

**Consolidated Pack of EIAs  
Place and Community Directorate  
Budget Savings 2023/24  
Scrutiny Meeting 1/02/2023**

The following pages contain the EIA assessments of the proposals being put forward by the Place and Community Directorate. Below is an index of each proposal and the pages on which the EIA for each proposal appears.

<b>Proposal reference</b>	<b>Proposal name</b>	<b>Page number</b>
PL-2324-05	Dim Street lighting and park lighting	2 – 8
PL-2324-19	2023-24 Library Service model	9 – 17
PL-2324-46	Stop SBC funded CCTV Monitoring of public spaces	18 – 24
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## EQUALITY IMPACT ASSESSMENT TEMPLATE

### SUMMARY RAG RATING

The outcome of this EIA has been assessed to be:	
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### SECTION 1:

<b>Title</b>	<b>PL-2324-05 - Dim Street lighting and park lighting</b>
What are you analysing? <ul style="list-style-type: none"> <li>What is the policy/project/activity/strategy looking to achieve?</li> <li>Who is it intended to benefit? Are any specific groups targeted by this decision?</li> <li>What results are intended?</li> </ul>	The intention is that SBC make an energy & cost avoidance saving across the borough by dimming street lighting and park lighting.  Residents walking the streets and through the parks after midnight and before sun rise may feel less safe with reduced lighting.  Possible risks include: <ul style="list-style-type: none"> <li>Increase in crime and disorder.</li> <li>Increase in road traffic safety concerns.</li> <li>Increase in perception of lack of safety.</li> </ul> Whilst a saving can be made, there are potential impacts and community concern.
Date sent to Finance	29.07.2022
Version number and date of update	V8 – 12/01/2023

### SECTION 2: Do you need to complete a full Equality Impact Assessment (EIA)?

Not all proposals will require a full EIA, the assessment of impacts should be proportionate to the nature of the project/policy in question and its likely impact. To decide on the level of detail of the assessment required consider the potential impact on persons with protected characteristics.

<b>2.1</b>	<p><b>Please provide an overview of who uses/will use your service or facility and identify who are likely to be impacted by the proposal</b></p> <ul style="list-style-type: none"> <li><i>If you do not formally collect data about a particular group then use the results of local surveys or consultations, census data, national trends or anecdotal evidence (indicate where this is the case). Please attempt to complete all boxes.</i></li> <li><i>Consider whether there is a need to consult stakeholders and the public, including members of protected groups, in order to gather information on potential impacts of the proposal</i></li> </ul>
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	<b>Equality Characteristic</b>	Current or expected make up of service users	Over-represented or Under-represented relative to overall size in local population?
	Gender	All	Yes
	Ethnicity	All	No
	Disability	All	Yes
	Sexual orientation	All	No
	Age	All	Yes
	Religion or belief	All	No
	Gender Identity	All	No
	Pregnancy/Maternity	All	No
	Marriage/Civil Partnership	All	No
<p><b>2.2 Are there any groups with protected characteristic that are overrepresented in the monitoring information relative to their size of the population? <i>If so, this could indicate that the proposal may have a disproportionate impact on this group even if it is a universal service.</i></b></p>	<p>The Elderly/Disabled population could be affected by the dimming of street lighting however, due to the nature of this group and the time periods that are involved i.e. late evening to the early hours of the morning; most of this group are more likely to be in their properties at the associated times. In the summer periods the impact on dimming will be reduced due to the brighter days and so again the dimming is unlikely to affect them when it is implemented. Disabled groups specifically partially sighted could be affected with reduced lighting levels and this will be assessed in the trial and feedback.</p> <p>Female Gender groups are likely to be affected through perceived safety issues with dimmed lighting levels. A review with Thames Valley Police and key stakeholders will contribute to where lighting levels may have to remain the same.</p>		
<p><b>2.3 Are there any groups with protected characteristics that are underrepresented in the monitoring information relative to their size of the population? <i>If so, this could indicate that the service may not be accessible to all groups or there may be some form</i></b></p>	<p>N/a</p>		

of direct or indirect discrimination occurring.

**2.4 Does the project, policy or proposal have the potential to disproportionately impact on people with a protected characteristic? If so, is the impact positive or negative?**

	None	Positive	Negative	Not sure
Men or women	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
People of a particular race or ethnicity (including refugees, asylum seekers, migrants and gypsies and travellers)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Disabled <sup>1</sup> people (consider different types of physical, learning or mental disabilities)	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
People of particular sexual orientation/s	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
People in particular age groups (consider in particular children, under 21s and over 65s)	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
People who are intending to undergo, are undergoing or have undergone a process or part of a process of gender reassignment	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Impact due to pregnancy/ maternity	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
People of particular faiths and beliefs	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
People on low incomes*	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**\*People with in some equality groups are more likely to be on low incomes ( e.g. single parents ( mainly women), people with disabilities, some ethnic minority groups etc). This is especially important when you are looking at fees, charges and access to services.**

**If any of the answers to the questions above is, “negative” or “unclear” you will need to undertake a detailed impact assessment.**

**2.5 Based on your responses, should a full, detailed EIA be carried out on the project, policy or proposal**

Yes  No

<sup>1</sup> Disability discrimination is different from other types of discrimination since it includes the duty to make reasonable adjustments.

