Consolidated Pack of EIAs Place and Community Directorate Budget Savings 2023/24 Scrutiny Meeting 7/12/2022

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.

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PLEASE ENSURE YOU READ THE GUIDANCE NOTES BEFORE COMPLETING THIS TEMPLATE

Completing an EIA is the simplest way to demonstrate that the Council has considered the equality impacts of its decisions and it reduces the risk of legal challenge. EIAs should be carried out at the earliest stages of policy development or a service review, and then updated as the policy or review develops. EIAs must be undertaken when it is possible for the findings to inform the final decision.

SUMMARY RAG RATING

The outcome of this EIA has been assessed to be:
(delete as applicable – see Appendix A)

SECTION 1:

Title	PL-2324-01 - Reduce staff costs in Planning Development
 What are you analysing? What is the policy/project/activity/strategy looking to achieve? Who is it intended to benefit? Are any specific groups targeted by this decision? What results are intended? 	The £100k saving proposed will be achieved by replacing 3 planning consultants employed through Matrix (agency staff) with 2 appropriately paid SBC permanent staff. Agency staff will be invited to apply to become permanent staff.
Date sent to Finance	30.6.22
Version number and date of update	V3 – 21 November 2022

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	 identify who are likely to be If you do not formally results of local survey anecdotal evidence complete all boxes. Consider whether the 	ly collect data about a partice eys or consultations, census de (indicate where this is the case ere is a need to consult stake of protected groups, in order	ular group then use the ata, national trends or see). Please attempt to cholders and the public,
	Equality Characteristic	Current or expected make up of service users	Over-represented or Under-represented relative to overall size in local population?
	Gender	3 external consultant posts to be replaced by 2 permanently recruited staff posts. 2 external consultants currently in post 1 is male and 1 is female	
	Ethnicity	Both externals are white	
	Disability	none	
	Sexual orientation	unknown	

	Age	Both aged 50+	
	Religion or belief	Unknown	
	Gender Identity		
	Pregnancy/Maternity	None	
	Marriage/Civil Partnership	Unknown	
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.	N/A		
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	N/A		
service may not be accessible to all groups or			

of dii discr	e may be some form rect or indirect imination occurring.				
2.4	Does the project, policy or propose protected characteristic? If so, is the			ortionately impact	on people with a
		None	Positive	Negative	Not sure
	Men or women	\boxtimes			
	People of a particular race or ethnicity (including refugees, asylum seekers, migrants and gypsies and travellers)				
	Disabled ¹ people (consider different types of physical, learning or mental disabilities)				
	People of particular sexual orientation/s	\boxtimes			
	People in particular age groups (consider in particular children, under 21s and over 65s)	\boxtimes			
	People who are intending to undergo, are undergoing or have undergone a process or part of a process of gender reassignment				
	Impact due to pregnancy/ maternity				
	People of particular faiths and beliefs				
	People on low incomes*	\boxtimes			

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

*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 🖂
2.6	Provide brief reasons on how you have come to this decision?
	Impact is on two interim(agency) staff and not on service users

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

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

	Control of the control of the state	the contract of the contract o	the contract of the contract o	the first of the state of the first of the first	
4.1	Complete the action plan if	you need to reduce or remove	the negative impacts you na	ive identified, take steps to fos	ter 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
Enter additional rows if required						

SUMMARY RAG RATING

The outcome of this EIA has been assessed to be:



SECTION 1:

Title

What are you analysing?

- What is the policy/project/activity/strategy looking to achieve?
- Who is it intended to benefit? Are any specific groups targeted by this decision?
- What results are intended?

PL-2324-02 - Adopt Fortnightly Waste Collections

Proposed Waste Collection Service Changes:

The Council currently provides a collection of weekly residual waste, fortnightly recycling and fortnightly garden waste (with no annual subscription fee) from kerbside properties that have a wheeled bin(s). The service costs around £6m per year. The Council's recycling rate for 20/21 was 26.5% and has now increased to 26.7% a marginal increase based on the published data compared to 44% for the national average, Slough was placed 323 out of 338 authorities in 20/21 so has a long way to go to improve its standing. During 2021 the Government consulted on changes to the Environment Act which included under waste and recycling more responsibilities for increasing recycling rates and reduction to landfill sites.

In November 2021 the Environment Act received Royal Assent however some of the proposals consulted upon before achieving Royal Assent did not materialise in the primary legislation, notably Waste Collection Authorities are not yet required to provide separate food waste collections or separate paper and card collections (fibre collections) and can still charge for garden waste collections.

	To support the Environment Act and also deliver an increase in recycling rates plus further cost saving efficiencies the council is now proposing to align with neighbouring authorities and move to fortnightly collections of refuse and of dry recyclables. This EIA proposes to identify key groups that are affected by both proposals and the relevant mitigation to support the affected groups. The financial savings as a result of these efficiencies will be in the region of £705k /annum
	The wider benefit of the fortnightly collections will be to increase the recycling rates as well as reduce our expenditure for material being sent for disposal at the Energy from Waste Plant.
Date sent to Finance	04/11/2022
Version number and date of update	V3 – 16/11/2022

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	identify who are likely to be If you do not formal results of local surve anecdotal evidence complete all boxes. Consider whether the	e impacted by the proposally collect data about a parties or consultations, census (indicate where this is the consult state of protected groups, in order	icular group then use the data, national trends or ase). Please attempt to keholders and the public,	
	Equality Characteristic	Current or expected make up of service users	Over-represented or Under-represented relative to overall size in local population?	
	Gender	All		
	Ethnicity	All	Not directly but larger families who live in Slough will face some problems moving from weekly to fortnightly collections due to the number of people in the household.	
	Disability	All	No	
	Sexual orientation	All	No	
	Age	All	No	

	Religion or belief	All	No
	Gender Identity	All	No
	Pregnancy/Maternity	All	Yes
	Marriage/Civil Partnership	All	No
2.2 Are there any groups	No		
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.			
2.3 Are there any groups	No		
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.			

	None	Positive	Negative	Not sure
Men or women	\boxtimes			
People of a particular race or ethnicity (including refugees, asylum seekers, migrants and gypsies and travellers)				
Disabled ² people (consider different types of physical, learning or mental disabilities)				
People of particular sexual orientation/s	\boxtimes			
People in particular age groups (consider in particular children, under 21s and over 65s)				
People who are intending to undergo, are undergoing or have undergone a process or part of a process of gender reassignment				
Impact due to pregnancy/ maternity			\boxtimes	
People of particular faiths and beliefs	\boxtimes			
People on low incomes*	\boxtimes			

you are looking at fees, charges and access to services.

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

If any of the answers to the questions above is, "negative" or "unclear" you will need to undertake a detailed impact assessment.
A detailed EIA was included in the Cabinet Paper reviewed by Scrutiny in September 2022 and agreed by Cabinet in October 2022.

2.5	Based on your responses, should a full, detailed EIA be carried out on the project, policy or proposal
	Yes No
2.6	Provide brief reasons on how you have come to this decision?
	A detailed EIA has been undertaken due to the nature of the service changing and the impact on specific households with large numbers of family members under one household. Families with

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.

Positive impact? Negative impact? If so, please specify the Protected Group Negative impact? If so, please specify the specific impact specify the specific impact specify the specific impact s	What , if any, are the cumulative effects of this decision when viewed in
So, please mitigation measures and specify the	
Protected Group Protected Group So, please specify the nature and extent of that impact When the protected Group So, please specify the nature and extent of that impact The protected Group So, please specify the nature and extent of that impact The protected Group So, please specify the nature and extent of that impact The protected Group The protected Group So, please specify the nature and extent of that impact The protected Group	the context of other Council decisions and their equality impacts
Men V	
Gender Women Vomen	
White	
Mixed/Multiple ethnic groups The impact of fortnightly collections could lead to	
Asian/Asian British ✓ Iarger households not being	
Black/African/Caribbean/ Black British able to manage the amount of waste being generated	
Race Gypsies / travellers and therefore resulting in environmental impacts. It is	
Other ethnic group Other ethnic impacts. It is proposed that these households subject to confirmation will be provided with larger 240ltr bins (households currently receive 180ltr bins)	
Physical	
Sensory	
Learning Difficulties A detailed Comm's Plan will	
Disability Learning Disabilities Learning Disabilities be rolled out and from this information circulated to support easy to understand collections.	
Mental Health ✓	

		Positive impact?			No specific	What will the impact be? If	What are the cumulative of effects	
Protected Gi	oup	Eliminate discrimination	Advance equality	Good relations	Negative impact?	impact the impact is negative how can it be mitigated? (action)		
Sexual Orientation	Lesbian, gay men, bisexual					√		
	Older people (50+)					√		
Age	Younger people (16 - 25)					✓		
	Children (under 16)					✓		
Gender Reass	ignment					√		
Impact due to	pregnancy/maternity				✓		Families with newborn's/toddlers are likely to have an impact due to number of disposable nappies used. This can be dealt with on exception basis with larger bins being provided.	
Groups with p	particular faiths and beliefs					√		
People on low	People on low incomes					√		

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
Roll out Comm's Plan	Ethnic groups/Larger households	Improve information about recycling	TBC	Kate Pratt	Feb '23	
Roll out Comm's Plan	People with Learning Difficulties	Improve information about recycling and easy to understand graphics	ТВС	Kate Pratt	Feb '23	
Enter additional rows if						
required						

SUMMARY RAG RATING

ne outcome of this EIA has been assessed be:
nas been assessed

SECTION 1:

Title	PL-2324-03 - Chalvey HWRC Management Fee
 What are you analysing? What is the policy/project/activity/strategy looking to achieve? Who is it intended to benefit? Are any specific groups targeted by this decision? What results are intended? 	Charge RBWM a HWRC Management fee for their share of the costs to provide a HWRC at Chalvey
Date sent to Finance	TBC
Version number and date of update	V3 – 21/11/2022

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	Please provide an overview of who uses/will use your service or facility and identify who are likely to be impacted by the proposal • 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. • 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						
	Equality Characteristic	Current or expected make up of service users	Over-represented or Under-represented relative to overall size in local population?				
	Gender	All	No				
	Ethnicity	All	No				
	Disability	All	No				
	Sexual orientation	All	No				
	Age	All	No				
	Religion or belief	All	No				
	Gender Identity	All	No				
	Pregnancy/Maternity	All	No				
	Marriage/Civil Partnership	All	No				

