

Local Plan for Derby Equalities Impact Assessment November 2025



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1. Introduction to Equalities Impact Assessment (EqIA)

1.1 All local planning authorities are required to produce a set of documents collectively known as the ‘Local Plan’ which outlines the main ways in which Derby will grow and change in the years 2022-2043. It sets out a vision for the future of the city, with the overall aim of ensuring that Derby is a vibrant, prosperous and sustainable place to live, work and visit for years to come.

1.2 The current Local Plan was adopted in July 2017 and sets out Derby’s growth strategy through to 2028. After the commencement of its review in 2022, it was concluded that whilst several of its policies still continue to work effectively, a full new Local Plan is required.

1.3 The new Local Plan for Derby is now considered to be ready for Consultation, however it is important to note that this is a live document that will likely be amended as the Local Plan develops.

1.4 The Equality Act 2010 sets out the Public Sector Equality Duty (PSED), which generates a requirement for public authorities to allocate due regard to certain equality considerations, in carrying out their functions. Whilst the Act does not require an EqIA to be produced, the presence of such an assessment acts as a key form of evidence that the PSED has been complied with effectively.

1.5 The purpose of this ‘Equality Impact Assessment’ (EqIA) is to highlight the likely impact of the Local Plan for Derby on several identified characteristic groups, as well as identifying the actions required, where necessary, to improve the policies.

1.6 The Equality Act 2010 recognises a defined list of personal characteristics which are recognised under the law as requiring statutory protection. These factors are listed below, with their accompanying definitions:

- Age: the protected characteristic of age refers to individuals of a particular age group, or a group of individuals belonging to the same age group
- Disability: this protected characteristic refers to individuals with a physical or mental impairment, which has a substantial or long-term adverse effect on that individual’s ability to carry out normal day-to-day activities
- Sex: this protected characteristic is a reference to a man or woman.



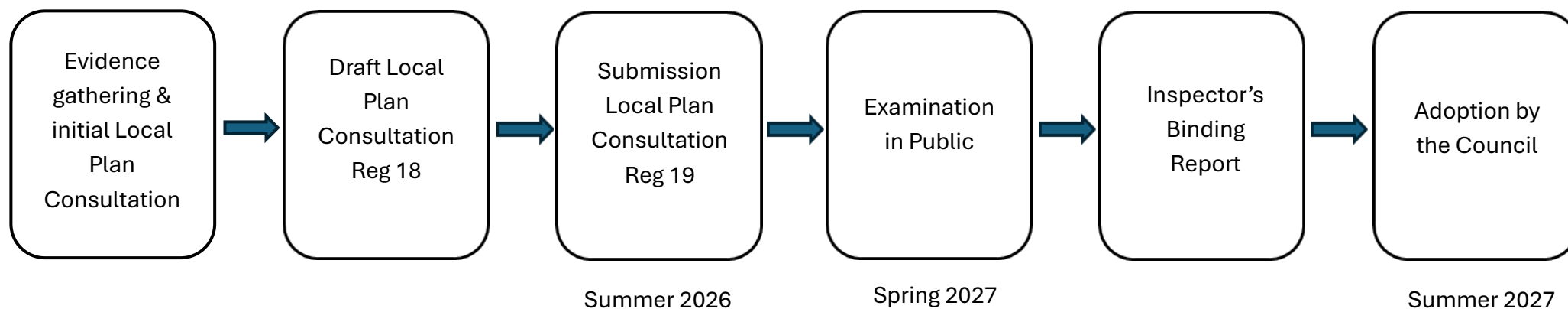
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- Gender Reassignment: this protected characteristic refers to individuals who are proposing to undergo, is undergoing, or has undergone a process (or part of a process) for the purpose of reassigning the person's sex by changing physiological or other attributes of sex.
- Marriage and Civil Partnership: this protected characteristic refers to individuals who are married or a civil partner.
- Pregnancy and Maternity:
- Race: this protected characteristic refers to the race: colour, nationality, or ethnic and national origins of an individual.
- Religion and Belief: this protected characteristic refers to an individual's religion, lack of religion, or any other means of religious or philosophical beliefs.
- Sexual Orientation: this protected characteristic refers to an individual's sexual orientation towards persons of the same sex, persons of the opposite sex, or persons of either sex.

1.7 An additional factor of Income Equality has been included in the protected characteristics list used to conduct this EqlA, to ensure that the social harm caused by inequities relating to income levels, are adequately assessed. In particular, this factor aligns with Derby City Council's objective to provide an increased volume of affordable housing for lower-income households within the City of Derby.

