access to historical sites should be taken wherever practical.
- 7.12 Finally, the Council should continue to engage with a diverse range of communities as the Local Plan progresses. Ongoing engagement with disabled residents, older people, young people, ethnic minority communities, faith groups and Gypsy and Traveller communities will help ensure that equality considerations remain embedded within decision-making and that emerging issues can be identified at an early stage.
- 7.13 Monitoring will be important in demonstrating that the positive equality outcomes anticipated in this assessment are being achieved in practice. Where feasible, equality-related indicators should be incorporated into the Local Plan monitoring framework, particularly in relation to housing delivery, accessibility, access to services and outcomes within more deprived communities.

Overall Conclusion

- 7.14 The Mansfield District Local Plan Review is expected to deliver predominantly positive equality outcomes across the District. The Plan responds positively to key local challenges relating to health inequalities, deprivation, housing need, accessibility and inclusion, whilst supporting sustainable growth and regeneration. Subject to the implementation of the recommendations set out above, the Local Plan is considered likely to make a positive contribution towards advancing equality of opportunity and supporting inclusive communities throughout Mansfield District over the plan period.