2.6	Provide brief reasons on how you have come to this decision?
	Changes to lighting levels could affect a number of protected groups, there is insufficient information to say whether this is a real risk or a perceived risk and therefore a trial and engagement with key stakeholders will help in identifying the real impacts on the communities.

If the answer in 2.5 above is “No” then sections 3 and 4 are not required to be completed.

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**SECTION 3: ASSESSING THE IMPACT**

In order to be able to identify ways to mitigate any potential impact it is essential that we know what those potential impacts might be. Using the evidence gathered in section 2, explain what the potential impact of your proposal might be on the groups you have identified. You may wish to further supplement the evidence you have gathered using the table below in order to properly consider the impact.

Protected Group		Positive impact?			Negative impact? If so, please specify the nature and extent of that impact	No specific impact	If the impact is negative how can it be mitigated? Please specify any mitigation measures and how and when they will be implemented	What , if any, are the cumulative effects of this decision when viewed in the context of other Council decisions and their equality impacts
		Eliminate discrimination	Advance equality	Good relations				
Gender	Men						It is expected that both men and women could be affected by dimming of lights.	
	Women				✓			
Race	White					✓		
	Mixed/Multiple ethnic groups					✓		
	Asian/Asian British					✓		
	Black/African/Caribbean/Black British					✓		
	Gypsies / travellers						✓	
	Other ethnic group						✓	
Disability	Physical					✓		
	Sensory				✓		Residents with a visual impairment will be more adversely affected	
	Learning Difficulties					✓		
	Learning Disabilities					✓		

	Mental Health					✓	
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Protected Group		Positive impact?			Negative impact?	No specific impact	What will the impact be? If the impact is negative how can it be mitigated? (action)	What are the cumulative of effects
		Eliminate discrimination	Advance equality	Good relations				
<b>Sexual Orientation</b>	Lesbian, gay men, bisexual					✓		
<b>Age</b>	Older people (50+)				✓			
	Younger people (16 - 25)					✓		
	Children (under 16 )					✓		
<b>Gender Reassignment</b>						✓		
<b>Impact due to pregnancy/maternity</b>						✓		
<b>Groups with particular faiths and beliefs</b>						✓		
<b>People on low incomes</b>						✓		

**SECTION 4: ACTION PLAN**

<p><b>4.1</b></p> <p>Complete the action plan if you need to reduce or remove the negative impacts you have identified, take steps to foster good relations or fill data gaps.</p> <p><i>Please include the action required by your team/unit, groups affected, the intended outcome of your action, resources needed, a lead person responsible for undertaking the action (inc. their department and contact details), the completion date for the action, and the relevant RAG rating: R(ed) – action not initiated, A(mber) – action initiated and in progress, G(reen) – action complete.</i></p> <p><b>NB. Add any additional rows, if required.</b></p>								
	Action Required	Equality Groups Targeted	Intended outcome	Resources Needed	Name of Lead, Unit & Contact Details	Completion Date (DD/MM/YY)	RAG	
	Check with the RNIB on any associated risks	Visually impaired						
	Check if this is a perception issue	Female groups						
	Check likely percentage of elderly residents out and about during the hours of operation	Elderly						
	<i>Enter additional rows if required</i>							



## EQUALITY IMPACT ASSESSMENT TEMPLATE

### SUMMARY RAG RATING

The outcome of this EIA has been assessed to be:	
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### SECTION 1:

Title	<b>PL-2324-19 – 2023-24 Library Service Model</b>
What are you analysing? <ul style="list-style-type: none"> <li>• What is the policy/project/activity/strategy looking to achieve?</li> <li>• Who is it intended to benefit? Are any specific groups targeted by this decision?</li> <li>• What results are intended?</li> </ul>	<p>Four building(s) with a library area within them will be provided for 141 hrs per week (was 152 hrs/wk) but will be predominantly self-service so only be attended by Library staff some of the time. Facilities Officers and Customer Services staff will be present in when library staff are not in attendance to oversee library areas.</p> <p>This savings plan will need cabinet approval. A paper is being prepared for 27 February Cabinet which will include a full EIA</p>
Date sent to Finance	04/11/2022
Version number and date of update	V4 – 11/01/2023

**SECTION 2: Do you need to complete a full Equality Impact Assessment (EIA)?**

Not all proposals will require a full EIA, the assessment of impacts should be proportionate to the nature of the project/policy in question and its likely impact. To decide on the level of detail of the assessment required consider the potential impact on persons with protected characteristics.