2. Local Plan Preparation and Milestones

2.1 The process for preparing the new Local Plan has been quite lengthy, and has involved a number of key stages (see diagram below)



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2.2 Each stage will provide the community and other key stakeholders with the opportunity to become involved in selecting the right strategy and planning policies for Derby. Additionally, it will encourage the Council to consider the significant implications, on various different groups of individuals, associated with delivering the Local Plan.

2.3 Derby City Council have undertaken an initial round of public consultation to identify both the key issues and opportunities for the new Local Plan for Derby. This consultation took place in Spring 2024 for 6 weeks and provided an anonymous survey for respondents to complete. The results of the consultation process, as well as their impact in shaping the Local Plan can be found on the following webpage:

[Local Plan Priorities Consultation | Let's Talk Derby](#)

2.4 There are several fundamental priorities of the new Local Plan for Derby to promote equality and community cohesion, improve the safety and accessibility of the city, and celebrate diversity by improving representation of various cultures. The process which the Council has undertaken to produce the Local Plan has been intended to generate policies which will implement these objectives. Furthermore, the plan is required to meet the City's housing and employment needs by allocating land for development. Key objectives of the plan, in terms of equalities are as follows:

- To enhance Derby as an attractive, vibrant and compact liveable City fully accessible by active travel, which has a strong City Centre of regional importance, regenerated urban areas and locally distinct neighbourhoods.
- To support the development of balanced communities by ensuring that new, well designed, sustainable residential development helps to meet the city's housing needs sustainably, and continue to work with neighbouring authorities to make the best provision for unmet need.
- To increase the opportunity for people to socialise, play, be physically active and lead healthy lifestyles through a network of high quality, safe and accessible green infrastructure, sporting facilities, walking and cycling and wheeling routes to help Derby become one of the most active cities in the country, and tackle health challenges.



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- To promote equality and community cohesion, healthy and active lifestyles and support improvements in community safety, particularly for children and young people.
- To strengthen the range and quality of Derby's cultural and learning opportunities and facilities by celebrating diversity, ensuring that the role of culture in the economy is better understood.

2.5 The new Local Plan has also been subject to an iterative process of sustainability appraisal (SA), which considers the social, environmental and economic implications of the policies produced. The primary purpose of this is to promote 'sustainable development' to effectively meet the needs of the City's population. The SA also contains a number of objectives that are pertinent to the consideration of equality, including:

- To build inclusive communities by reducing social exclusion, reducing deprivation, promoting equity, equality and respecting diversity, improving local accessibility to healthcare, education, employment, retail facilities and recreational resources (Including open spaces and sports facilities)
- To improve health and wellbeing and reduce health inequalities, improving quality of life for all
- To deliver economic growth and support the creation of new and retention of existing businesses
- To create greater employment opportunities, higher value jobs and access to training
- To reduce crime and the fear of crime for all residents inclusively, improving safety
- To provide everybody with access to an affordable home which is resilient to the effects of climate change
- To provide better opportunities for people to participate in cultural, leisure and recreational activities
- To protect and improve biodiversity, geo-diversity, including protect and enhance favourable conditions on SSSI's, SPA's, SAC's and other wildlife sites and improve connectivity between, and access to, green spaces and functional habitats
- To protect and enhance the character and appearance of the landscape and townscape, including landscape and townscape assets, as well as the area's other natural assets and resources
- To conserve and enhance the historic environment, heritage assets (including known and unknown archaeological sites) and their settings and maintain and enhance access to cultural heritage for enjoyment and educational purposes



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- To maintain good local air quality and to minimise noise and light pollution
- To ensure sustainable management of water resources and to minimise the risk of flooding
- Adapt to the effects of climate change including flood risk, extreme weather and overheating, and strengthen climate resilience
- To reduce the contribution towards the emission of greenhouse gases
- To reduce the number of journeys made by car, within and to and from the area and improve access to jobs, services and facilities
- To minimise water and soil pollution and ensure protection of natural resources including greenfield land, soil and minerals resources
- To minimise the generation of waste and effectively manage waste that is created

2.6 While the EqIA is more broadly based than the SA, there is considerable synergy between the two. The policies assessed within this document have been produced through an extensive and iterative process, which has involved refining the policies based upon the issues raised during the consultation period.

3. Scoping

3.1 An initial screening of the policies was undertaken, to identify the degree of relevance to each of the equality factors, as well as whether there is a requirement for an Impact Assessment to be conducted. It was concluded that a number of the proposed policies may have significant impacts upon one or more of the defined equality factors, and therefore an Impact Assessment was carried out.

