

EQUALITY IMPACT ASSESSMENT

What is an Equality Impact Assessment?

An Equality Impact Assessment (EIA) is a tool designed to assist you in ensuring that you have thought about the needs and impacts of a change to your service / policy / plan / strategy to ensure it is fair and does not present barriers to participation or disadvantage any groups in relation to protected characteristics as defined in the Equality Act 2010. It enables a systematic approach in identifying and recording impacts and actions.

Why do we need it?

As a local authority that provides services to the public, we have a legal responsibility to ensure that we can demonstrate that we have paid due regard to the need to:

- ✓ Eliminate discrimination, harassment and victimisation
- ✓ Advance Equality of Opportunity
- ✓ Foster good relations

The EIA will help to ensure that we understand the potential effects of any new or significantly changed services, policies, plans, or strategies by assessing:

- the impacts on different groups, both internal and external
- any adverse impacts are identified
- actions are identified to remove or mitigate any adverse impacts

The EIA ensures decisions are transparent and based on evidence with clear reasoning.

What are the protected characteristics?

- ✓ Age
- ✓ Disability
- ✓ Gender reassignment
- ✓ Marriage and civil partnership
- ✓ Pregnancy and maternity
- ✓ Race
- ✓ Religion and belief
- ✓ Sex
- ✓ Sexual orientation

1. INTRODUCTORY INFORMATION

Name of service /policy / plan /strategy	Local Government Reorganisation (LGR)
Lead Officer and others undertaking this assessment?	John Robinson Carl Burns (EEDI Lead)
Date EIA completed	06.11.2025

2. SUMMARY OF THE POLICIES, PROCEDURES, FUNCTIONS, AND SERVICES BEING ASSESSED

What are the aims and objectives of the policies, procedures, functions, and services
Local Government Reorganisation (LGR) is a national initiative directed by government which is intended to streamline the delivery of local services and enhance efficiency across the country. While LGR is driven by national policy, this Equalities Impact Assessment (EIA) is specifically focused on Nottingham and Nottinghamshire. The objective is to review and, where appropriate, reorganise existing local council structures to ensure that public services are more effective, accessible, and responsive to the needs of local residents and communities. In line with government guidance, a final submission is required by 28 November 2025, with any new arrangements anticipated to commence 1 April 2028. LGR's overarching aim remains to create fair and inclusive services that support the wellbeing of all individuals and groups in Nottinghamshire.
Who is affected by this policies, procedures, functions, and services and what is the intended change or outcome for them? (i.e. staff / service users or other stakeholders)
Local government reorganisation in Nottingham and Nottinghamshire impacts a broad range of individuals and groups, including council staff, residents, businesses, and other stakeholders. Council employees may experience changes in their roles, responsibilities, or even workplace location, as the structure and delivery of services are reviewed and potentially streamlined. Residents could see alterations to local services, such as waste collection schedules or changes to how social care and housing support are managed, whilst aimed at improved efficiency, could conversely result in temporary disruption during transition periods. Businesses may be affected by changes in regulatory processes, licensing arrangements, or local economic support schemes, potentially opening new opportunities or requiring adaptation to revised procedures. Other stakeholders, such as voluntary organisations and community groups, might encounter shifts in funding arrangements or partnership working, necessitating adjustments to their operations. By way of example, a local community centre may need to liaise with a newly formed council

department to secure grant funding, while a small enterprise may benefit from streamlined business rates processes following reorganisation. Overall, the effects of local government reorganisation are wide-reaching, requiring clear communication and thoughtful management to ensure that all affected parties are supported throughout the transition.

Which groups have been consulted with as part of the creation or review of this policies, procedures, functions, and services

(Please include how they were consulted and their responses. If you haven't consulted yet and are intending to do so, please complete the consultation table below)

NSDC has prioritised engagement with communities and stakeholders throughout the Local Government Reorganisation (LGR) process, aiming for transparency and collaboration. As part of the Nottingham and Nottinghamshire Communications Cell, NSDC contributed to the development of a joint microsite, providing accessible information and supporting partnership working during LGR.