2.1	<p>Please provide an overview of who uses/will use your service or facility and identify who are likely to be impacted by the proposal</p> <ul style="list-style-type: none"> <li><i>If you do not formally collect data about a particular group then use the results of local surveys or consultations, census data, national trends or anecdotal evidence (indicate where this is the case). Please attempt to complete all boxes.</i></li> <li><i>Consider whether there is a need to consult stakeholders and the public, including members of protected groups, in order to gather information on potential impacts of the proposal</i></li> </ul>																							
	<table border="1"> <thead> <tr> <th data-bbox="507 819 874 965">Equality Characteristic</th> <th data-bbox="874 819 1193 965">Current or expected make up of service users</th> <th data-bbox="1193 819 1514 965">Over-represented or Under-represented relative to overall size in local population?</th> </tr> </thead> <tbody> <tr> <td data-bbox="507 965 874 1111">Gender</td> <td data-bbox="874 965 1193 1111">55% library members are female 45% of library members are male</td> <td data-bbox="1193 965 1514 1111">No Slough population 49% female 51% male</td> </tr> <tr> <td data-bbox="507 1111 874 1323">Ethnicity</td> <td data-bbox="874 1111 1193 1323">No data collected. Anecdotal information from staff suggests most users are BAME and White British/White other.</td> <td data-bbox="1193 1111 1514 1323">No Slough population BAME 54%</td> </tr> <tr> <td data-bbox="507 1323 874 1413">Disability</td> <td data-bbox="874 1323 1193 1413">No data collected.</td> <td data-bbox="1193 1323 1514 1413">Unknown</td> </tr> <tr> <td data-bbox="507 1413 874 1503">Sexual orientation</td> <td data-bbox="874 1413 1193 1503">No data collected.</td> <td data-bbox="1193 1413 1514 1503">Unknown</td> </tr> <tr> <td data-bbox="507 1503 874 1899">Age</td> <td data-bbox="874 1503 1193 1899">Library members aged 0 – 10 y/o = 20.6% Library members aged 11 – 13 y/o = 9.2% Library members aged 14 – 17 y/o = 7.6% <b>SUB TOTAL = 37.4%</b> Library members aged 18 – 59 y/o = 58.7% Library members aged 60 y/o + = 3.6%</td> <td data-bbox="1193 1503 1514 1899">Young people are over-represented in library membership data.  Slough population 0 – 17 = 29%</td> </tr> <tr> <td data-bbox="507 1899 874 1986">Religion or belief</td> <td data-bbox="874 1899 1193 1986">No data collected.</td> <td data-bbox="1193 1899 1514 1986">Unknown</td> </tr> </tbody> </table>			Equality Characteristic	Current or expected make up of service users	Over-represented or Under-represented relative to overall size in local population?	Gender	55% library members are female 45% of library members are male	No Slough population 49% female 51% male	Ethnicity	No data collected. Anecdotal information from staff suggests most users are BAME and White British/White other.	No Slough population BAME 54%	Disability	No data collected.	Unknown	Sexual orientation	No data collected.	Unknown	Age	Library members aged 0 – 10 y/o = 20.6% Library members aged 11 – 13 y/o = 9.2% Library members aged 14 – 17 y/o = 7.6% <b>SUB TOTAL = 37.4%</b> Library members aged 18 – 59 y/o = 58.7% Library members aged 60 y/o + = 3.6%	Young people are over-represented in library membership data.  Slough population 0 – 17 = 29%	Religion or belief	No data collected.	Unknown
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Religion or belief	No data collected.	Unknown																						

	Gender Identity	No data collected.	Unknown		
	Pregnancy/Maternity	No data collected.	Unknown		
	Marriage/Civil Partnership	No data collected.	Unknown		
<b>2.2</b> Are there any groups with protected characteristic that are overrepresented in the monitoring information relative to their size of the population? <i>If so, this could indicate that the proposal may have a disproportionate impact on this group even if it is a universal service.</i>	Children and young people aged under 18 are over-represented in library membership data compared to the general Slough population.				
<b>2.3</b> Are there any groups with protected characteristics that are underrepresented in the monitoring information relative to their size of the population? <i>If so, this could indicate that the service may not be accessible to all groups or there may be some form of direct or indirect discrimination occurring.</i>	No, not from available data.				
<b>2.4</b>	<b>Does the project, policy or proposal have the potential to disproportionately impact on people with a protected characteristic? If so, is the impact positive or negative?</b>				
		<b>None</b>	<b>Positive</b>	<b>Negative</b>	<b>Not sure</b>
	Men or women	<input type="checkbox"/>	<input type="checkbox"/>	<b>X</b>	<input type="checkbox"/>
	People of a particular race or ethnicity (including refugees, asylum seekers, migrants and gypsies and travellers)	<input type="checkbox"/>	<input type="checkbox"/>	<b>X</b>	<input type="checkbox"/>
	Disabled <sup>2</sup> people (consider different types of physical, learning or mental disabilities)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<b>X</b>
	People of particular sexual orientation/s	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<b>X</b>

<sup>2</sup> Disability discrimination is different from other types of discrimination since it includes the duty to make reasonable adjustments.