4. Assessment

4.1 Each policy was considered against the identified equality factors for its potential impact, using a red/yellow/green scoring system for adverse/neutral/positive impact. In cases where a negative or positive impact was identified, comments were made detailing the particular effect. This was considered appropriate due to the high-level strategic nature of the Local Plan, as well as the likelihood of individual policies impacting the specific identified groups. Although a number of the proposed policies were identified as having a neutral impact on the selected equality factors, they were included within the table to ensure completeness.

4.2 Table 1 provides the assessment of the policies



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5. Conclusions

5.1 The assessment did not identify any particular concerns regarding negative impacts of the policies on specific sectors of the community. The extensive consultation and assessment processes which the Council undertook helped to ensure this occurred. The Policies have evolved over time in response to any concerns raised, leading to the adoption of appropriate mitigation measures.

5.2 It is fundamental to note that the underlying objectives of the Local Plan and the SA have been in place from an early point within the plan making process, and thus the policies have been drafted to ensure that they remain consistent with these aims. The Council acknowledge that the policy framework produced does not have any unacceptable impact on equalities.

6. Monitoring and Review

6.1 Both the Local Plan and SA contain suggested monitoring regimes to ensure that the policies are being delivered effectively. It is important to note that these monitoring indicators are not yet finalised and may evolve as the Local Plan for Derby develops. Of particular relevance to the impact on equalities will be:

- Indices of Multiple Deprivation
- Number of Primary and Secondary Schools within the Derby City Boundary
- Key Economic Areas (i.e. Retail Parks, District Centres)
- Designated Open Spaces (i.e. Amenity Green Space, Parks, Allotments)
- Designated Wildlife Sites (i.e. Semi Natural Land, TPOs, LNR)
- Key Landscape and Townscape Features
- Heritage Assets (i.e. Listed Buildings, Historic Parks, and Ancient Monuments)
- Air Quality Management Areas
- Waterbodies (i.e. Open Watercourses, Culverted Watercourses, and Canals)
- Flood Risk Areas and Flood Defences
- Risk of Surface Water Flooding
- Transport (i.e. Bus stops, Railway Lines and Stations)



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- Agricultural Land Classification
- Waste Sites within the Derby City Boundary

6.2 The results of this monitoring will be published annually by the Council following adoption of the new Local Plan.



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Table 1: Assessment of Policies

Key:

	Positive Impact
	Neutral Impact
	Negative Impact

Policy	Age	Disability	Sex	Gender Reassignment	Marriage and Civil Partnership	Pregnancy and Maternity	Race	Religion or Belief	Sexual Orientation	Income Equality	Comment
GD1: Placemaking Principles/ Overarching Design											This Policy focuses on the need for providing high quality design, accompanied by good standards of privacy, safety, and security when generating places for the City's residents.
GD2: Character and Context											Policy is part of overall strategy without particular effect on specific sectors of the community
GD3: Amenity											Policy is part of



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											overall strategy without particular effect on specific sectors of the community
GD4: Accessible Places											This policy is focused on creating inclusive environments for everyone, regardless of circumstances, including age or disability.
GD5: Resilient Places and Community Safety											Policy is part of overall strategy without particular effect on specific sectors of the community
GD6: Health and Wellbeing											Policy is part of overall strategy without particular effect on specific sectors of the community
GD7: Comprehensive											Policy is part of overall strategy without



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and Coordinated Development											particular effect on specific sectors of the community
GD8: Enforcement											Policy is part of overall strategy without particular effect on specific sectors of the community
GD9: Infrastructure and Developer Contributions											Policy outlines several developer contributions towards infrastructure which may be sought: affordable housing, education facilities, and access and services for disabled people
H1: Housing Delivery											There is a requirement to identify key thresholds and targets for the delivery of affordable and



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											specialist housing to meet identified needs.
H2: Residential Development – General Criteria											This policy focuses upon ensuring that a healthy overall living environment is achieved by adopting the necessary requirements to meet the needs of those groups identified.
H3: House Extensions											Policy is part of the overall strategy for housing and has no particular effect on specific sectors of the community.
H4: Affordable Housing											The intention of this policy is to meet the needs of the ageing population, young home buyers, and