All nine Nottinghamshire councils commissioned an independent engagement exercise using quantitative and qualitative research. NSDC coordinated with the consultation provider, supported survey design and promotion, and helped achieve 11,483 responses, representing significant community input.

NSDC has also communicated regularly with parish councils, staff, and elected members to gather a broad range of perspectives and will continue to seek stakeholder feedback up to vesting day.

In 2026, central government will hold a statutory consultation on LGR proposals, with NSDC committed to supporting stakeholder engagement throughout this process.

In light of the answers given above, do you need to consult with specific groups to identify needs/issues? If not please explain why

Meaningful engagement with the community throughout the implementation phase of Local Government Reorganisation (LGR) is vital to ensure equality remains at the heart of any changes. Ongoing consultation will help to recognise and address the specific needs of those most likely to be disproportionately affected, supporting the development of effective mitigation measures. The following section highlights the priority groups for engagement, outlining where changes may have the greatest impact.

Priority groups for engagement include:

- Disabled people (physical, sensory, and learning disabilities): Changes to service delivery locations or formats may reduce accessibility to essential support and facilities.
- Older people: Alterations to public transport or community services could impact their ability to remain independent and socially connected.
- Children and young people: Restructuring of education or youth provision may affect the availability and quality of local opportunities and support.
- Minority ethnic communities: Modifications to community engagement or translation services might limit access to information and participation in decision-making.
- Faith groups: Changes in community space provision could disrupt places of worship or faith-based activities.
- Low-income households: Adjustments to benefits administration or local support schemes may affect financial stability and access to advice.
- Rural residents: Centralisation of services could increase travel distances and reduce local service availability.
- LGBTQ+ communities: Potential changes in funding or support for specialist services could impact access to safe spaces and tailored support.
- Carers (adult and young): Alterations to respite or support services may put additional pressure on carers and affect their wellbeing.

Due to the strict timelines required for the Local Government Reorganisation (LGR) process to date, it has not been possible to engage directly with every individual priority group. However, county-wide engagement has taken place to gather broad perspectives. Moving forward, it is recommended that more targeted group engagement is explored during the implementation phase. This will help ensure that services are shaped with equality and inclusivity at the forefront, reflecting the diverse needs of all communities.

Where full consultation has not been feasible, a clear rationale is documented, by utilising existing knowledge and data and/or recent engagement. In summary, ongoing and focussed consultation with affected groups during implementation will strengthen the evidence base, promote transparency, and ensure services remain responsive to community needs.

CONSULTATION

Negative impacts identified will require the responsible officer to consult with the affected group/s to determine all practicable and proportionate mitigations. Add more rows as required.

Group/Organisation	Date	Response
Residents of Nottinghamshire	August – Sept 2025	11,483 respondents with a majority supporting the 1e proposal. Throughout the engagement results, there are differences in experience, perceptions and opinion by different demographic groups. The reasons for this are not unpicked in this report, although it highlights the importance of understanding local

		issues and priorities and tailoring services and support to different communities (both equality groups, different localities and urban-rural communities) as part of any future arrangements.
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3. WHAT WE ALREADY KNOW AND WHERE THERE ARE GAPS

List any existing information / data about different diverse groups in relation to this policy? i.e. in relation to age, disability, gender reassignment, marriage or civil partnership, pregnancy & maternity, race, religion or belief, sex, sexual orientation etc

Examples of information / data such as consultation, previous EIA's, demographic information, anecdotal or other evidence

Nottinghamshire is a county with a population of 844,494 (ONS Mid-2023 estimate), featuring both urban and rural communities. Population density varies widely, from 110 people per sq km in rural Bassetlaw to 4,338 per sq km in urban Nottingham City. The county's age profile is shifting, with 19% aged over 65, and this proportion is expected to rise by over 30% by 2034. Ethnic diversity is greatest in Nottingham City (65.9% White, 14.9% Asian, 10% Black), while districts like Bassetlaw are less diverse. Income levels also vary, with Rushcliffe having the highest gross disposable household income (£23,828) and Nottingham City the lowest (£15,015), compared to a national average of £20,425. Participation in further education and benefit claimant rates also differ across districts, reflecting varied socio-economic contexts.