People in particular age groups (consider in particular children, under 21s and over 65s)	<input type="checkbox"/>	<input type="checkbox"/>	<b>X</b>	<input type="checkbox"/>
People who are intending to undergo, are undergoing or have undergone a process or part of a process of gender reassignment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<b>X</b>
Impact due to pregnancy/ maternity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<b>X</b>
People of particular faiths and beliefs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<b>X</b>
People on low incomes*	<input type="checkbox"/>	<input type="checkbox"/>	<b>X</b>	<input type="checkbox"/>

**\*People with in some equality groups are more likely to be on low incomes ( e.g. single parents ( mainly women), people with disabilities, some ethnic minority groups etc). This is especially important when you are looking at fees, charges and access to services.**

**If any of the answers to the questions above is, “negative” or “unclear” you will need to undertake a detailed impact assessment.**

<b>2.5</b>	<b>Based on your responses, should a full, detailed EIA be carried out on the project, policy or proposal</b>
	Yes <b>X</b> No <input type="checkbox"/>
<b>2.6</b>	<b>Provide brief reasons on how you have come to this decision?</b>
	<p>Children and young people will be disproportionately affected as they are over-represented in the library membership data. Women predominantly take a caring role within families, including caring for children and heading lone parent households – the impact on children and young people will, therefore, have a disproportionate impact on women.</p> <p>Libraries are a universal service, free at the point of use. Although data is not collected on household income or claiming of welfare benefits for library users, there is a reasonable assumption made that low-income households would make more use of this free to use service than middle/high income households and BAME, lone parent and disabled people are disproportionately represented in lower-income households.</p>

**If the answer in 2.5 above is “No” then sections 3 and 4 are not required to be completed.**

**SECTION 3: ASSESSING THE IMPACT**

In order to be able to identify ways to mitigate any potential impact it is essential that we know what those potential impacts might be. Using the evidence gathered in section 2, explain what the potential impact of your proposal might be on the groups you have identified. You may wish to further supplement the evidence you have gathered using the table below in order to properly consider the impact.

Protected Group		Positive impact?			Negative impact? If so, please specify the nature and extent of that impact	No specific impact	If the impact is negative how can it be mitigated? Please specify any mitigation measures and how and when they will be implemented	What , if any, are the cumulative effects of this decision when viewed in the context of other Council decisions and their equality impacts
		Eliminate discrimination	Advance equality	Good relations				
Gender	Men					✓		
	Women				✓		<p><u>Impact:</u> Women are predominately primary paid and unpaid carers of others and are disproportionately over-represented in single parent households.</p> <p><u>Action:</u> Planning of community-based activity to promote literacy will take lone parents and carers into consideration. This will include times, locations of events and publicity.</p>	
Race	White				✓		See comments about low income	
	Mixed/Multiple ethnic groups				✓		See comments about low income	
	Asian/Asian British				✓		See comments about low income	

	Black/African/Caribbean/ Black British				✓		See comments about low income	
	Gypsies / travellers				✓		See comments about low income	
	Other ethnic group				✓		See comments about low income	
<b>Disability</b>	Physical				✓		See comments about low income	
	Sensory				✓		See comments about low income	
	Learning Difficulties				✓		See comments about low income	
	Learning Disabilities				✓		See comments about low income	
	Mental Health				✓		<p><u>Impact:</u> Anecdotally, library staff advise that people with mental health issues (especially low level issues such as anxiety) make use of libraries as safe places to socialise and interact, reducing social isolation and loneliness.</p> <p><u>Action:</u> Library Service to work with partners to promote other services from operating from library buildings which may allow informal socialising to still take place. Recruitment of volunteers may also</p>	

							support activities that can reduce social isolation.	
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Protected Group		Positive impact?			Negative impact?	No specific impact	What will the impact be? If the impact is negative how can it be mitigated? (action)	What are the cumulative of effects
		Eliminate discrimination	Advance equality	Good relations				
<b>Sexual Orientation</b>	Lesbian, gay men, bisexual					✓		
<b>Age</b>	Older people (50+)					✓		
	Younger people (16 - 25)					✓		
	Children (under 16 )				✓		<p><u>Impact:</u> 70% of all loans are from children’s library. Reducing physical access to these resources will negatively impact children and young people in relation to instilling a love of literacy at a young age.</p> <p><u>Action:</u> Library Service to develop events and activities attract children, young people and their carers, including working with early-years provision and schools.</p>	
<b>Gender Reassignment</b>						✓		
<b>Impact due to pregnancy/maternity</b>					✓		See impact on women and children.	
<b>Groups with particular faiths and beliefs</b>						✓		

<p><b>People on low incomes</b></p>				<p>✓</p>	<p>Library services are a universal statutory service free at the point of use. Although we don't collect evidence about socio-economic status of library users, we assume that with the impending cost of living crises, private, discretionary spending on books will reduce and if libraries are not easily accessible this may impact on the literacy levels of people on low incomes.</p>	
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**SECTION 4: ACTION PLAN**

**4.1** Complete the action plan if you need to reduce or remove the negative impacts you have identified, take steps to foster good relations or fill data gaps.