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											households with a lower income.
H5: Looked After Children											This policy is centred around providing safe and secure residential dwellings to provide for the care of small groups of looked after children.
H6: Accommodation for Older People and People with Disabilities											This policy focuses on meeting the specific housing needs of the ageing population, and people with disabilities or additional mobility requirements.
H7: Proposals Which Would Create a New House in Multiple occupation											Policy is part of the overall strategy for housing and has no particular effect on specific



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											sectors of the community
H8: Student Accommodation											This policy is centred around providing high-quality living environments for students, to provide good connections, transport links, and services for young people in higher education.
H9: Self-Build, Custom Build and Community Homes											Policy is part of the overall strategy for housing and has no particular effect on specific sectors of the community
H10: Gypsies, Travellers and Travelling Showpeople											This policy protects existing lawful sites, plots and pitches for Gypsies, Travellers and Travelling Showpeople.



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											This policy also aims to provide sites to meet the future accommodation needs of Gypsies and Travellers through the site allocations within the plan.
HA1: Rykneld Road, Littleover											Policy is part of overall strategy dealing with the location of new development without particular effect on the identified groups.
HA2: Brook Farm, Chaddesden											Policy is part of overall strategy dealing with the location of new development without particular effect on specific sectors of the community.
HA3: East of Moorway Lane, Littleover											Policy involves developing a children's play



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											area within the site, accompanied by good surveillance in order to provide a safe play environment.
HA4: Royal Hill Road, Spondon											Policy provides a new development site which will provide accessible public open space for all members of the community to use.
HA5: The Hollow, Mickleover											Policy is part of overall strategy dealing with the location of new development without particular effect on the identified groups.
HA6: Former Manor/Kingsway Hospital											Policy is part of overall strategy dealing with the location of new development



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											without particular effect on the identified groups.
HA7: Stoney Lane, Spondon											Policy provides a new development site which must deliver a minimum of 40% affordable housing, to support low income households.
HA8: Former Police Station, Cotton Lane											Policy is part of overall strategy dealing with the location of new development without particular effect on the identified groups.
HA9: Bramblebrook House/Humbleton View, Littleover											Policy allows for a potential 90 room Extra Care facility for over 55 living.
HA10: Elton Road Works, Osmaston											Policy is part of overall strategy dealing with the location of new



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											development without particular effect on the identified groups.
HA11: Former Shaftesbury Leisure Centre											Policy is part of overall strategy dealing with the location of new development without particular effect on the identified groups.
HA12: North of Sinfin Moor Lane											Policy is part of overall strategy dealing with the location of new development without particular effect on specific sectors of the community.
HA13: Bembridge Drive, Alvaston											Policy is part of overall strategy dealing with the location of new development without particular effect on the identified groups.



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HA14: Former Beaufort Business Centre, Chaddesden											Policy is part of overall strategy dealing with the location of new development without particular effect on the identified groups.
HA15: Kitchener Avenue/Browning Street											Policy is part of overall strategy dealing with the location of new development without particular effect on the identified groups.
HA16: Former Ivy House School											Policy is part of overall strategy dealing with the location of new development without particular effect on specific sectors of the community.
HA17: Gypsy and Traveller Site Allocation											Policy provides a suitable site for 17 permanent caravan pitches



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											for Gypsies, Travellers and Travelling Showpeople.
E1: New Employment Locations											Policy is part of overall strategy dealing with the allocation of employment land, without particular effect on specific sectors of the community. Any impact is likely to be positive on low-income groups due to potential job creation.
E2: Existing Employment Locations											Policy is part of overall strategy dealing with the development of employment land and has no particular effect on specific sectors of the community. Any impact is likely to be positive on low-income



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											groups due to potential job creation.
E3: Local Labour Agreements											This policy encourages applicants proposing major development to enter into agreements which aim to provide employment and skill development opportunities. There is a strong focus on ensuring that the opportunities generated are accessible to all, including those with protected characteristics.
E4: Office Development											Policy is part of overall strategy for employment and has no particular effect on specific



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											sectors of the community.
E5: Land South of Wilmore Road (Infinity Park)											Policy is part of overall strategy dealing with location of new development without particular effect on specific sectors of the community.
E6: SmartParc, Spondon											Policy is part of overall strategy dealing with location of new development without particular effect on specific sectors of the community.
E7: Indurent Park											Policy is part of overall strategy dealing with location of new development without particular effect on specific sectors of the community.