	Are there any groups	No					
	protected						
	acteristic that are						
	represented in the						
	itoring information						
	ive to their size of						
	oopulation? If so, this						
	d indicate that the						
	osal may have a						
	roportionate impact						
	nis group even if it is a						
	ersal service.						
	Are there any groups	No					
	protected						
	acteristics that are						
	errepresented in the						
	itoring information						
	ive to their size of						
	oopulation? If so, this						
	d indicate that the						
	ce may not be						
	ssible to all groups or						
	e may be some form						
	rect or indirect						
discr	imination occurring.						
	imination occurring. Does the project, polic				ortionately impact	on people with a	
discr	imination occurring.				ortionately impact	on people with a	
discr	imination occurring. Does the project, polic		he impact posit	tive or negative?			
discr	imination occurring. Does the project, polic				ortionately impact Negative	on people with a	
discr	imination occurring. Does the project, police protected characteristed. Men or women	ic? If so, is t	he impact posit	tive or negative?			
discr	imination occurring. Does the project, police protected characterists Men or women People of a particular	race or	he impact posit	tive or negative?			
discr	imination occurring. Does the project, police protected characterists Men or women People of a particular ethnicity (including respectively)	race or efugees,	he impact posit	tive or negative?			
discr	Men or women People of a particular ethnicity (including reasylum seekers, migra	race or efugees,	he impact posit	tive or negative?			
discr	Men or women People of a particular ethnicity (including reasylum seekers, migra gypsies and travellers	race or efugees, ants and	None	tive or negative?			
discr	Men or women People of a particular ethnicity (including reasylum seekers, migra gypsies and travellers Disabled³ people (con	race or efugees, ants and	he impact posit	tive or negative?			
discr	Men or women People of a particular ethnicity (including reasylum seekers, migra gypsies and travellers Disabled³ people (condifferent types of phy	race or efugees, ants and es)	None	tive or negative?			
discr	Men or women People of a particular ethnicity (including re asylum seekers, migra gypsies and travellers Disabled³ people (condifferent types of phylearning or mental dis	race or efugees, ants and si) nsider vsical, sabilities)	None	tive or negative?			
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discr	Men or women People of a particular ethnicity (including reasylum seekers, migra gypsies and travellers Disabled³ people (condifferent types of phylearning or mental dispending	rrace or efugees, ants and es) asider risical, exual ge groups r children, 5s)	None	tive or negative?			
discr	Men or women People of a particular ethnicity (including re asylum seekers, migra gypsies and travellers Disabled³ people (condifferent types of phylearning or mental dis People of particular so orientation/s People in particular a (consider in particular and under 21s and over 65)	race or efugees, ants and s) assider vsical, sabilities) exual ge groups r children, 5s) ding to	None	tive or negative?			
discr	Men or women People of a particular ethnicity (including reasylum seekers, migragypsies and travellers Disabled³ people (condifferent types of phylearning or mental dis People of particular sorientation/s People in particular a (consider in particular a (consider in particular and the people who are intended and endergo, are undergo	race or efugees, ants and es) assider escal, sabilities) exual ge groups r children, 5s) ding to bing or	None	tive or negative?			
discr	Men or women People of a particular ethnicity (including reasylum seekers, migragypsies and travellers Disabled³ people (condifferent types of phylearning or mental dispeople of particular sorientation/s People in particular accommission of the people of particular accommission of the people who are intended and ergo, are undergoned a procession of the people who are intended and ergone a procession of the people who are intended and ergone a procession of the people who are undergoned a procession of the p	rrace or efugees, ants and es) esider esical, esabilities) exual ge groups r children, 5s) ding to bing or occess or	None	tive or negative?			
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discr	Men or women People of a particular ethnicity (including reasylum seekers, migragypsies and travellers Disabled³ people (condifferent types of phylearning or mental dispeople of particular sorientation/s People in particular accommission of the people of particular accommission of the people who are intended and ergo, are undergoned a procession of the people who are intended and ergone a procession of the people who are intended and ergone a procession of the people who are undergoned a procession of the p	rrace or efugees, ants and es) esider esical, esabilities) exual ge groups r children, 5s) ding to bing or occess or	None None	tive or negative?			
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discr	Men or women People of a particular ethnicity (including reasylum seekers, migragypsies and travellers Disabled³ people (condifferent types of phylearning or mental dis People of particular sorientation/s People in particular accommission particu	race or efugees, ants and elements and elements and elements and elements abilities) exual ge groups rachildren, elements or e	None None	tive or negative?			

 $^{^{3}}$ Disability discrimination is different from other types of discrimination since it includes the duty to make reasonable adjustments.

	People of particular faiths and beliefs					
	People on low incomes*	\boxtimes				
	*People with in some equality growomen), people with disabilities, you are looking at fees, charges are for the answers to the questing detailed impact assessment.	some ethnic m nd access to sei	inority groups etc vices.). This is especially	important when	- 1
2.5	Based on your responses, shoul	d a full, detaile	ed EIA be carried o	out on the project,	policy or proposa	ıl

2.5	Based on your responses, should a full, detailed EIA be carried out on the project, policy or proposal
	Yes No 🖂
2.6	Provide brief reasons on how you have come to this decision?
	A detailed EIA is not required as there are no impacts on residents. The cost implication is to be passed on to the waste service at RBWM.

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.

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

					1 L 232			
Protected Gr	oup	Eliminate discrimination	Positive imp ednality	Good relations	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
Sexual Orientation	Lesbian, gay men, bisexual							
	Older people (50+)							
Age	Younger people (16 - 25)							
	Children (under 16)							
Gender Reass	gnment							
Impact due to	pregnancy/maternity							
Groups with p	articular faiths and beliefs							
People on low	incomes							

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
Enter additional rows if required						

SUMMARY RAG RATING

The outcome of this EIA has been assessed	
to be:	

SECTION 1:

Title	PL-2324-04 - Borough Wide Controlled Parking Zones
 What are you analysing? What is the policy/project/activity/strategy looking to achieve? Who is it intended to benefit? Are any specific groups targeted by this decision? What results are intended? 	The parking team to roll out a programme of Controlled Parking Zones (CPZs) instead of waiting restrictions as part of the Local Transport Plan Parking Strategy (Supplementary Strategy Document) approved by Cabinet The additional income is based on each street having a resident permit scheme which will generate £75/permit. Each zone will have between 400-600 properties some zones may be higher or lower in respect of properties. The number of visitor vouchers will also increase, and the remaining income will come from PCN's for non-compliance.
Date sent to Finance	04.08.2022
Version number and date of update	V4 – 21/11/2022

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	 identify who are likely to be impacted by the proposal 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. 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 						
	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					
	Ethnicity	n/a					
	Disability	n/a					
	Sexual orientation	n/a					
	Age	n/a					
	Religion or belief	n/a					
	Gender Identity	n/a					
	Pregnancy/Maternity	n/a					
	Marriage/Civil Partnership	n/a					

	are there any groups	N/a					
	protected						
	acteristic that are						
	represented in the						
mon	itoring information						
relat	ive to their size of						
the p	oopulation? If so, this						
could	d indicate that the						
prop	osal may have a						
dispi	oportionate impact						
on th	nis group even if it is a						
unive	ersal service.						
2.3 /	re there any groups						
	protected	N/a					
	acteristics that are	,					
unde	errepresented in the						
	itoring information						
relat	ive to their size of						
the p	opulation? If so, this						
could	d indicate that the						
servi	ce may not be						
ассе	ssible to all groups or						
	e may be some form						
there		l					
	rect or indirect						
of di							
of di	rect or indirect imination occurring. Does the project, polic				ortionately impact	on people with a	
of di discr	rect or indirect imination occurring.				ortionately impact	on people with a	
of di discr	rect or indirect imination occurring. Does the project, polic				ortionately impact	on people with a	
of di discr	rect or indirect imination occurring. Does the project, polic				ortionately impact Negative	on people with a	
of di discr	rect or indirect imination occurring. Does the project, polic		he impact posit	tive or negative?			
of di discr	rect or indirect imination occurring. Does the project, polic protected characterist	ic? If so, is t	he impact posit	tive or negative?			
of di discr	rect or indirect imination occurring. Does the project, polic protected characterist Men or women	r race or	None	tive or negative?			
of di discr	mect or indirect imination occurring. Does the project, polic protected characterist Men or women People of a particular	race or efugees,	None	tive or negative?			
of di discr	mect or indirect imination occurring. Does the project, polic protected characterist Men or women People of a particular ethnicity (including re	r race or efugees, ants and	None	tive or negative?			
of di discr	mect or indirect imination occurring. Does the project, polic protected characterist Men or women People of a particular ethnicity (including re asylum seekers, migr.	race or efugees, ants and	None	tive or negative?			
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of di discr	Men or women People of a particular ethnicity (including re asylum seekers, migragypsies and travellers)	r race or efugees, ants and s)	None	tive or negative?			
of di discr	Men or women People of a particular ethnicity (including re asylum seekers, migr. gypsies and travellers Disabled ⁴ people (cordifferent types of phy	r race or efugees, ants and s) nsider ysical, sabilities)	None	tive or negative?			
of di discr	Men or women People of a particular ethnicity (including re asylum seekers, migr gypsies and travellers Disabled ⁴ people (cor different types of phylearning or mental dispersion imministration of the correct of the	r race or efugees, ants and s) nsider ysical, sabilities)	None	tive or negative?			
of di discr	Men or women People of a particular ethnicity (including re asylum seekers, migra gypsies and travellers Disabled ⁴ people (cordifferent types of phylearning or mental dispectors)	r race or efugees, ants and s) nsider ysical, sabilities) sexual	None	tive or negative?			
of di discr	Men or women People of a particular ethnicity (including re asylum seekers, migr gypsies and travellers Disabled ⁴ people (cordifferent types of phylearning or mental dispending or ientation/s People in particular a	r race or efugees, ants and s) nsider ysical, sabilities) sexual	None	tive or negative?			
of di discr	Men or women People of a particular ethnicity (including re asylum seekers, migra gypsies and travellers Disabled ⁴ people (cordifferent types of phylearning or mental dispeople of particular sorientation/s People in particular a (consider in particular a	r race or efugees, ants and s) nsider ysical, sabilities) sexual	None	tive or negative?			
of di discr	Men or women People of a particular ethnicity (including re asylum seekers, migr. gypsies and travellers Disabled ⁴ people (cordifferent types of phylearning or mental dispension). People of particular sorientation/s People in particular a (consider in particular under 21s and over 6	r race or efugees, ants and s) nsider ysical, sabilities) exual	None	tive or negative?			
of di discr	Men or women People of a particular ethnicity (including re asylum seekers, migra gypsies and travellers Disabled ⁴ people (cordifferent types of phylearning or mental dispension) People of particular sorientation/s People in particular a (consider in particular and under 21s and over 6) People who are intentioning imministration.	r race or efugees, ants and s) nsider ysical, sabilities) exual ege groups r children, 5s) nding to	None	tive or negative?			
of di discr	Men or women People of a particular ethnicity (including re asylum seekers, migra gypsies and travellers Disabled ⁴ people (cordifferent types of phylearning or mental dispeople of particular sorientation/s People in particular a (consider in particular a (consider in particular under 21s and over 6 People who are intentundergo, are undergo	r race or efugees, ants and s) nsider ysical, sabilities) exual ege groups r children, (5s) iding to ping or	None	tive or negative?			
of di discr	Men or women People of a particular ethnicity (including re asylum seekers, migr. gypsies and travellers Disabled ⁴ people (cordifferent types of phylearning or mental dispeople of particular sorientation/s People in particular a (consider in particular a (consider in particular under 21s and over 6) People who are intenundergo, are undergo have undergone a pro	r race or efugees, ants and s) nsider ysical, sabilities) exual ege groups r children, (5s) nding to ping or occess or	None	tive or negative?			
of di discr	Men or women People of a particular ethnicity (including re asylum seekers, migra gypsies and travellers Disabled ⁴ people (condifferent types of phylearning or mental dispension) People of particular sorientation/s People in particular a (consider in particular a under 21s and over 6 People who are intended and part of a process of generation and part of a process of generation and generatio	r race or efugees, ants and s) nsider ysical, sabilities) exual ege groups r children, (5s) nding to ping or occess or	None	tive or negative?			
of di discr	Men or women People of a particular ethnicity (including re asylum seekers, migra gypsies and travellers Disabled ⁴ people (cordifferent types of phylearning or mental dispeople of particular sorientation/s People in particular a (consider in particular a (consider in particular under 21s and over 6 People who are intended in the part of a process of greassignment	r race or efugees, ants and s) nsider ysical, sabilities) sexual representations or children, is so in the side of	None None	tive or negative?			
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 $^{^4}$ Disability discrimination is different from other types of discrimination since it includes the duty to make reasonable adjustments.

haliafa				
beliefs				<u> </u>
People on low incomes*				
*People with in some equality gro	oups are more	likely to be on lov	v incomes (e.g. sir	ngle parents (ma
*People with in some equality growomen), people with disabilities, you are looking at fees, charges as	some ethnic m	ninority groups etc		

2.5	Based on your responses, should a full, detailed EIA be carried out on the project, policy or proposal
	Yes No 🖂
2.6	Provide brief reasons on how you have come to this decision?
	While it is possible that in some circumstances low-income families with one car may be affected by the introduction of a CPZ's/Resident Permit schemes, some will have access to off-street parking and therefore can mitigate against any financial impact by parking on their property. Each CPZ scheme includes a consultation, and this provides the opportunity to understand issues and provide mitigations where possible before implementation.
	Disabled users will not be affected by this proposal and are already exempt providing they apply for disabled bays if no off-road parking is available.