*Please include the action required by your team/unit, groups affected, the intended outcome of your action, resources needed, a lead person responsible for undertaking the action (inc. their department and contact details), the completion date for the action, and the relevant RAG rating: R(ed) – action not initiated, A(mber) – action initiated and in progress, G(reen) – action complete.*

**NB. Add any additional rows, if required.**

Action Required	Equality Groups Targeted	Intended outcome	Resources Needed	Name of Lead, Unit & Contact Details	Completion Date (DD/MM/YY)	RAG
Planning and timetabling of community events.	Women Children Low income Pregnancy/Maternity Mental Health	Ensure events are programmed at times/locations that are accessible to these groups.	Staff and volunteers	Liz Jones – GM Localities, Learning and Neighbourhoods	TBC	
Recruit volunteers to support programme delivery	All	Increase accessibility of library services to all sections of community.	Staff	Liz Jones – GM Localities, Learning and Neighbourhoods	TBC	
<i>Enter additional rows if required</i>						

## EQUALITY IMPACT ASSESSMENT TEMPLATE

### SUMMARY RAG RATING

The outcome of this EIA has been assessed to be:	
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### SECTION 1:

<b>Title</b>	<b>PL-2324-46 - Stop SBC funded CCTV Monitoring of public spaces</b>
What are you analysing? <ul style="list-style-type: none"> <li>• What is the policy/project/activity/strategy looking to achieve?</li> <li>• Who is it intended to benefit? Are any specific groups targeted by this decision?</li> <li>• What results are intended?</li> </ul>	<p>Public facing CCTV will continue to be provided but it will become the responsibility of Thames Valley Police with effect from 1 April 2023. There may be an interim period where TVP pay for SBC to continue to provide public facing CCTV until they are ready to mobilise their new system.</p> <p>The service will continue so there is no impact on residents. CCTV is likely to support certain groups more than others for instance younger people may be at more risk of knife crime or gang crime, women and girls may be at more risk of violent crime and certain ethnicities may be more at risk of crime in a public place</p> <p>There may be a TUPE transfer of staff depending on the nature of the new service provided by TVP. If not, then CCTV staff will be at risk of redundancy and the SBC HR policies will be followed to bring about redeployment wherever possible.</p>
Date sent to Finance	6/10/2022
Version number and date of update	V4 – 05/01/2023

**SECTION 2: Do you need to complete a full Equality Impact Assessment (EIA)?**

Not all proposals will require a full EIA, the assessment of impacts should be proportionate to the nature of the project/policy in question and its likely impact. To decide on the level of detail of the assessment required consider the potential impact on persons with protected characteristics.

2.1	<b>Please provide an overview of who uses/will use your service or facility and identify who are likely to be impacted by the proposal</b> <ul style="list-style-type: none"> <li>• <i>If you do not formally collect data about a particular group then use the results of local surveys or consultations, census data, national trends or anecdotal evidence (indicate where this is the case). Please attempt to complete all boxes.</i></li> <li>• <i>Consider whether there is a need to consult stakeholders and the public, including members of protected groups, in order to gather information on potential impacts of the proposal</i></li> </ul>		
	<b>Equality Characteristic</b>	Current or expected make up of service users	Over-represented or Under-represented relative to overall size in local population?
	Gender	There are no specific service users – CCTV monitors whomever passes through the areas of coverage	Slough population 49% female 51% male
	Ethnicity		Slough population BAME 54%
	Disability		9.9% of adult Slough residents report they live with a disability
	Sexual orientation		Slough population Heterosexual: 95.2% Homosexual: 0.6% Bisexual: 0.6% Other: 0.4% Don't know/refuse: 3.1%
	Age		Slough population 24% under 15 77% over 15
	Religion or belief		Slough population Buddhist 0.5% Christian 41.2% Hindu 6.2% Jewish 0.1% Muslim 23.3% Other religion 0.3% Sikh 10.6%
	Gender Identity		Unknown