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E8: Defined Centres											Protection of defined centres, and the retail, leisure and community facilities they provide, ensures that residents with mobility restrictions can effectively access such services.
E9: Main Town Centre Uses Outside of Centres											The allowance for retail and leisure facilities in areas outside of centres may support with improving access to key services for individuals with mobility issues.
E10: Tourism and Culture											Policy is part of overall strategy dealing with tourism, culture and leisure development, without particular effect



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											on specific sectors of the community.
E11: Managing the Proliferation of Specific In-Centre Uses											Policy is part of the overall strategy for the suitable management of specific in-centre uses to create a vibrant, socially inclusive and safe daytime, evening and night-time economy.
EN1: Green and Blue Infrastructure											Policy is part of the overall strategy to improve the quantity, quality, accessibility and management of Derby's blue and green infrastructure network. The general impact on the community as a



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											whole would be positive, but is not specific to the identified groups.
EN2: Dark Infrastructure											Policy is part of the overall strategy to create safe and accessible environments, without particular effect on specific sectors of the community.
EN3: Open Space, Sport and Recreation Buildings											Policy is part of the overall strategy dealing with open space, sport and recreation buildings without particular effect on specific sectors of the community. In general, the impact on the community as a whole would be positive but not



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											specific to the identified groups.
EN4: Allotments and Community Gardens											Policy is part of the overall strategy dealing with allotments and community gardens without particular effect on specific sectors of the community. In general, the impact on the community as a whole would be positive but not specific to the identified groups.
EN5: Green Belt											Policy is part of the overall strategy dealing with Green Belt without particular effect on specific sectors of the community. In general, the impact on the community as a



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											whole would be positive but not specific to the identified groups.
EN6: Green Wedges											Policy is part of the overall strategy dealing with Green Wedges without particular effect on specific sectors of the community. In general, the impact on the community as a whole would be positive but not specific to the identified groups.
EN7: Green Gaps											Policy is part of the overall strategy dealing with Green Gaps without particular effect on specific sectors of the community. In general, the impact on the



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											community as a whole would be positive but not specific to the identified groups.
EN8: Biodiversity and Geodiversity											Policy is part of the overall strategy dealing with Biodiversity and Geodiversity without particular effect on specific sectors of the community. In general, the impact on the community as a whole would be positive but not specific to the identified groups.
EN9: Trees and Hedgerows											Policy is part of the overall strategy dealing with Trees and Hedgerows without particular effect on specific



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											sectors of the community. In general, the impact on the community as a whole would be positive but not specific to the identified groups.
EN10: Biodiversity Net Gain											Policy is part of the overall strategy dealing with Biodiversity Net Gain without particular effect on specific sectors of the community. In general, the impact on the community as a whole would be positive but not specific to the identified groups.
EN11: Historic Environment											Policy is part of the overall strategy dealing with Historic Environment



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											without particular effect on specific sectors of the community. In general, the impact on the community as a whole would be positive but not specific to the identified groups.
EN12: Derwent Valley Mills World Heritage Site											Policy is part of the overall strategy dealing with location of new development without particular effect on specific sectors of the community.
EN13: Darley Abbey Mills Complex											Policy is part of the overall strategy dealing with location of new development without particular effect on specific



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											sectors of the community.
EN14: Conservation Areas											Policy is part of the overall strategy dealing with conservation areas without particular effect on specific sectors of the community.
EN15: Listed Buildings/Locally Listed Buildings											Policy is part of the overall strategy dealing with listed buildings and locally listed buildings, without particular effect on specific sectors of the community.
EN16: Heritage Statements of Significance											Policy is part of the overall strategy dealing with Heritage Statements of Significance without particular effect on specific



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											sectors of the community.
EN17: Uses Within Buildings of Architectural or Historic Importance											Policy is part of the overall strategy dealing with uses within buildings of architectural or historic importance without particular effect on specific sectors of the community.
EN18: Archaeology											Policy is part of the overall strategy for archaeology without particular effect on specific sectors of the community.
EN19: Historic Parks and Gardens and Designed Landscapes											Policy is part of the overall strategy for historic parks, gardens and designed landscapes, and has no particular effect



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											on the identified groups.
EN20: Advertisements											Policy is part of the overall strategy for advertisements without particular effect on specific sectors of the community.
EN21: Shopfronts											Policy is part of the overall strategy for shopfronts without particular effect on specific sectors of the community.
EN22: Air Quality											Policy is part of the overall strategy for air quality, and has no particular effect on the identified groups.
EN23: Land Contamination											Policy is part of the overall strategy for land contamination and has no



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											particular effect on specific sectors of the community.
EN24: Pollution											Policy is part of the overall strategy dealing with pollution without particular effect on specific sectors of the community. In general, the impact on the community as a whole would be positive but not specific to the identified groups.
CL1: Flood Risk and Water Management											Policy is part of the overall strategy for flood risk and water management without particular effect on specific sectors of the community.