Newark & Sherwood: Local Profile

Newark & Sherwood is home to 126,168 residents and is characterized by market towns, villages, and rural communities. The district has a growing older population, mirroring county-wide trends, and retains 59% of its workforce locally. Housing needs and development pressures are ongoing, requiring careful strategic planning to balance growth and preserve rural character.

How LGR Could Affect Certain Groups

- **Older People:** As the proportion of residents over 65 increases, LGR could support more integrated adult social care services. However, changes in council boundaries may affect eligibility or access, especially for those in rural areas.
- **Ethnic Minorities:** While Newark & Sherwood is less diverse than Nottingham City, migration and demographic change mean services must remain culturally competent. LGR offers opportunities to standardize best practice, but risks losing local knowledge if not managed inclusively.
- **Disabled People & Those with SEND:** The current distribution of SEND services is balanced, but reorganisation could disrupt provision if resources are not equitably allocated. Newark & Sherwood's needs may differ from urban centres, requiring tailored approaches.

- **Low-Income Households:** Areas with higher deprivation may benefit from pooled resources and improved service coordination. However, larger authorities could dilute targeted support unless robust equality monitoring is in place.
- **Rural Communities:** Rural residents often face barriers to accessing services. LGR could improve strategic planning for transport and connectivity but must ensure rural voices are heard and local needs are not overshadowed by urban priorities.

Summary

- Nottinghamshire's population is ageing, with significant rural and urban contrasts.
- Newark & Sherwood is a predominantly rural district with a growing older population and strong local employment.
- LGR presents opportunities to improve service integration, efficiency, and equity, but risks must be managed—especially for vulnerable groups.
- Examples include potential improvements in adult social care, risks to SEND provision, and the need for culturally competent services.
- Ongoing equality monitoring and community engagement will be essential to ensure all groups benefit from reorganisation.

*Statistics taken from PwC options appraisal 2025

4. ASSESSING THE IMPACT

Protected Characteristic	Is there potential of positive or negative impact?	Please explain and give examples of evidence / data used	Action to address negative impact (<i>i.e. adjustment to the policy/plan – the action log below should be completed to provide further information</i>)
Age	Yes	• Young people may feel disengaged if services such as youth centres or education support are disrupted. • Older adults could face increased isolation if transport or community services are reorganised without their needs in mind.	• Engage with youth and older people's groups during consultation processes. • Ensure continuity and accessibility of age-specific services during and after reorganisation. • Provide clear communication tailored to different age groups.
Disability	Yes	• Changes in service delivery may create new barriers for disabled people, especially regarding physical access and digital inclusion. • Risk of reduced support for those with specific needs if resources are merged or redistributed.	• Conduct accessibility audits for all new or changed services and facilities. • Involve disabled people and advocacy groups in planning and decision-making. • Maintain or improve reasonable adjustments in employment and service provision.
Gender Reassignment	Yes	• Potential loss of access to support services tailored for trans people.	• Ensure all staff receive training on gender identity and inclusion.

			•Protect and promote trans-inclusive policies and support services. •maintain confidential channels for feedback and reporting concerns.
Marriage / Civil Partnership	Yes	•Changes to benefits, leave policies, or employment terms may impact those in marriages or civil partnerships. •Possible confusion over rights and entitlements during transition.	•Review and standardise policies to ensure equal treatment for married and partnered employees. •Communicate clearly any changes to entitlements or benefits.
Pregnancy / Maternity	Yes	•Women who are pregnant or on maternity leave may be overlooked during restructuring or redeployment. •Risk of disruption to maternity-related services, such as childcare or parental support.	•Ensure that pregnant employees and those on maternity leave are included in all communications and decisions. •Safeguard maternity-related services and employment protections. •Provide flexible working arrangements to support new parents.
Race	Yes	•Minority ethnic groups may face barriers to accessing services if communication is not inclusive. •Risk of under-representation in decision-making processes.	•Use inclusive language and provide translation or interpretation services where needed. •Proactively engage with ethnic minority communities during consultations. •Monitor and analyse data to ensure equitable service delivery.
Religion / Belief	Yes	•Reorganisation may inadvertently clash with religious observances. •Potential reduction in culturally sensitive services or spaces.	•Consult with faith groups to identify needs and concerns. •Ensure facilities and services respect religious practices and beliefs. •Provide flexibility for staff and service users to observe religious events.
Sex	Yes	•Men and women may be differently affected by changes in employment, service provision, or safety measures. •Risk of inadvertently perpetuating gender inequalities through policy changes.	•Conduct gender impact assessments for proposed changes. •Ensure equal opportunities for employment and advancement. •Promote safeguarding policies to support vulnerable groups.