	Pregnancy/Maternity		Unknown
	Marriage/Civil Partnership		Unknown
<p><b>2.2 Are there any groups with protected characteristic that are overrepresented in the monitoring information relative to their size of the population? If so, this could indicate that the proposal may have a disproportionate impact on this group even if it is a universal service.</b></p>	<p>Given that there will be a change in provider from SBC to TVP, there may be a perception amongst some of the protected characteristic groups that crime and being at risk may increase. This in current times may be particularly pertinent to women and girls and young people generally. A communications campaign will set out what we are doing and why and provide assurance that a public facing CCTV service will continue to be provided by the Police directly rather than via Slough Borough Council.</p> <p>Thames Valley Police remain of the view that CCTV coverage of public spaces within Slough is an essential tool in the prevention and detection of crime in the Borough. Information provided by Thames Valley Police indicates that whilst CCTV is a deterrent for crime to take place and provides public reassurance of safety in all areas, the evidence indicates that CCTV is most effective in car parks, housing complexes and residential areas. It is less effective in preventing crime in town or city centres.</p> <p>Live CCTV coverage can have a part to play in deploying police to prevent crime from occurring. Recorded CCTV footage is used as evidence to support the investigation of crime which has been committed and to help bring perpetrators to justice.</p>		
<p><b>2.3 Are there any groups with protected characteristics that are underrepresented in the monitoring information relative to their size of the population? If so, this could indicate that the service may not be accessible to all groups or there may be some form of direct or indirect discrimination occurring.</b></p>	<p>CCTV monitors whomever passes through the areas of coverage, no analysis is carried out as to which groups pass through the areas of coverage.</p>		
<p><b>2.4</b></p>	<p><b>Does the project, policy or proposal have the potential to disproportionately impact on people with a protected characteristic? If so, is the impact positive or negative?</b></p>		

	None	Positive	Negative	Not sure
Men or women	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
People of a particular race or ethnicity (including refugees, asylum seekers, migrants and gypsies and travellers)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Disabled <sup>3</sup> people (consider different types of physical, learning or mental disabilities)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
People of particular sexual orientation/s	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
People in particular age groups (consider in particular children, under 21s and over 65s)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
People who are intending to undergo, are undergoing or have undergone a process or part of a process of gender reassignment	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Impact due to pregnancy/ maternity	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
People of particular faiths and beliefs	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
People on low incomes*	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

<b>2.5</b>	<b>Based on your responses, should a full, detailed EIA be carried out on the project, policy or proposal</b>
	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
<b>2.6</b>	<b>Provide brief reasons on how you have come to this decision?</b>
	<p>Public facing CCTV will continue to be provided but it will become the responsibility of Thames Valley Police with effect from 1 April 2023. There may be an interim period where TVP pay for SBC to continue to provide public facing CCTV until they are ready to mobilise their new system.</p> <p>Other CCTV monitoring is for Council buildings, depots, and on-board vehicle cameras. This will continue, with no material changes, but will be provided by individual Council services rather than through a central CCTV team.</p>

**If the answer in 2.5 above is “No” then sections 3 and 4 are not required to be completed.**

<sup>3</sup> Disability discrimination is different from other types of discrimination since it includes the duty to make reasonable adjustments.

**SECTION 3: ASSESSING THE IMPACT**

In order to be able to identify ways to mitigate any potential impact it is essential that we know what those potential impacts might be. Using the evidence gathered in section 2, explain what the potential impact of your proposal might be on the groups you have identified. You may wish to further supplement the evidence you have gathered using the table below in order to properly consider the impact.

Protected Group		Positive impact?			Negative impact? If so, please specify the nature and extent of that impact	No specific impact	If the impact is negative how can it be mitigated? Please specify any mitigation measures and how and when they will be implemented	What , if any, are the cumulative effects of this decision when viewed in the context of other Council decisions and their equality impacts
		Eliminate discrimination	Advance equality	Good relations				
Gender	Men							
	Women							
Race	White							
	Mixed/Multiple ethnic groups							
	Asian/Asian British							
	Black/African/Caribbean/ Black British							
	Gypsies / travellers							
	Other ethnic group							
Disability	Physical							
	Sensory							
	Learning Difficulties							
	Learning Disabilities							
	Mental Health							

Protected Group		Positive impact?			Negative impact?	No specific impact	What will the impact be? If the impact is negative how can it be mitigated? (action)	What are the cumulative of effects
		Eliminate discrimination	Advance equality	Good relations				
<b>Sexual Orientation</b>	Lesbian, gay men, bisexual							
<b>Age</b>	Older people (50+)							
	Younger people (16 - 25)							
	Children (under 16 )							
<b>Gender Reassignment</b>								
<b>Impact due to pregnancy/maternity</b>								
<b>Groups with particular faiths and beliefs</b>								
<b>People on low incomes</b>								

**SECTION 4: ACTION PLAN**

**4.1** Complete the action plan if you need to reduce or remove the negative impacts you have identified, take steps to foster good relations or fill data gaps.