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,	No specific	If the impact is negative how can it be mitigated? Please specify any mitigation	What , if any, are the cumulative effects of this decision when viewed in
		Eliminate	Advance equality	Good relations	please specify the nature and extent of that impact	impact	measures and how and when they will be implemented	the context of other Council decisions and their equality impacts
Gender	Men							
Gender	Women							
	White							
	Mixed/Multiple ethnic groups							
	Asian/Asian British							
Race	Black/African/Caribbean/ Black British							
	Gypsies / travellers							
	Other ethnic group							
	Physical					✓	Disabled users will not be	
Disability	Sensory						affected by this proposal and are already exempt providing they apply for disabled bays if no off-road parking is available	
Disability	Learning Difficulties							
	Learning Disabilities							
	Mental Health							

		Positive impact?				No specific	What will the impact be? If	What are the cumulative of effects
Protected G	Protected Group		Advance equality	Good relations	Negative impact?	impact	the impact is negative how can it be mitigated? (action)	
Sexual Orientation	Lesbian, gay men, bisexual							
4.50	Older people (50+)							
Age	Younger people (16 - 25)							
	Children (under 16)							
Gender Reass	ignment							
Impact due to	pregnancy/maternity							
Groups with p	particular faiths and beliefs							
People on low incomes					✓		It is possible that in some circumstances low-income families may be affected with the introduction of CPZ's/Resident Permit schemes.	

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
Enter additional rows if required						

SUMMARY RAG RATING

The outcome of this EIA has been assessed	
to be:	

SECTION 1:

Title	PL-2324-06 - Stop Bus Subsidy Service 4-5-6
What are you analysing?What is the policy/project/activity/strategy looking to achieve?	It is proposed to remove supported bus service funding from operators that are not able to make the service 4, 5 and 6 commercially viable to make a £160k saving.
 Who is it intended to benefit? Are any specific groups targeted by this decision? 	The 4,5 and 6 bus services will continue to be provided by the two operators and therefore residents and users will still be able to receive a public transport service.
 What results are intended? 	At certain times of day, evenings, weekends and public holidays there will be an effect on service provision however, officers have negotiated with Heathrow and the remaining operators to reduce the impact by running revised routes to support the public
	The disbenefit will be to residents who use these services during the periods where the operators are not able to make it viable to operate.
Date sent to Finance	30/06/2022
Version number and date of update	V3 – 16/11/2022

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	 Please provide an overview of who uses/will use your service or facility and identify who are likely to be impacted by the proposal 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. 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 					
	Equality Characteristic	Current or expected make up of service users	Over-represented or Under-represented relative to overall size in local population?			
	Gender	All	No			
	Ethnicity	All	No			
	Disability	All	No			
	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			

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.		who could where the a	be affected by	this proposal. The es are not comme	derly and those wh proposals consist or cially viable to run	of only specific hou	rs
with char. under mon relation the product service of diagram of diagram and the product there of discrete the product the prod	protected acteristics that are errepresented in the itoring information ive to their size of population? If so, this d indicate that the ce may not be essible to all groups or er may be some form rect or indirect imination occurring.	N/A	al have the not	ontial to disprove			
2.4					ortionately impact	on people with a	
2.4	protected characteristi				ortionately impact	on people with a	
2.4					Negative	Not sure	
2.4			he impact posi	tive or negative?			
2.4	protected characteristi	ic? If so, is t	he impact posi	tive or negative?			
2.4	Men or women People of a particular ethnicity (including re	race or fugees,	he impact posi	tive or negative?			
2.4	Men or women People of a particular ethnicity (including reasylum seekers, migra	race or fugees,	he impact posi	tive or negative?			
2.4	Men or women People of a particular ethnicity (including re asylum seekers, migra gypsies and travellers	race or fugees, ants and	he impact posi	tive or negative?	Negative		
2.4	Men or women People of a particular ethnicity (including reasylum seekers, migragypsies and travellers Disabled ⁵ people (con	race or fugees, ants and	he impact posi	tive or negative?			
2.4	Men or women People of a particular ethnicity (including reasylum seekers, migragypsies and travellers Disabled ⁵ people (condifferent types of phy	race or fugees, ants and) sider sical,	he impact posi	tive or negative?	Negative		
2.4	Men or women People of a particular ethnicity (including re asylum seekers, migra gypsies and travellers Disabled ⁵ people (con different types of phy learning or mental dis	race or fugees, ants and) sider sical, sabilities)	None	tive or negative?	Negative		
2.4	Men or women People of a particular ethnicity (including re asylum seekers, migra gypsies and travellers Disabled ⁵ people (condifferent types of phy learning or mental dispeople of particular see	race or fugees, ants and) sider sical, sabilities)	he impact posi	tive or negative?	Negative		
2.4	Men or women People of a particular ethnicity (including re asylum seekers, migra gypsies and travellers Disabled ⁵ people (condifferent types of phylearning or mental dispeople of particular secondentation/s	race or afugees, ants and) isider sical, sabilities) exual	None	tive or negative?	Negative	Not sure	
2.4	Men or women People of a particular ethnicity (including re asylum seekers, migra gypsies and travellers Disabled ⁵ people (condifferent types of phy learning or mental dispeople of particular second orientation/s People in particular agents.	race or fugees, ants and) sider sical, sabilities) exual	None	tive or negative?	Negative		
2.4	Men or women People of a particular ethnicity (including re asylum seekers, migra gypsies and travellers Disabled ⁵ people (condifferent types of phy learning or mental dis People of particular se orientation/s People in particular ag (consider in particular	race or fugees, ants and) sider sical, sabilities) exual	None	tive or negative?	Negative	Not sure	
2.4	Men or women People of a particular ethnicity (including re asylum seekers, migra gypsies and travellers Disabled ⁵ people (condifferent types of phy learning or mental dis People of particular se orientation/s People in particular ag (consider in particular under 21s and over 65)	race or afugees, ants and) isider isical, isabilities) exual	None	tive or negative?	Negative	Not sure	
2.4	Men or women People of a particular ethnicity (including re asylum seekers, migra gypsies and travellers Disabled ⁵ people (condifferent types of phylearning or mental dispendent or in particular second or in particular age (consider in particular under 21s and over 65)	race or afugees, ants and a sider a sical, a sider a sical, a sider a sical a sider a	None	tive or negative?	Negative	Not sure	
2.4	Men or women People of a particular ethnicity (including re asylum seekers, migra gypsies and travellers Disabled ⁵ people (condifferent types of phylearning or mental dispeople of particular second in particular again (consider in particular under 21s and over 65) People who are intendundergo, are undergo	race or fugees, ants and) sider sical, sabilities) exual ge groups children, 5s) ding to sing or	None	tive or negative?	Negative	Not sure	
2.4	Men or women People of a particular ethnicity (including re asylum seekers, migra gypsies and travellers Disabled ⁵ people (condifferent types of phylearning or mental dis People of particular service orientation/s People in particular ag (consider in particular under 21s and over 65) People who are intendundergo, are undergo have undergone a pro	race or fugees, ants and) sider sical, sabilities) exual ge groups children, 5s) ding to ping or ocess or	None	tive or negative?	Negative	Not sure	
2.4	Men or women People of a particular ethnicity (including re asylum seekers, migra gypsies and travellers Disabled ⁵ people (condifferent types of phylearning or mental distribution/s People of particular seconientation/s People in particular ag (consider in particular under 21s and over 65) People who are intendundergo, are undergo have undergone a propart of a process of g	race or fugees, ants and) sider sical, sabilities) exual ge groups children, 5s) ding to ping or ocess or	None	tive or negative?	Negative	Not sure	
2.4	Men or women People of a particular ethnicity (including re asylum seekers, migra gypsies and travellers Disabled ⁵ people (condifferent types of phy learning or mental dis People of particular se orientation/s People in particular ag (consider in particular under 21s and over 65) People who are intendundergo, are undergo have undergone a propart of a process of greassignment	race or fugees, ants and) sider sical, sabilities) exual ge groups children, 5s) ding to ping or picess or ender	None	tive or negative?	Negative	Not sure	
2.4	Men or women People of a particular ethnicity (including re asylum seekers, migra gypsies and travellers Disabled ⁵ people (condifferent types of phylearning or mental distribution/s People of particular seconientation/s People in particular ag (consider in particular under 21s and over 65) People who are intendundergo, are undergo have undergone a propart of a process of g	race or fugees, ants and) sider sical, sabilities) exual ge groups children, 5s) ding to ping or picess or ender	None	tive or negative?	Negative	Not sure	

 $^{^{5}}$ Disability discrimination is different from other types of discrimination since it includes the duty to make reasonable adjustments.

beliefs				
People on low incomes*				
*People with in some equality g	•	•	. •	• .
women), people with disabilities, you are looking at fees, charges a	, some ethnic m	inority groups etc	. •	• .

2.5	Based on your responses, should a full, detailed EIA be carried out on the project, policy or proposal
	Yes No
2.6	Provide brief reasons on how you have come to this decision?
	The 4,5 and 6 bus services will continue to be provided by the two operators and therefore residents and users will still be able to receive a public transport service.
	At certain times of day, evenings, weekends and public holidays there will be an effect on service provision however, officers have negotiated with Heathrow and the remaining operators to reduce the impact by running revised routes to support the public
	The disbenefit will be to residents who use these services during the periods where the operators are not able to make it viable to operate.

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,	No specific impact	If the impact is negative how can it be mitigated? Please specify	What , if any, are the cumulative effects of this
Protected			Advance equality	Good relations	please specify the nature and extent of that impact		any mitigation measures and how and when they will be implemented	decision when viewed in the context of other Council decisions and their equality impacts
Gender	Men					✓		
Gender	Women					✓		
	White					✓		
	Mixed/Multiple ethnic groups					✓		
	Asian/Asian British					✓		
Race	Black/African/Caribbean/ Black British					✓		
	Gypsies / travellers					✓		
	Other ethnic group					✓		
	Physical				✓		Disabled/Elderly will be the most	
Disability	Sensory						affected however alternative routes are being planned that do not require financial support from the Council	
Disability	Learning Difficulties					✓		
	Learning Disabilities					✓		
	Mental Health					✓		

	Protected Group		Positive impact?			No specific	What will the impact be? If the impact is negative how	What are the cumulative of effects
Protected Gr			Advance equality	Good relations	Negative impact?	impact	can it be mitigated? (action)	
Sexual Orientation	Lesbian, gay men, bisexual					✓		
Age	Older people (50+)				√		Disabled/Elderly will be the most affected however alternative routes are being planned that do not require financial support from the Council	
	Younger people (16 - 25)					✓		
	Children (under 16)					✓		
Gender Reass	ignment					✓		
Impact due to	pregnancy/maternity					✓		
Groups with p	particular faiths and beliefs					✓		
People on low	<i>i</i> incomes					✓		

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
Ongoing demand will be monitored and the position reassessed should this increase and warrant any change						
Enter additional rows if required						

EQUALITY IMPACT ASSESSMENT TEMPLATE

SUMMARY RAG RATING

The outcome of this EIA has been assessed	
to be:	

SECTION 1:

Title	PL-2324-07 - Government Tapering of Concessionary Fares
 What are you analysing? What is the policy/project/activity/strategy looking to achieve? Who is it intended to benefit? Are any specific groups targeted by this decision? What results are intended? 	In common with all other local transport authorities, Slough Borough Council has a statutory duty both to offer a concession to elderly and disabled residents as part of the English National Concessionary Travel Scheme, and to reimburse bus operators for carrying these passengers. Currently the numbers of concessionary passengers is significantly reduced compared to pre-Covid. If this trend continues, LTAs will be able to make savings on concessionary travel reimbursement. It is forecasted that SBC will be able to save £300,000 on its current budget.
Date sent to Finance	15/07/2022
Version number and date of update	V3 – 22/11/2022

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.