Sexual Orientation	Yes	•LGBTQ+ individuals may experience increased marginalisation or loss of tailored support services. •Risk of discrimination if inclusivity is not prioritised.	•Maintain and promote LGBTQ+ support services and networks. •Embed anti-discrimination policies and training across all levels of the organisation. •Facilitate open dialogue and feedback from LGBTQ+ staff and service users.
Other groups which may be impacted? (carers, low literacy, priority neighbourhoods, health inequalities, rural isolation, veterans, care leavers)	Yes	Armed Forces Communities •LGR may change how services are delivered and accessed, affecting support for armed forces personnel, veterans, and their families. •Disruption to established partnerships and communication channels could lead to inconsistencies and confusion for the armed forces community. Carers •Local government reorganisation could disrupt existing support services and networks that many carers rely on, potentially making it harder for them to access essential information, advice, and respite care. •Changes to service delivery or eligibility criteria may create barriers for carers from marginalised or disadvantaged backgrounds, increasing the risk of unequal treatment or reduced support.	•Effective consultation and updates to local policies are needed to ensure ongoing support and commitment during the transition. •Engage with carers early in the reorganisation process to understand their needs and ensure their perspectives inform service redesign and decision-making. •Monitor and review the impact of reorganisation on carers, especially those from marginalised groups, so that adjustments can be made quickly if new barriers or inequalities arise.

5. PROPOSED MITIGATION: ACTION LOG

To be completed when barriers, negative impact or discrimination are found as part of this process – to show actions taken to remove or mitigate. Any mitigations identified throughout the EIA process should be meaningful and timely.

What are the arrangements for monitoring and reviewing the actual impact of the policies, procedures, functions, and services?

The implementation of LGR in Nottinghamshire will be coordinated by representatives from all councils and will include officers from all key service delivery areas. This will enable equality considerations at every stage of planning and updated EIAs will be presented with all significant reports as required.

6. EVALUATION DECISION

Once consultation and practicable and proportionate mitigation have been put in place, the officer responsible should evaluate whether any negative impact remains and, if so, provide justification for any decision to proceed.

Question	Explanation / justification	
Is it possible the proposed new service / policy / plan or strategy or the proposed change could discriminate or unfairly disadvantage people?	During the transition imposed by Local Government Reorganisation it is essential to monitor the findings of this EIA and ensure all efforts are made to mitigate any lasting disadvantage to all groups identified within. If the transition is made with equality in mind there is opportunity to ensure that no lasting disadvantage exists.	
Final Decision	Tick	Include any explanation/justification required
1. No barriers identified; therefore, activity will proceed		
2. Stop the policy or practice because the data shows bias towards one or more groups		
3. Adapt or change the policy in a way that will eliminate the bias		
4. Barriers and impact identified , however having considered all available options carefully, there appear to be no other proportionate ways to achieve the aim of the policy or practice (e.g. in extreme cases or where positive action is taken). Therefore, you are going to proceed with caution with this policy or practice knowing that it may favour some people less than others, providing justification for this decision	✓	

7. SIGN OFF

Name and job title of person completing this EIA	Carl Burns
Officer Responsible for implementing the change to policies, procedures, functions, and services etc.	John Robinson
Business Manager	Carl Burns
Date Agreed (by Business Manager)	06.11.25
Date of Review (if required)	Ongoing