*Please include the action required by your team/unit, groups affected, the intended outcome of your action, resources needed, a lead person responsible for undertaking the action (inc. their department and contact details), the completion date for the action, and the relevant RAG rating: R(ed) – action not initiated, A(mber) – action initiated and in progress, G(reen) – action complete.*

**NB. Add any additional rows, if required.**

Action Required	Equality Groups Targeted	Intended outcome	Resources Needed	Name of Lead, Unit & Contact Details	Completion Date (DD/MM/YY)	RAG
<i>Enter additional rows if required</i>						



## EQUALITY IMPACT ASSESSMENT TEMPLATE

### SUMMARY RAG RATING

The outcome of this EIA has been assessed to be:	
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### SECTION 1:

Title	<b>PL-2324-59 – Delete Unneeded Vacant AD Post</b>
What are you analysing? <ul style="list-style-type: none"> <li>What is the policy/project/activity/strategy looking to achieve?</li> <li>Who is it intended to benefit? Are any specific groups targeted by this decision?</li> <li>What results are intended?</li> </ul>	<p>Consolidation and reduction of work within the Customer &amp; Communities directorate means that we can operate with 2 Associate Director portfolios rather than 3.</p> <p>It was initially intended to have 3 ADs, namely: -</p> <ul style="list-style-type: none"> <li>AD Place Operations</li> <li>AD Place Regulation</li> <li>AD Community</li> </ul> <p>This proposal will merge the post of AD Place Regulation with the post of AD Community and rename the post AD Community &amp; Public Protection. It follows that the Place &amp; Communities directorate will now have 2 ADs, namely: -</p> <ul style="list-style-type: none"> <li>AD Place Operations</li> <li>AD Community &amp; Public Protection</li> </ul>
Date sent to Finance	17/01/2023
Version number and date of update	V1 – 17/01/2023

### SECTION 2: Do you need to complete a full Equality Impact Assessment (EIA)?

Not all proposals will require a full EIA, the assessment of impacts should be proportionate to the nature of the project/policy in question and its likely impact. To decide on the level of detail of the assessment required consider the potential impact on persons with protected characteristics.

2.1	<p>Please provide an overview of who uses/will use your service or facility and identify who are likely to be impacted by the proposal</p> <ul style="list-style-type: none"> <li><i>If you do not formally collect data about a particular group then use the results of local surveys or consultations, census data, national trends or anecdotal evidence (indicate where this is the case). Please attempt to complete all boxes.</i></li> </ul>
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	<ul style="list-style-type: none"> <li>Consider whether there is a need to consult stakeholders and the public, including members of protected groups, in order to gather information on potential impacts of the proposal</li> </ul>																														
	<table border="1"> <thead> <tr> <th data-bbox="507 342 874 488">Equality Characteristic</th> <th data-bbox="874 342 1193 488">Current or expected make up of service users</th> <th data-bbox="1193 342 1506 488">Over-represented or Under-represented relative to overall size in local population?</th> </tr> </thead> <tbody> <tr> <td data-bbox="507 488 874 577">Gender</td> <td data-bbox="874 488 1193 577">N/A</td> <td data-bbox="1193 488 1506 577">No</td> </tr> <tr> <td data-bbox="507 577 874 667">Ethnicity</td> <td data-bbox="874 577 1193 667">N/A</td> <td data-bbox="1193 577 1506 667">No</td> </tr> <tr> <td data-bbox="507 667 874 757">Disability</td> <td data-bbox="874 667 1193 757">N/A</td> <td data-bbox="1193 667 1506 757">No</td> </tr> <tr> <td data-bbox="507 757 874 846">Sexual orientation</td> <td data-bbox="874 757 1193 846">N/A</td> <td data-bbox="1193 757 1506 846">No</td> </tr> <tr> <td data-bbox="507 846 874 936">Age</td> <td data-bbox="874 846 1193 936">N/A</td> <td data-bbox="1193 846 1506 936">No</td> </tr> <tr> <td data-bbox="507 936 874 1025">Religion or belief</td> <td data-bbox="874 936 1193 1025">N/A</td> <td data-bbox="1193 936 1506 1025">No</td> </tr> <tr> <td data-bbox="507 1025 874 1115">Gender Identity</td> <td data-bbox="874 1025 1193 1115">N/A</td> <td data-bbox="1193 1025 1506 1115">No</td> </tr> <tr> <td data-bbox="507 1115 874 1205">Pregnancy/Maternity</td> <td data-bbox="874 1115 1193 1205">N/A</td> <td data-bbox="1193 1115 1506 1205">No</td> </tr> <tr> <td data-bbox="507 1205 874 1294">Marriage/Civil Partnership</td> <td data-bbox="874 1205 1193 1294">N/A</td> <td data-bbox="1193 1205 1506 1294">No</td> </tr> </tbody> </table>	Equality Characteristic	Current or expected make up of service users	Over-represented or Under-represented relative to overall size in local population?	Gender	N/A	No	Ethnicity	N/A	No	Disability	N/A	No	Sexual orientation	N/A	No	Age	N/A	No	Religion or belief	N/A	No	Gender Identity	N/A	No	Pregnancy/Maternity	N/A	No	Marriage/Civil Partnership	N/A	No
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<p><b>2.2</b> Are there any groups with protected characteristic that are overrepresented in the monitoring information relative to their size of the population? <i>If so, this could indicate that the proposal may have a disproportionate impact on this group even if it is a universal service.</i></p>	<p>No</p>																														
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could indicate that the service may not be accessible to all groups or there may be some form of direct or indirect discrimination occurring.