 Please provide an overview of who uses/will use your service or facility and identify who are likely to be impacted by the proposal 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. 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 								
y Characteristic	Current or expected make up of service users	Over-represented or Under-represented relative to overall size in local population?						
	All	No						
у	All	No						
ty	All	No						
orientation	All	No						
	All	No						
or belief	All	No						
Identity	All	No						
ncy/Maternity	All	No						
e/Civil Partnership	All	No						
	ncy/Maternity ge/Civil Partnership	ncy/Maternity All						

with chara over mon relat the property dispression the control on the characteristics.	protected acteristic that are represented in the itoring information ive to their size of copulation? If so, this is indicate that the cosal may have a coportionate impact his group even if it is a cersal service.	who could payments t	be affected by to bus operator	this proposal. The	derly and those wh proposals consist of fected if various op being made.	of reducing	
with chara under mon relat the process access there of diagrams.	protected acteristics that are errepresented in the itoring information ive to their size of copulation? If so, this dindicate that the ce may not be essible to all groups or e may be some form rect or indirect imination occurring.	N/A					
2.4	Does the project, police protected characterist				ortionately impact	on people with a	
2.4			he impact posi	tive or negative?			1
2.4	protected characterist				Negative	Not sure	
2.4	men or women	tic? If so, is t	None	tive or negative?			
2.4	Men or women People of a particular	tic? If so, is t	he impact posi	tive or negative?			
2.4	Men or women People of a particular ethnicity (including re	r race or efugees,	None	tive or negative?			
2.4	Men or women People of a particular ethnicity (including reasylum seekers, migr	r race or efugees,	None	tive or negative?			
2.4	Men or women People of a particular ethnicity (including reasylum seekers, migr gypsies and travellers)	r race or efugees, rants and s)	None	tive or negative?		Not sure	
2.4	Men or women People of a particular ethnicity (including reasylum seekers, migr gypsies and travellers) Disabled ⁶ people (con	r race or efugees, rants and s)	None	tive or negative?			
2.4	Men or women People of a particular ethnicity (including reasylum seekers, migr gypsies and travellers) Disabled ⁶ people (condifferent types of physics)	r race or efugees, rants and s)	None	tive or negative?		Not sure	
2.4	Men or women People of a particular ethnicity (including reasylum seekers, migr gypsies and travellers. Disabled ⁶ people (condifferent types of phylearning or mental di	r race or efugees, rants and s) nsider ysical, sabilities)	None	tive or negative?		Not sure	
2.4	Men or women People of a particular ethnicity (including reasylum seekers, migr gypsies and travellers) Disabled ⁶ people (condifferent types of phylearning or mental directors)	r race or efugees, rants and s) nsider ysical, sabilities)	None	tive or negative?		Not sure	
2.4	Men or women People of a particular ethnicity (including reasylum seekers, migr gypsies and travellers. Disabled ⁶ people (condifferent types of phylearning or mental di People of particular sorientation/s	r race or efugees, rants and s) nsider ysical, sabilities) sexual	None	tive or negative?		Not sure	
2.4	Men or women People of a particular ethnicity (including reasylum seekers, migr gypsies and travellers. Disabled ⁶ people (condifferent types of phylearning or mental direction) People of particular sorientation/s People in particular and	r race or efugees, rants and ss) nsider ysical, sabilities) sexual	None	tive or negative?		Not sure	
2.4	Men or women People of a particular ethnicity (including reasylum seekers, migre gypsies and travellers. Disabled ⁶ people (condifferent types of phylearning or mental dielement or mental dielement types of phylearning or mental dielement types of particular sorientation/s People in particular a (consider in particular a	r race or efugees, rants and s) nsider ysical, sabilities) sexual	None	tive or negative?		Not sure	
2.4	Men or women People of a particular ethnicity (including reasylum seekers, migr gypsies and travellers. Disabled ⁶ people (condifferent types of phylearning or mental di People of particular sorientation/s People in particular a (consider in particular and under 21s and over 6)	r race or efugees, rants and s) nsider ysical, sexual seg groups or children, 65s)	None	tive or negative?		Not sure	
2.4	Men or women People of a particular ethnicity (including reasylum seekers, migregypsies and travellers. Disabled ⁶ people (condifferent types of phylearning or mental dient people of particular sorientation/s People in particular accommission (consider in particular accommission) and over 60 people who are interested.	r race or efugees, rants and s) nsider ysical, sabilities) sexual age groups or children, 55s) nding to	None	tive or negative?		Not sure	
2.4	Men or women People of a particular ethnicity (including reasylum seekers, migres gypsies and travellers. Disabled ⁶ people (condifferent types of phylearning or mental diegonientation/s People of particular a (consider in particular a (consider in particular ander 21s and over 6) People who are interfundergo, are undergo	r race or efugees, rants and s) nsider ysical, sabilities) sexual age groups or children, 55s) nding to oing or	None	tive or negative?		Not sure	
2.4	Men or women People of a particular ethnicity (including reasylum seekers, migregypsies and travellers. Disabled ⁶ people (condifferent types of phylearning or mental dient people of particular sorientation/s People in particular accommission (consider in particular accommission) and over 60 people who are interested.	r race or efugees, rants and s) nsider ysical, sabilities) sexual age groups or children, s5s) nding to ooing or ocess or	None	tive or negative?		Not sure	
2.4	Men or women People of a particular ethnicity (including reasylum seekers, migr gypsies and travellers. Disabled ⁶ people (condifferent types of phylearning or mental di People of particular sorientation/s People in particular a (consider in particular a (consider in particular and under 21s and over 6) People who are inter undergo, are undergo have undergone a pr	r race or efugees, rants and s) nsider ysical, sabilities) sexual age groups or children, s5s) nding to ooing or ocess or	None	tive or negative?		Not sure	
2.4	Men or women People of a particular ethnicity (including reasylum seekers, migr gypsies and travellers. Disabled ⁶ people (condifferent types of phylearning or mental dipeople of particular sorientation/s People in particular a (consider in particular a (consider in particular under 21s and over 6) People who are interfundergo, are undergo, are undergo have undergone a propart of a process of §	r race or efugees, rants and s) nsider ysical, sabilities) sexual age groups or children, 55s) nding to oocess or gender	None	tive or negative?		Not sure	

 $^{^{6}}$ Disability discrimination is different from other types of discrimination since it includes the duty to make reasonable adjustments.

People of particular faiths and beliefs				
People on low incomes*				
*People with in some equality growomen), people with disabilities, you are looking at fees, charges ar	some ethnic m	inority groups etc	. •	• • •

2.5	Based on your responses, should a full, detailed EIA be carried out on the project, policy or proposal
	Yes No 🖂
2.6	Provide brief reasons on how you have come to this decision?
	At this moment it is not possible to determine whether the operator will reduce their services as a result of any proposed reduced payment system.

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.

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

Protected Group		F	Positive imp	act?		No specific	What will the impact be? If the impact is negative how	What are the cumulative of effects
		Eliminate discrimination	Advance equality	Good relations	Negative impact?	impact	can it be mitigated? (action)	
Sexual Orientation	Lesbian, gay men, bisexual					✓		
A = 0	Older people (50+)					✓		
Age	Younger people (16 - 25)					✓		
	Children (under 16)					✓		
Gender Reass	ignment					✓		
Impact due to	pregnancy/maternity					✓		
Groups with p	articular faiths and beliefs					✓		
People on low	incomes					✓		

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
Not applicable						
Enter additional rows if required						

EQUALITY IMPACT ASSESSMENT TEMPLATE

SUMMARY RAG RATING

The outcome of this EIA has been assessed	
to be:	

SECTION 1:

Title	PL-2324-20 - Improve Trade Waste Business
 What are you analysing? What is the policy/project/activity/strategy looking to achieve? Who is it intended to benefit? Are 	The DSO has built a Trade Waste service. We can't compete on price - our USP (unique selling point) is fairness and reliability – we tend to pick up customers who have suffered a poor experience from a previous provider.
any specific groups targeted by this decision?	All our customers must contribute surplus, we must not undercut the commercial market.
 What results are intended? 	Trade waste growth has been incremental based on the last two years of data and we anticipate that this will continue and as such we can increase income by a further £10k.
Date sent to Finance	04/11/2022
Version number and date of update	V2 – 22/11/2022

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	 Please provide an overview of who uses/will use your service or facility and identify who are likely to be impacted by the proposal 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. 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 						
	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				

2.2	and the same	A1 -					
	are there any groups	No					
	protected						
	acteristic that are						
	represented in the						
	itoring information						
	ive to their size of						
	opulation? If so, this						
	d indicate that the						
	osal may have a						
	oportionate impact						
	nis group even if it is a						
	ersal service.						
	are there any groups	No					
	protected						
	acteristics that are						
	rrepresented in the						
	itoring information						
	ive to their size of						
	oopulation? If so, this						
	d indicate that the						
	ce may not be						
	ssible to all groups or						
	may he come torm						
	e may be some form						
of di	rect or indirect						
of di discr	rect or indirect imination occurring.					1 51	
of di	rect or indirect imination occurring. Does the project, polic				ortionately impact	on people with a	
of di discr	rect or indirect imination occurring.				ortionately impact	on people with a	
of di discr	rect or indirect imination occurring. Does the project, polic		he impact posi	tive or negative?			
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of di discr	rect or indirect imination occurring. Does the project, polic protected characterist Men or women	ic? If so, is t	he impact posi	tive or negative?			
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of di discr	Men or women People of a particular ethnicity (including re asylum seekers, migr. gypsies and travellers Disabled ⁷ people (cordifferent types of phylearning or mental dispersion).	race or efugees, ants and s) nsider ysical, sabilities) exual	None	tive or negative?			
of di discr	Men or women People of a particular ethnicity (including re asylum seekers, migr gypsies and travellers Disabled ⁷ people (cor different types of phylearning or mental dispending or ientation/s People in particular a	rrace or efugees, ants and s) nsider ysical, sabilities) exual	None	tive or negative?			
of di discr	Men or women People of a particular ethnicity (including re asylum seekers, migra gypsies and travellers Disabled ⁷ people (cordifferent types of phylearning or mental dispeople of particular sorientation/s People in particular a (consider in particular a	race or efugees, ants and s) nsider (sical, sabilities) exual	None	tive or negative?			
of di discr	Men or women People of a particular ethnicity (including re asylum seekers, migr. gypsies and travellers Disabled ⁷ people (cordifferent types of phylearning or mental dispension). People of particular sorientation/s People in particular a (consider in particular and under 21s and over 6	race or efugees, ants and s) nsider (sical, sabilities) exual ge groups r children, 5s)	None	tive or negative?			
of di discr	Men or women People of a particular ethnicity (including re asylum seekers, migra gypsies and travellers Disabled ⁷ people (cordifferent types of phylearning or mental dispension) People of particular sorientation/s People in particular a (consider in particular and under 21s and over 6) People who are intentioning imministration.	rrace or efugees, ants and s) nsider (sical, sabilities) exual ge groups r children, 5s) nding to	None	tive or negative?			
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 $^{^{7}}$ Disability discrimination is different from other types of discrimination since it includes the duty to make reasonable adjustments.