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CL2: Our City Our River											Policy is part of the overall strategy for Our City Our River without particular effect on specific sectors of the community.
CL3: Sustainable Design and Construction											Policy is part of the overall strategy for sustainable design and construction without particular effect on specific sectors of the community. In general, the impact on the community as a whole would be positive but not specific to the identified groups.
CL4: Renewable and Low Carbon Energy											Policy is part of the overall strategy for renewable and low carbon



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											energy without particular effect on the identified groups.
IC1: Social and Community Facilities											The aim of this policy is to provide high-quality and inclusive facilities which meet the needs of the entire community.
IC2: Cemetery											Policy is part of the overall strategy dealing with providing suitable sites for cemeteries without particular effect on the identified groups.
IC3: Education Provision											Policy is part of the overall strategy for providing education provision for young people. The policy is likely to have positive



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											impacts upon low income groups, by providing wider education opportunities and support.
IC4: Higher and Further Education											This policy aims to support proposals for higher and further education facilities to meet the needs of a growing and changing population. The policy is likely to have positive impacts upon low income groups, by providing wider education opportunities and support.
IC4: Communication Infrastructure											Policy is part of the overall strategy dealing with communication and



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											infrastructure without particular effect on the identified groups.
T1: Active and Sustainable Transport											Policy aims to provide effective, efficient and sustainable transport networks which meet the needs of residents.
T2: Transport Infrastructure											Policy is part of the overall strategy dealing with transport infrastructure without particular effect on specific sectors of the community.
T3: Servicing, Accessibility and Parking											A central aim of this policy is to provide safe and appropriate access and egress by all members of the community.



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T4: Protected Routes											Policy is part of the overall strategy dealing with protected routes, and has no particular effect on the identified groups.
T5: Electric Vehicle Charging Facilities											Policy is part of the overall strategy for electric vehicle charging facilities without particular effect on specific sectors of the community.
T6: Transport Mobility Hubs											Policy is centred around user safety and ensuring equitable access for all users, particularly vulnerable users.
T7: Safeguarded Areas around Aerodromes											Policy is part of the overall strategy for



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											safeguarded areas around aerodromes, and has no particular effect on the identified groups.
CC1: City Centre Strategy											This policy aims to promote inclusivity, reduce inequalities and improve the safety and quality of life of individuals living, working and visiting Derby City Centre.
CC2: Defining the City Centre											Policy is part of the overall strategy dealing with defining the City Centre without particular effect on specific sectors of the community.
CC3: City Centre Living											This policy is centred around generating new



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											homes and communities that attract a diverse range of residents who will activate streets and spaces to create a vibrant and sustainable City Centres housing market.
CC4: Residential Led, Mixed Use Allocations											Policy is part of the overall strategy for residential led, mixed use allocations, and has no particular effect on the identified groups.
CC5: Non-Residential Regeneration Opportunities											Policy is part of the overall strategy dealing with non-residential regeneration opportunities, without particular effect on specific



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											sectors of the community.
CC6: Tall Buildings											Policy is part of the overall strategy for tall buildings and has no particular effect on the identified groups.
CC7: Business, Creativity and Learning											Policy aims to establish the City Centre as a centre for learning and innovation, to provide opportunities and support for young people, and low income groups.
CC8: Shopping, Eating and Drinking											Policy is part of the overall strategy for shopping, eating and drinking without particular effect on specific sectors of the community.



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CC9: Active and Inclusive Frontages											Policy is part of the overall strategy for active and inclusive frontages, and has no particular impact on the identified groups.
CC10: Streets and Spaces											This policy focuses on creating streets and spaces which are designed to be inclusive and accessible to all.
CC11: City Centre Quiet Zone											Policy is part of the overall strategy dealing with City Centre Quiet Zones, and has no particular effect on the identified groups.
CC12: Derby Riverside											Policy is part of overall strategy dealing with location of new



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											development without particular effect on specific sectors of the community.
CC13: University of Derby, City Centre Hub											This policy involves the creation of a new campus, which will provide opportunities for career and skills development in a safe and inclusive environment for all users.
CC14: Railway Station Quarter											Policy is part of overall strategy dealing with location of new development without particular effect on specific sectors of the community.
CC15: North Castleward											Policy is part of overall strategy dealing with



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											location of new development without particular effect on specific sectors of the community.



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