**2.4 Does the project, policy or proposal have the potential to disproportionately impact on people with a protected characteristic? If so, is the impact positive or negative?**

	None	Positive	Negative	Not sure
Men or women	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
People of a particular race or ethnicity (including refugees, asylum seekers, migrants and gypsies and travellers)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Disabled <sup>4</sup> people (consider different types of physical, learning or mental disabilities)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
People of particular sexual orientation/s	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
People in particular age groups (consider in particular children, under 21s and over 65s)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
People who are intending to undergo, are undergoing or have undergone a process or part of a process of gender reassignment	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Impact due to pregnancy/ maternity	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
People of particular faiths and beliefs	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
People on low incomes*	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**\*People with in some equality groups are more likely to be on low incomes ( e.g. single parents ( mainly women), people with disabilities, some ethnic minority groups etc). This is especially important when you are looking at fees, charges and access to services.**

**If any of the answers to the questions above is, “negative” or “unclear” you will need to undertake a detailed impact assessment.**

**2.5 Based on your responses, should a full, detailed EIA be carried out on the project, policy or proposal**

<sup>4</sup> Disability discrimination is different from other types of discrimination since it includes the duty to make reasonable adjustments.

	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
<b>2.6</b>	<b>Provide brief reasons on how you have come to this decision?</b>
	A detailed EIA is not required as there are no impacts on residents. This savings plan will simply delete an unneeded vacant Associate Director post

**If the answer in 2.5 above is “No” then sections 3 and 4 are not required to be completed.**

**SECTION 3: ASSESSING THE IMPACT**

In order to be able to identify ways to mitigate any potential impact it is essential that we know what those potential impacts might be. Using the evidence gathered in section 2, explain what the potential impact of your proposal might be on the groups you have identified. You may wish to further supplement the evidence you have gathered using the table below in order to properly consider the impact.



Protected Group		Positive impact?			Negative impact? If so, please specify the nature and extent of that impact	No specific impact	If the impact is negative how can it be mitigated? Please specify any mitigation measures and how and when they will be implemented	What , if any, are the cumulative effects of this decision when viewed in the context of other Council decisions and their equality impacts
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<b>Groups with particular faiths and beliefs</b>								
<b>People on low incomes</b>								

**SECTION 4: ACTION PLAN**

<p><b>4.1</b></p> <p>Complete the action plan if you need to reduce or remove the negative impacts you have identified, take steps to foster good relations or fill data gaps.</p> <p><i>Please include the action required by your team/unit, groups affected, the intended outcome of your action, resources needed, a lead person responsible for undertaking the action (inc. their department and contact details), the completion date for the action, and the relevant RAG rating: R(ed) – action not initiated, A(mber) – action initiated and in progress, G(reen) – action complete.</i></p> <p><b>NB. Add any additional rows, if required.</b></p>								
	Action Required	Equality Groups Targeted	Intended outcome	Resources Needed	Name of Lead, Unit & Contact Details	Completion Date (DD/MM/YY)	RAG	
	<i>Enter additional rows if required</i>							

**Appendix A****Equality Impact Assessment Decision Rating Guide****PLEASE SEE PAGE 1 FOR THE RATING OF THIS PROPOSAL**

<b>Decision</b>	<b>Action</b>	<b>Risk</b>
As a result of performing the EIA, there is a risk that a disproportionately negative impact (direct, indirect, unintentional or otherwise) exists to one or more of the nine groups of people who share a protected characteristic under the Equality Act 2010. It is not clear if mitigating actions are possible.	<b>Further advice should be taken</b>	<b>Red</b> 
As a result of performing the EIA, there is a risk that a disproportionately negative impact (as described above) exists to one or more of the nine groups of people who share a protected characteristic under the Equality Act 2010. However, this risk may be removed or reduced by implementing mitigating actions.	<b>Proceed pending agreement of mitigating action</b>	<b>Amber</b> 
As a result of performing the EIA, the proposal does not appear to have any disproportionate negative impact on people who share a protected characteristics or anticipated impacts will be either positive or neutral.	<b>Proceed</b>	<b>Green:</b> 