	People of particular faiths and beliefs							
	People on low incomes*							
	*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. - N/A							
2.5	Based on your responses, should	d a full, detaile	ed EIA be carried o	ut on the project,	policy or proposa	al		

2.5	Based on your responses, should a full, detailed EIA be carried out on the project, policy or proposal
	Yes No 🖂
2.6	Provide brief reasons on how you have come to this decision?
	A detailed EIA is not required as there are no impacts on residents. This is an income generation target against Commercial Companies.

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.

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

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

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
Enter additional rows if required						

EQUALITY IMPACT ASSESSMENT TEMPLATE

SUMMARY RAG RATING

The outcome of this EIA has been assessed	
to be:	

SECTION 1:

Title	PL-2324-22 - Increase Charges for Parking Permits
 What are you analysing? What is the policy/project/activity/strategy looking to achieve? Who is it intended to benefit? Are any specific groups targeted by this decision? What results are intended? 	The parking team are rolling out a programme of Controlled Parking Zones (CPZs) instead of waiting restrictions as part of the Local Transport Plan Parking Strategy (Supplementary Strategy Document) approved by Cabinet We need to increase permit fees for 1st, 2nd and 3rd resident permits to help fund the increased activity required of the team without drawing on the General Fund.
Date sent to Finance	05.08.2022
Version number and date of update	V4 – 22/11/2022

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	 Please provide an overview of who uses/will use your service or facility and identify who are likely to be impacted by the proposal 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. 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 						
	Equality Characteristic	Current or expected make up of service users	Over-represented or Under-represented relative to overall size in local population?				
	Gender	All	No No				
	Ethnicity	All	No				
	Disability	All	No				
	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				

	are there any groups			•	•	•		
with protected households on low incomes. Larger households may be disproportionally aff characteristic that are overrepresented in the policy that provides discretion for these categories, and these will need to								
characteristic that are overrepresented in the monitoring information Families with children may be disproportionately affected. There is policy that provides discretion for these categories, and these will considered in a review of the terms and conditions of the permits								
over	represented in the	policy that	tion for these cate	egories, and these	will need to			
mon	itoring information	considered	the terms and con	ditions of the perm	nits by Cabinet tak	king		
relative to their size of account of the statutory framework and benchmarking data before								
the population? If so, this implementation of these increased charges.								
_	l indicate that the	ne la						
prop	osal may have a	Disabled users will not be affected by this proposal providing they apply for						
	oportionate impact	Disabled users will not be affected by this proposal providing they apply for disabled bays if no off-road parking is available.						
7	nis group even if it is a	disabled bays if no off-road parking is available.						
	ersal service.							
	re there any groups							
	protected	N/a						
	acteristics that are	1,7,4						
	rrepresented in the							
	itoring information							
	ive to their size of							
	opulation? If so, this							
	indicate that the							
	ce may not be							
	ssible to all groups or							
	e may be some form							
	rect or indirect							
discrimination occurring.								
		cy or propos	al have the not	ential to disprop	ortionately impact	on neonle with a		
2.4	Does the project, police				ortionately impact	on people with a		
					ortionately impact	on people with a		
	Does the project, police		he impact posit	tive or negative?				
	Does the project, police protected characterist				Negative	on people with a		
	Does the project, police protected characterists Men or women	tic? If so, is t	he impact posit	tive or negative?				
	Does the project, police protected characterists Men or women People of a particular	tic? If so, is t	he impact posit	tive or negative?				
	Men or women People of a particula ethnicity (including re	r race or efugees,	he impact posit	tive or negative?				
	Men or women People of a particula ethnicity (including reasylum seekers, migr	r race or efugees,	he impact posit	tive or negative?				
	Men or women People of a particula ethnicity (including rasylum seekers, migr gypsies and traveller.	r race or efugees, rants and	None	tive or negative?				
	Men or women People of a particula ethnicity (including rasylum seekers, migr gypsies and travellers) Disabled8 people (co	r race or efugees, rants and s)	he impact posit	tive or negative?				
	Men or women People of a particula ethnicity (including reasylum seekers, migr gypsies and traveller. Disabled8 people (coldifferent types of physics)	r race or efugees, rants and s) nsider	None	tive or negative?				
	Men or women People of a particula ethnicity (including rasylum seekers, migr gypsies and traveller. Disabled8 people (codifferent types of phylearning or mental di	r race or efugees, rants and s) nsider ysical, isabilities)	None	tive or negative?				
	Men or women People of a particula ethnicity (including rasylum seekers, migr gypsies and traveller. Disabled8 people (codifferent types of phelearning or mental di People of particular seemes)	r race or efugees, rants and s) nsider ysical, isabilities)	None	tive or negative?				
	Men or women People of a particula ethnicity (including reasylum seekers, migr gypsies and traveller. Disabled ⁸ people (condifferent types of phylearning or mental di People of particular sorientation/s	r race or efugees, rants and s) nsider ysical, isabilities)	None	tive or negative?				
	Men or women People of a particula ethnicity (including rasylum seekers, migr gypsies and traveller. Disabled8 people (condifferent types of phylearning or mental di People of particular sorientation/s People in particular sorientation/s	r race or efugees, rants and s) nsider ysical, isabilities) sexual	None	tive or negative?				
	Men or women People of a particula ethnicity (including rasylum seekers, migr gypsies and traveller. Disabled ⁸ people (codifferent types of phelearning or mental di People of particular sorientation/s People in particular a (consider in particular a consider in particu	r race or efugees, rants and s) nsider ysical, isabilities) sexual	None	tive or negative?				
	Men or women People of a particular ethnicity (including reasylum seekers, migre gypsies and traveller. Disabled ⁸ people (condifferent types of phelearning or mental diemonial people of particular sorientation/s People in particular and (consider in particular and under 21s and over 6)	r race or efugees, rants and s) nsider ysical, isabilities) sexual age groups ar children, 65s)	None	tive or negative?				
	Men or women People of a particula ethnicity (including reasylum seekers, migr gypsies and travellers. Disabled ⁸ people (codifferent types of phelearning or mental di People of particular sorientation/s People in particular a (consider in particular and under 21s and over 62 People who are intersion.	r race or efugees, rants and s) nsider ysical, isabilities) sexual age groups ar children, 55s) nding to	None	tive or negative?				
	Men or women People of a particula ethnicity (including rasylum seekers, migr gypsies and traveller. Disabled ⁸ people (codifferent types of phelearning or mental di People of particular sorientation/s People in particular a (consider in particular ander 21s and over 6 People who are internundergo, are undergo	r race or efugees, rants and s) nsider ysical, isabilities) sexual age groups or children, 65s) nding to oing or	None	tive or negative?				
	Men or women People of a particula ethnicity (including reasylum seekers, migr gypsies and traveller. Disabled ⁸ people (condifferent types of phelearning or mental di People of particular sorientation/s People in particular a (consider in particular and the people who are interned and the people who are interned and the people who are undergo, are undergone a presentation of the people who are interned and the people who are interned and the proposed and the	r race or efugees, rants and s) nsider ysical, isabilities) sexual age groups ar children, 65s) nding to oing or occess or	None	tive or negative?				
	Men or women People of a particula ethnicity (including reasylum seekers, migr gypsies and traveller. Disabled ⁸ people (condifferent types of phelearning or mental di People of particular sorientation/s People in particular a (consider in particular and the people who are interferent undergo, are undergonare undergonare of a process of see the process	r race or efugees, rants and s) nsider ysical, isabilities) sexual age groups ar children, 65s) nding to oing or occess or	None	tive or negative?				
	Men or women People of a particula ethnicity (including rasylum seekers, migr gypsies and traveller: Disabled® people (codifferent types of phelearning or mental di People of particular sorientation/s People in particular a (consider in particular a (consider in particular ander 21s and over 6) People who are interfundergo, are undergo have undergone a preassignment	r race or efugees, rants and s) nsider ysical, isabilities) sexual age groups ar children, 55s) nding to oing or occess or gender	None None	tive or negative?				
	Men or women People of a particula ethnicity (including reasylum seekers, migr gypsies and traveller. Disabled ⁸ people (condifferent types of phelearning or mental di People of particular sorientation/s People in particular a (consider in particular and the people who are interferent undergo, are undergonare undergonare of a process of see the process	r race or efugees, rants and s) nsider ysical, isabilities) sexual age groups ar children, 55s) nding to oing or occess or gender	None	tive or negative?				

 $^{^{8}}$ Disability discrimination is different from other types of discrimination since it includes the duty to make reasonable adjustments.

People of particular faiths and							
beliefs							
People on low incomes*							
*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.							
			ups etc). This is es	pecially important			

2.5	Based on your responses, should a full, detailed EIA be carried out on the project, policy or proposal
	Yes No
2.6	Provide brief reasons on how you have come to this decision?
	The elderly will be affected if they are on basic state pensions together with households on low incomes. Larger households may be disproportionally affected. Families with children may be disproportionately affected. There is currently no policy that provides discretion for these categories, and these will need to considered in a review of the terms and conditions of the permits by Cabinet taking account of the statutory framework and benchmarking data before implementation of these increased charges. Disabled users will not be affected by this proposal providing they apply for disabled bays if no off-road
	parking is available.

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

Protected Group		Positive impact?		Negative	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	impact?		can to account (account)	
Sexual Orientation	Lesbian, gay men, bisexual							
A 70	Older people (50+)							
Age	Younger people (16 - 25)							
	Children (under 16)							
Gender Reassignment								
Impact due to pregnancy/maternity								
Groups with particular faiths and beliefs								

		1 L 232-	 	
		✓	The elderly will be affected if	
			they are on basic state	
			pensions together with	
			households on low incomes.	
			Larger low-income	
			households may be	
			disproportionally affected.	
			Low-income families with	
			children may be	
			disproportionately affected.	
			There is currently no policy	
			that provides discretion for	
			these categories e.g. by	
			means of a concession	
			scheme, and these will need	
			to considered in a review of	
			the terms and conditions of	
			the permits by Cabinet taking	
People on low incomes			account of the statutory	
			framework and	
			benchmarking data before	
			implementation of these	
			increased charges.	
			A discretionary 1 st permit at a	
			lower rate may be possible	
			with higher costs if those	
			households then apply for a	
			second permit. This would be	
			in keeping with other local	
			authorities.	
			Disabled users will not be	
			affected by this proposal	
			providing they apply for	
			disabled bays if no off-road	
			parking is available.	

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
Enter additional rows if required						

EQUALITY IMPACT ASSESSMENT TEMPLATE

SUMMARY RAG RATING

SECTION 1:

Title	PL-2324-23 - Streetworks Section 50 licences
What are you analysing? • What is the	To increase section 50 license fees.
policy/project/activity/strategy looking to achieve? Who is it intended to benefit? Are	The Permits Team will generate further income to cover costs for the Local Authority.
any specific groups targeted by this decision?	No group will be affected as this is a commercial transaction.
What results are intended?	
Date sent to Finance	04.08.2022
Version number and date of update	V2 – 04/11/2022

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	 identify who are likely to be if you do not formally results of local survey anecdotal evidence (in complete all boxes. Consider whether the including members of 	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.						
	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						
	Ethnicity	n/a						
	Disability	n/a						
	Sexual orientation	n/a						
	Age	n/a						
	Religion or belief	n/a						
	Gender Identity	n/a						
	Pregnancy/Maternity	n/a						
	Marriage/Civil Partnership	n/a						

	are there any groups	N/a					
	protected						
	acteristic that are						
	represented in the						
mon	itoring information						
relat	ive to their size of						
the p	oopulation? If so, this						
could	d indicate that the						
prop	osal may have a						
dispr	oportionate impact						
on th	nis group even if it is a						
unive	ersal service.						
2.3 A	re there any groups						
	protected	N/a					
	acteristics that are	,					
unde	errepresented in the						
	itoring information						
relat	ive to their size of						
the p	opulation? If so, this						
could	d indicate that the						
servi	ce may not be						
acce.	ssible to all groups or						
	3 11 11 11 11 11 11 11 11 11 11 11 11 11						
	e may be some form						
there							
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there of di discr	e may be some form rect or indirect imination occurring. Does the project, polic		he impact posi	tive or negative?			
there of di discr	e may be some form rect or indirect imination occurring. Does the project, police protected characterist	ic? If so, is t	he impact posi	tive or negative?			
there of di discr	e may be some form rect or indirect imination occurring. Does the project, policy protected characterist Men or women	r race or	None	tive or negative?			
there of di discr	e may be some form rect or indirect imination occurring. Does the project, polic protected characterist Men or women People of a particular	r race or efugees,	None	tive or negative?			
there of di discr	e may be some form rect or indirect imination occurring. Does the project, polic protected characterist Men or women People of a particular ethnicity (including re	r race or efugees, ants and	None	tive or negative?			
there of di discr	may be some form rect or indirect imination occurring. Does the project, policy protected characterist Men or women People of a particular ethnicity (including reasylum seekers, migr	r race or efugees, ants and	None	tive or negative?			
there of di discr	may be some form rect or indirect imination occurring. Does the project, polic protected characterist Men or women People of a particular ethnicity (including re asylum seekers, migr gypsies and travellers	r race or efugees, ants and s)	None	tive or negative?			
there of di discr	may be some form rect or indirect imination occurring. Does the project, policy protected characterist Men or women People of a particular ethnicity (including reasylum seekers, migr gypsies and travellers Disabled9 people (con	r race or efugees, ants and s)	None	tive or negative?			
there of di discr	may be some form rect or indirect imination occurring. Does the project, policy protected characterist Men or women People of a particular ethnicity (including reasylum seekers, migr gypsies and travellers Disabled9 people (condifferent types of physics or physics)	r race or efugees, ants and s) nsider ysical, sabilities)	None	tive or negative?			
there of di discr	may be some form rect or indirect imination occurring. Does the project, policy protected characterist Men or women People of a particular ethnicity (including reasylum seekers, migr gypsies and travellers Disabled9 people (condifferent types of phy learning or mental di	r race or efugees, ants and s) nsider ysical, sabilities)	None	tive or negative?			
there of di discr	Men or women People of a particular ethnicity (including re asylum seekers, migr gypsies and travellers Disabled ⁹ people (cor different types of phylearning or mental di People of particular sections)	r race or efugees, ants and s) nsider ysical, sabilities) sexual	None	tive or negative?			
there of di discr	may be some form rect or indirect imination occurring. Does the project, policy protected characterist Men or women People of a particular ethnicity (including reasylum seekers, migr gypsies and travellers Disabled9 people (condifferent types of phylearning or mental direction/s	r race or efugees, ants and s) nsider ysical, sabilities) sexual	None	tive or negative?			
there of di discr	Men or women People of a particular asylum seekers, migr gypsies and travellers Disabled people (cordifferent types of phylearning or mental dipeople of particular sorientation/s People in particular a (consider in particular a formula dispersion of particular a consider in particular a formula dispension of particular a formula	r race or efugees, ants and s) nsider ysical, sabilities) sexual	None	tive or negative?			
there of di discr	Men or women People of a particular ethnicity (including re asylum seekers, migr gypsies and travellers Disabled ⁹ people (cordifferent types of phylearning or mental di. People of particular sorientation/s People in particular a (consider in particular and under 21s and over 6	r race or efugees, ants and s) nsider ysical, sabilities) sexual	None	tive or negative?			
there of di discr	may be some form rect or indirect imination occurring. Does the project, policy protected characterist Men or women People of a particular ethnicity (including reasylum seekers, migr gypsies and travellers Disabled people (condifferent types of phylearning or mental di People of particular sorientation/s People in particular a (consider in particular aunder 21s and over 6 People who are intention.	r race or efugees, ants and s) nsider ysical, sabilities) sexual age groups r children, (5s) nding to	None	tive or negative?			
there of di discr	Men or women People of a particular ethnicity (including re asylum seekers, migr gypsies and travellers Disabled people (cordifferent types of phylearning or mental di People of particular sorientation/s People in particular a (consider in particular under 21s and over 6 People who are intentundergo, are undergo	r race or efugees, ants and s) nsider ysical, sabilities) sexual age groups r children, is5s) nding to ong or	None	tive or negative?			
there of di discr	Men or women People of a particular ethnicity (including re asylum seekers, migr gypsies and travellers Disabled ⁹ people (cordifferent types of phylearning or mental dipeople of particular sorientation/s People in particular a (consider in particular and cover 6) People who are intenundergo, are undergo have undergone a proper consider in particular and consider in particular and cover 6)	r race or efugees, ants and s) nsider ysical, sabilities) sexual rehildren, (55s) nding to or occess or	None	tive or negative?			
there of di discr	may be some form rect or indirect imination occurring. Does the project, policy protected characterist Men or women People of a particular ethnicity (including reasylum seekers, migr gypsies and travellers Disabled people (condifferent types of phylearning or mental diperentation/s People of particular sorientation/s People in particular a (consider in particular and under 21s and over 6) People who are intended and process of generation a process of generation and generatio	r race or efugees, ants and s) nsider ysical, sabilities) sexual rehildren, (55s) nding to or occess or	None	tive or negative?			
there of di discr	may be some form rect or indirect imination occurring. Does the project, police protected characterist Men or women People of a particular ethnicity (including reasylum seekers, migre gypsies and travellers. Disabled people (condifferent types of phylearning or mental dient people of particular sorientation/s People in particular acconsider in particular acconsideration.	r race or efugees, ants and s) nsider ysical, sabilities) sexual age groups r children, is) nding to one occess or gender	None None	tive or negative?			
there of di discr	may be some form rect or indirect imination occurring. Does the project, policy protected characterist Men or women People of a particular ethnicity (including reasylum seekers, migr gypsies and travellers Disabled people (condifferent types of phylearning or mental diperentation/s People of particular sorientation/s People in particular a (consider in particular and under 21s and over 6) People who are intended and process of generation a process of generation and generatio	r race or efugees, ants and s) nsider ysical, sabilities) sexual age groups r children, is) nding to one occess or gender	None	tive or negative?			

 $^{^{9}}$ Disability discrimination is different from other types of discrimination since it includes the duty to make reasonable adjustments.

	People of particular faiths and beliefs				
	People on low incomes*				
	*People with in some equality gr women), people with disabilities, you are looking at fees, charges a If any of the answers to the quest detailed impact assessment.	some ethnic mi nd access to ser	nority groups etc) vices.	. This is especially	important when
2.5	Based on your responses, shou	ıld a full, detaile	d EIA be carried ou	ut on the project, _l	policy or proposal
	Yes No 🖂				
2.6	Provide brief reasons on how y	ou have come to	this decision?		
	The income comes from Comme	ercial companies	not from affected	groups.	

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

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

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
Enter additional rows if required						

EQUALITY IMPACT ASSESSMENT TEMPLATE

SUMMARY RAG RATING

SECTION 1:

Title	PL-2324-24 - Streetworks Road Closure fees
 What are you analysing? What is the policy/project/activity/strategy looking to achieve? Who is it intended to benefit? Are any specific groups targeted by this decision? What results are intended? 	To increase section road closure charges for third parties to cover the Permit Team operating costs including legal and adverts.
Date sent to Finance	05.08.2022
Version number and date of update	V2 – 04/11/2022

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	 If you do not formally results of local survey. anecdotal evidence (in complete all boxes. Consider whether the including members of 	 identify who are likely to be impacted by the proposal 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. 						
	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						
	Ethnicity	n/a						
	Disability	n/a						
	Sexual orientation	n/a						
	Age	n/a						
	Religion or belief	n/a						
	Gender Identity	n/a						
	Pregnancy/Maternity	n/a						
	Marriage/Civil Partnership	n/a						

	are there any groups	N/a					
	protected						
	acteristic that are						
	represented in the						
mon	itoring information						
relat	ive to their size of						
the p	oopulation? If so, this						
could	d indicate that the						
prop	osal may have a						
dispr	oportionate impact						
on this group even if it is a							
unive	ersal service.						
2.3 A	re there any groups						
	protected	N/a					
	acteristics that are	,					
unde	errepresented in the						
	itoring information						
relat	ive to their size of						
the p	opulation? If so, this						
could	d indicate that the						
servi	ce may not be						
acces	ssible to all groups or						
	accessible to all groups or						
there may be some form							
	e may be some form rect or indirect						
of di							
of di	rect or indirect	cy or propos	al have the pot	ential to disprop	ortionately impact	on people with a	
of di discr	rect or indirect imination occurring.				ortionately impact	on people with a	
of di discr	rect or indirect imination occurring. Does the project, polic				ortionately impact	on people with a	
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of di discr	rect or indirect imination occurring. Does the project, polic		he impact posi	tive or negative?			
of di discr	rect or indirect imination occurring. Does the project, polic protected characterist	tic? If so, is t	he impact posi	tive or negative?			
of di discr	rect or indirect imination occurring. Does the project, polic protected characterist Men or women	tic? If so, is t	None	tive or negative?			
of di discr	mect or indirect imination occurring. Does the project, polic protected characterist Men or women People of a particular ethnicity (including re	r race or efugees,	None	tive or negative?			
of di discr	mect or indirect imination occurring. Does the project, polic protected characterist Men or women People of a particular	r race or efugees,	None	tive or negative?			
of di discr	mect or indirect imination occurring. Does the project, polic protected characterist Men or women People of a particular ethnicity (including re asylum seekers, migr	r race or efugees, rants and s)	None	tive or negative?			
of di discr	Men or women People of a particular ethnicity (including re asylum seekers, migr gypsies and travellers Disabled ¹⁰ people (co	r race or efugees, eants and s)	None	tive or negative?			
of di discr	Men or women People of a particular ethnicity (including re asylum seekers, migr gypsies and travellers Disabled ¹⁰ people (co different types of phy	r race or efugees, rants and s) onsider ysical,	None	tive or negative?			
of di discr	Men or women People of a particular ethnicity (including re asylum seekers, migr gypsies and travellers Disabled ¹⁰ people (co different types of phylearning or mental di	r race or efugees, rants and s) onsider ysical, sabilities)	None	tive or negative?			
of di discr	Men or women People of a particular ethnicity (including re asylum seekers, migr gypsies and travellers Disabled ¹⁰ people (co different types of phylearning or mental di People of particular s	r race or efugees, rants and s) onsider ysical, sabilities)	None	tive or negative?			
of di discr	Men or women People of a particular ethnicity (including re asylum seekers, migr gypsies and travellers Disabled ¹⁰ people (co different types of phylearning or mental di	r race or efugees, rants and s) onsider ysical, sabilities)	None	tive or negative?			
of di discr	Men or women People of a particular ethnicity (including re asylum seekers, migr gypsies and travellers Disabled ¹⁰ people (co different types of phylearning or mental di People of particular sorientation/s People in particular a	r race or efugees, rants and ss) onsider ysical, sabilities) sexual	None	tive or negative?			
of di discr	Men or women People of a particular ethnicity (including re asylum seekers, migr gypsies and travellers Disabled ¹⁰ people (co different types of phy learning or mental di People of particular sorientation/s People in particular a (consider in particular a	r race or efugees, rants and s) onsider ysical, sabilities) sexual	None	tive or negative?			
of di discr	Men or women People of a particular asylum seekers, migr gypsies and travellers Disabled ¹⁰ people (codifferent types of phylearning or mental diperation/s People in particular a (consider in particular and consider in particular and individual ander 21s and over 6	r race or efugees, rants and s) onsider ysical, sexual sege groups or children, 65s)	None	tive or negative?			
of di discr	Men or women People of a particular asylum seekers, migr gypsies and travellers Disabled ¹⁰ people (co different types of phylearning or mental di People of particular sorientation/s People in particular a (consider in particular and under 21s and over 6 People who are intentimination.	r race or efugees, rants and s) onsider ysical, sabilities) sexual age groups or children, 55s) onding to	None	tive or negative?			
of di discr	Men or women People of a particular ethnicity (including re asylum seekers, migr gypsies and travellers Disabled ¹⁰ people (co different types of phy learning or mental di People of particular sorientation/s People in particular a (consider in particular under 21s and over 6 People who are intentundergo, are undergo	r race or efugees, rants and s) onsider ysical, sabilities) sexual age groups or children, 65s) onding to oing or	None	tive or negative?			
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of di discr	Men or women People of a particular asylum seekers, migr gypsies and travellers Disabled ¹⁰ people (co different types of phylearning or mental di People of particular sorientation/s People in particular a (consider in particular under 21s and over 6 People who are intenundergo, are undergo have undergone a propart of a process of getting.	r race or efugees, rants and s) onsider ysical, sexual seg groups or children, s5s) oning or occess or	None	tive or negative?			
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of di discr	Men or women People of a particular asylum seekers, migr gypsies and travellers Disabled ¹⁰ people (co different types of phylearning or mental di People of particular sorientation/s People in particular a (consider in particular under 21s and over 6 People who are intenundergo, are undergo have undergone a propart of a process of getting.	r race or efugees, rants and s) onsider ysical, sabilities) sexual age groups or children, 55s) onding to one ocess or gender	None	tive or negative?			

 $^{^{\}rm 10}$ Disability discrimination is different from other types of discrimination since it includes the duty to make reasonable adjustments.

People of particular faiths and beliefs				
3 5 11 5 15				
People on low incomes*				
*People with in some equality grownen, people with disabilities	•	•	. •	• •
*People with in some equality growomen), people with disabilities, you are looking at fees, charges as	some ethnic m	ninority groups etc	. •	• •
women), people with disabilities,	some ethnic m	ninority groups etc ervices.). This is especiall	y important whe

2.5	Based on your responses, should a full, detailed EIA be carried out on the project, policy or proposal
	Yes No 🖂
2.6	Provide brief reasons on how you have come to this decision?
	The income comes from Commercial companies not from affected groups.

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.

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

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

SECTION 4: ACTION PLAN

4.4	Compute the estimate plan if you are day and you are made	and the properties increased they be not identified	d tales stone to factor and relations or fill data sone
4.1	Complete the action plan if you need to reduce or rem	ove the negative impacts you have identified	a, take steps to foster good relations of 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
Enter additional rows if required						

EQUALITY IMPACT ASSESSMENT TEMPLATE

SUMMARY RAG RATING

The outcome of this EIA has been assessed	
to be:	

SECTION 1:

Title	PL-2324-25 - Transport and Highways Grant Swap
 What are you analysing? What is the policy/project/activity/strategy looking to achieve? Who is it intended to benefit? Are any specific groups targeted by this decision? What results are intended? 	Expenditure currently undertaken through revenue budgets has been identified that can be aggregated into a programme of works and focused on addressing the replacement of infrastructure assets on a componentisation basis, hence can be categorised as capital in nature. This removes expenditure from the revenue budget (creating a saving), whilst the expenditure when capitalised can then be financed using the DfT capital grant.
Date sent to Finance	There is no impact to residents or employees 30/06/2022
Version number and date of update	V2 – 22/11/2022

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	 Please provide an overview of who uses/will use your service or facility and identify who are likely to be impacted by the proposal 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. 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 							
	Equality Characteristic	Current or expected make up of service users	Over-represented or Under-represented relative to overall size in local population?					
	Gender	All	No					
	Ethnicity	All	No					
	Disability	All	No					
	Sexual orientation	All	No					
	Age	All	No					
	Religion or belief	All	No No					
	Gender Identity	All						
	Pregnancy/Maternity	All						
	Marriage/Civil Partnership	All	No					
		-						

	Are there any groups	There are r	no protected gro	oups affected by t	this proposal		
	protected						
	acteristic that are						
	represented in the						
mon	itoring information						
relat	ive to their size of						
the p	oopulation? If so, this						
could	d indicate that the						
prop	osal may have a						
dispi	oportionate impact						
on th	nis group even if it is a						
	ersal service.						
2.3 /	Are there any groups	There are r	no protected gro	oups affected by t	this proposal		
	protected			,			
	acteristics that are						
unde	errepresented in the						
	itoring information						
	ive to their size of						
	opulation? If so, this						
	d indicate that the						
servi	ce may not be						
	ssible to all groups or						
there may be some form							
of direct or indirect							
	imination occurring.						
		cy or propos	al have the pot	ential to dispropo	ortionately impact	on people with a	
discr	imination occurring.				ortionately impact	on people with a	
discr	imination occurring. Does the project, polic				ortionately impact	on people with a	
discr	imination occurring. Does the project, polic					on people with a	
discr	imination occurring. Does the project, polic		he impact posit	tive or negative?	Negative		
discr	imination occurring. Does the project, police protected characterist Men or women	tic? If so, is t	he impact posit	tive or negative?			
discr	Does the project, police protected characterist Men or women People of a particular	tic? If so, is t	he impact posit	tive or negative?			
discr	Men or women People of a particular ethnicity (including re	r race or efugees,	he impact posit	tive or negative?			
discr	Men or women People of a particular ethnicity (including reasylum seekers, migr	r race or efugees,	he impact posit	tive or negative?			
discr	Men or women People of a particular ethnicity (including ro asylum seekers, migr gypsies and travellers)	r race or efugees, rants and s)	None	tive or negative?			
discr	Men or women People of a particular ethnicity (including re asylum seekers, migr gypsies and travellers Disabled ¹¹ people (cc.	r race or efugees, eants and s)	he impact posit	tive or negative?			
discr	Men or women People of a particular ethnicity (including rasylum seekers, migr gypsies and travellers. Disabled ¹¹ people (co different types of physics)	r race or efugees, rants and s) onsider ysical,	None	tive or negative?			
discr	Men or women People of a particular ethnicity (including roasylum seekers, migr gypsies and travellers. Disabled ¹¹ people (codifferent types of phylearning or mental di	r race or efugees, rants and s) onsider ysical, sabilities)	None	tive or negative?			
discr	Men or women People of a particular ethnicity (including rasylum seekers, migr gypsies and travellers Disabled ¹¹ people (co different types of phylearning or mental di People of particular seemes)	r race or efugees, rants and s) onsider ysical, sabilities)	None	tive or negative?			
discr	Men or women People of a particular ethnicity (including roasylum seekers, migr gypsies and travellers. Disabled ¹¹ people (codifferent types of phylearning or mental di People of particular sorientation/s	r race or efugees, rants and s) onsider ysical, sabilities)	None	tive or negative?			
discr	Men or women People of a particular ethnicity (including roasylum seekers, migr gypsies and travellers. Disabled ¹¹ people (codifferent types of phylearning or mental di People of particular sorientation/s People in particular a	r race or efugees, rants and ss) onsider ysical, sabilities) sexual	None	tive or negative?			
discr	Men or women People of a particular ethnicity (including re asylum seekers, migr gypsies and travellers Disabled ¹¹ people (co different types of phylearning or mental di People of particular sorientation/s People in particular a (consider in particular a	r race or efugees, rants and s) onsider ysical, sabilities) sexual	None	tive or negative?			
discr	Men or women People of a particular ethnicity (including rasylum seekers, migr gypsies and travellers Disabled ¹¹ people (codifferent types of phylearning or mental di People of particular sorientation/s People in particular a (consider in particular and under 21s and over 6	r race or efugees, rants and s) onsider ysical, sexual seg groups or children, 65s)	None	tive or negative?			
discr	Men or women People of a particular ethnicity (including roasylum seekers, migr gypsies and travellers. Disabled ¹¹ people (codifferent types of phylearning or mental di People of particular sorientation/s People in particular a (consider in particular a lunder 21s and over 6 People who are inter	r race or efugees, rants and s) onsider ysical, sabilities) sexual age groups or children, 55s) onding to	None	tive or negative?			
discr	Men or women People of a particular ethnicity (including re asylum seekers, migr gypsies and travellers Disabled ¹¹ people (co different types of phylearning or mental di People of particular sorientation/s People in particular a (consider in particular and under 21s and over 6 People who are internundergo, are undergo	r race or efugees, rants and s) onsider ysical, sabilities) sexual age groups or children, 65s) onding to oing or	None	tive or negative?			
discr	Men or women People of a particular ethnicity (including rasylum seekers, migr gypsies and travellers Disabled ¹¹ people (codifferent types of phelearning or mental di People of particular sorientation/s People in particular a (consider in particular and consider in particular under 21s and over 61 People who are inter undergo, are undergo have undergone a priorettation.	r race or efugees, rants and s) onsider ysical, sabilities) sexual age groups or children, 65s) oning or occess or	None	tive or negative?			
discr	Men or women People of a particular ethnicity (including roasylum seekers, migr gypsies and travellers. Disabled ¹¹ people (codifferent types of phylearning or mental di People of particular sorientation/s People in particular a (consider in particular a lunder 21s and over 6 People who are internundergo, are undergo have undergone a propart of a process of §	r race or efugees, rants and s) onsider ysical, sabilities) sexual age groups or children, 65s) oning or occess or	None	tive or negative?			
discr	Men or women People of a particular ethnicity (including re asylum seekers, migr gypsies and travellers Disabled ¹¹ people (co different types of phelearning or mental di People of particular sorientation/s People in particular a (consider in particular a (consider in particular under 21s and over 6) People who are interfundergo, are undergo have undergone a preassignment	r race or efugees, rants and s) onsider ysical, sabilities) sexual age groups or children, 55s) onding to one ocess or gender	None None	tive or negative?			
discr	Men or women People of a particular ethnicity (including roasylum seekers, migr gypsies and travellers. Disabled ¹¹ people (codifferent types of phylearning or mental di People of particular sorientation/s People in particular a (consider in particular a lunder 21s and over 6 People who are internundergo, are undergo have undergone a propart of a process of §	r race or efugees, rants and s) onsider ysical, sabilities) sexual age groups or children, 55s) onding to one ocess or gender	None	tive or negative?			

 $^{^{11}}$ Disability discrimination is different from other types of discrimination since it includes the duty to make reasonable adjustments.

beliefs				
People on low incomes*				
*People with in some equality growomen), people with disabilities, you are looking at fees, charges and	some ethnic m	ninority groups etc	. •	•

2.5	Based on your responses, should a full, detailed EIA be carried out on the project, policy or proposal
	Yes No 🖂
2.6	Provide brief reasons on how you have come to this decision?
	This is a technical accounting exercise there is no impact to residents or employees.

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.

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

			Positive impact?			No specific	What will the impact be? If the impact is negative how	What are the cumulative of effects
Protected Group		Eliminate discrimination	Advance equality	Good relations	Negative impact?	impact	can it be mitigated? (action)	
Sexual Orientation	Lesbian, gay men, bisexual					✓		
A 70	Older people (50+)					✓		
Age	Younger people (16 - 25)					✓		
	Children (under 16)					✓		
Gender Reass	ignment					✓		
Impact due to	pregnancy/maternity					✓		
Groups with p	articular faiths and beliefs					✓		
People on low	incomes					✓		

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
Not applicable						
Enter additional rows if required						

EQUALITY IMPACT ASSESSMENT TEMPLATE

SUMMARY RAG RATING

The outcome of this EIA has been assessed to be:

SECTION 1:

Title	PL-2324-36 - Green waste collection charges
 What are you analysing? What is the policy/project/activity/strategy looking to achieve? Who is it intended to benefit? Are any specific groups targeted by this 	Introduce a charge of £50 per year per 240L green wheeled bin for the collection of garden waste over 50 weeks (break for 2 weeks over Christmas). The 50-week period would start on the 1 November each year. The first year will commence on Tuesday 1 November 2022
decision? • What results are intended?	The new chargeable service will reduce overheads for green waste collection and disposal.
	There are 28,000 current subscribers who not paying but it is expected that between 40-50 of them will pay for the new service.
	Those affected are likely to be residents on low incomes
	This decision was agreed at Cabinet on 18 July 2022.
Date sent to Finance	04/11/2022
Version number and date of update	V2 – 22/11/2022

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.

Please provide an overview of who uses/will use your service or facility and 2.1 identify who are likely to be impacted by the proposal • 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. • 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 **Equality Characteristic** Current or expected Over-represented or make up of service Under-represented relative to overall size users in local population? Gender ΑII No No ΑII Ethnicity Disability ΑII No Sexual orientation ΑII No Age ΑII No Religion or belief ΑII No ΑII **Gender Identity** No ΑII Pregnancy/Maternity No Marriage/Civil Partnership ΑII No Socio-Economic ΑII Yes 2.2 Are there any groups No 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.					
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	No				
discrimination occurring.2.4 Does the project, police	v or propos	al have the pot	ential to disprope	ortionately impact	on people with a
protected characterist					
		ne impaet posi	ince of ficeative:		
				Nagativa	Not sure
		None	Positive	Negative	Not sure
Men or women		None		Negative	Not sure
Men or women People of a particular	race or	None		Negative	Not sure
Men or women People of a particular ethnicity (including re	race or efugees,	None		Negative	Not sure
Men or women People of a particular ethnicity (including re asylum seekers, migra	race or efugees, ants and	None		Negative	Not sure
Men or women People of a particular ethnicity (including re asylum seekers, migra	race or efugees, ants and	None		Negative	Not sure
Men or women People of a particular ethnicity (including reasylum seekers, migragypsies and travellers Disabled ¹² people (co	race or efugees, ants and s) nsider	None		Negative	Not sure
Men or women People of a particular ethnicity (including re asylum seekers, migra	race or efugees, ants and s) nsider	None		Negative	Not sure
Men or women People of a particular ethnicity (including reasylum seekers, migragypsies and travellers Disabled ¹² people (codifferent types of phy	race or efugees, ants and s) nsider vsical, sabilities)	None		Negative	Not sure
Men or women People of a particular ethnicity (including reasylum seekers, migragypsies and travellers) Disabled ¹² people (codifferent types of phylearning or mental dis	race or efugees, ants and s) nsider vsical, sabilities)	None		Negative	Not sure
Men or women People of a particular ethnicity (including reasylum seekers, migragypsies and travellers Disabled ¹² people (codifferent types of phylearning or mental dispeople of particular seekers)	race or efugees, ants and s) nsider vsical, sabilities)	None		Negative	Not sure
Men or women People of a particular ethnicity (including reasylum seekers, migragypsies and travellers) Disabled ¹² people (condifferent types of phylearning or mental dispeople of particular sorientation/s	race or efugees, ants and s) nsider vsical, sabilities) exual	None		Negative	Not sure
Men or women People of a particular ethnicity (including re asylum seekers, migra gypsies and travellers Disabled ¹² people (co different types of phy learning or mental dis People of particular sorientation/s People in particular a	race or efugees, ants and s) nsider vsical, sabilities) exual ge groups r children,	None		Negative	Not sure
Men or women People of a particular ethnicity (including re asylum seekers, migragypsies and travellers Disabled ¹² people (codifferent types of phylearning or mental dispeople of particular sorientation/s People in particular a (consider in particular	race or efugees, ants and si) nsider vsical, sabilities) exual ge groups r children, 5s)	None		Negative	Not sure
Men or women People of a particular ethnicity (including re asylum seekers, migra gypsies and travellers Disabled ¹² people (co different types of phy learning or mental dis People of particular sorientation/s People in particular a (consider in particula under 21s and over 6	race or efugees, ants and s) nsider vsical, sabilities) exual ge groups r children, 5s) ding to	None		Negative	Not sure
Men or women People of a particular ethnicity (including re asylum seekers, migra gypsies and travellers) Disabled ¹² people (codifferent types of phylearning or mental dispeople of particular sorientation/s People in particular a (consider in particular under 21s and over 6) People who are intenundergo, are undergohave undergone a pro	rrace or efugees, ants and s) nsider vsical, sabilities) exual ge groups r children, 5s) ding to ping or occess or	None		Negative	Not sure
Men or women People of a particular ethnicity (including re asylum seekers, migra gypsies and travellers) Disabled ¹² people (codifferent types of phylearning or mental dispeople of particular sorientation/s People in particular a (consider in particular a (consider in particular under 21s and over 6) People who are intended undergo, are undergo have undergone a propart of a process of general solution.	rrace or efugees, ants and s) nsider vsical, sabilities) exual ge groups r children, 5s) ding to ping or occess or	None		Negative	Not sure
Men or women People of a particular ethnicity (including re asylum seekers, migra gypsies and travellers) Disabled ¹² people (codifferent types of phylearning or mental dispeople of particular sorientation/s People in particular a (consider in particular a (consider in particular under 21s and over 6) People who are intended undergo, are undergo have undergone a propart of a process of greassignment	rrace or efugees, ants and s) nsider sical, sabilities) exual ge groups r children, 5s) ding to ping or ocess or gender	None		Negative	Not sure
Men or women People of a particular ethnicity (including re asylum seekers, migra gypsies and travellers) Disabled ¹² people (codifferent types of phylearning or mental dispeople of particular sorientation/s People in particular a (consider in particular under 21s and over 6) People who are intenundergo, are undergohave undergone a propart of a process of greassignment Impact due to pregnations	rrace or efugees, ants and s) nsider sical, sabilities) exual ge groups r children, 5s) ding to ping or ocess or gender	None		Negative	Not sure
Men or women People of a particular ethnicity (including re asylum seekers, migra gypsies and travellers) Disabled ¹² people (codifferent types of phylearning or mental dispeople of particular sorientation/s People in particular a (consider in particular a (consider in particular under 21s and over 6) People who are intenundergo, are undergo have undergone a propart of a process of greassignment Impact due to pregnamaternity	race or efugees, ants and s) nsider vsical, sabilities) exual ge groups r children, 5s) ding to ping or pocess or gender	None		Negative	Not sure
Men or women People of a particular ethnicity (including re asylum seekers, migra gypsies and travellers) Disabled ¹² people (codifferent types of phylearning or mental dispeople of particular sorientation/s People in particular a (consider in particular under 21s and over 6) People who are intenundergo, are undergohave undergone a propart of a process of greassignment Impact due to pregnations	race or efugees, ants and s) nsider vsical, sabilities) exual ge groups r children, 5s) ding to ping or pocess or gender	None		Negative	Not sure

 $^{^{\}rm 12}$ Disability discrimination is different from other types of discrimination since it includes the duty to make reasonable adjustments.

	*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.
	- A detailed EIA has been included in the Cabinet paper which will be submitted to Cabinet in July.
2.5	Based on your responses, should a full, detailed EIA be carried out on the project, policy or proposal
	Yes No
2.6	Provide brief reasons on how you have come to this decision?

A detailed EIA has been undertaken due to the nature of the service changing and the impact on specific households with low incomes. The Council will still provide free tipping of green waste at its Chalvey

People on low incomes*

Depot.

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	No specific	If the impact is negative how can it be mitigated?	What , if any, are the cumulative effects of this
		Eliminate	Advance equality	Good relations	so, please specify the nature and extent of that impact	impact	Please specify any mitigation measures and how and when they will be implemented	decision when viewed in the context of other Council decisions and their equality impacts
	Men					✓		
Gender	Women					✓		
	White					✓		
	Mixed/Multiple ethnic groups					✓		
	Asian/Asian British					✓		
Race	Black/African/Caribbean/ Black British					✓		
	Gypsies / travellers					✓		
	Other ethnic group					✓		
	Physical					✓		
	Sensory					✓		
Disability	Learning Difficulties					✓	A detailed Comm's Plan will	
	Learning Disabilities					~	be rolled out and from this information circulated to support easy to understand collections.	

Mer	ental Health			✓	
		I			

		F	Positive imp	act?		No specific	What will the impact be? If the impact is negative how	What are the cumulative of effects
Protected Group		Eliminate discrimination	Advance equality	Good relations	Negative impact?	impact	can it be mitigated? (action)	
Sexual Orientation	Lesbian, gay men, bisexual					✓		
Ago	Older people (50+)					✓		
Age	Younger people (16 - 25)					✓		
	Children (under 16)					✓		
Gender Reass	ignment					✓		
Impact due to	pregnancy/maternity					✓		
Groups with p	articular faiths and beliefs					✓		
People on low	incomes				√		The Chalvey HWRC will still be available for those residents to tip for free Green Waste.	

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
Roll out Comm's Plan	Low Income households	Improve information about options	ТВС	Kate Pratt	September '22	
Enter additional rows if required						

EQUALITY IMPACT ASSESSMENT TEMPLATE

SUMMARY RAG RATING

SECTION 1:

Title	PL-2324-37 - Highways maintenance works reduced
 What are you analysing? What is the policy/project/activity/strategy looking to achieve? Who is it intended to benefit? Are any specific groups targeted by this decision? What results are intended? 	The experience of the last 18 months, working under a regime of only ordering routine carriageway and footway repairs work where it is essential/emergency maintenance leads us to the view, based on 21/22 outturns, that a reduction of the routine repairs budget of £100k for 23/24 should be achievable.
Date sent to Finance	04.08.2022
Version number and date of update	V3 – 22/11/2022

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	 Please provide an overview of who uses/will use your service or facility and identify who are likely to be impacted by the proposal 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. 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 						
	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					
	Ethnicity	n/a					
	Disability	n/a					
	Sexual orientation	n/a					
	Age	n/a					
	Religion or belief	n/a					
	Gender Identity	n/a					
	Pregnancy/Maternity	n/a					
	Marriage/Civil Partnership	n/a					

		1					
	are there any groups	N/a					
	protected						
	acteristic that are						
	represented in the						
mon	itoring information						
relat	ive to their size of						
the p	oopulation? If so, this						
could	d indicate that the						
prop	osal may have a						
dispr	oportionate impact						
on th	nis group even if it is a						
unive	ersal service.						
2.3 A	re there any groups						
	protected	N/a					
	acteristics that are	, ·					
unde	errepresented in the						
	itoring information						
relat	ive to their size of						
the p	opulation? If so, this						
could	d indicate that the						
servi	ce may not be						
acces	ssible to all groups or						
there	e may be some form						
	e may be some form rect or indirect						
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of di	rect or indirect	cy or propos	al have the pot	ential to disprope	ortionately impact	on people with a	1
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 $^{^{13}}$ Disability discrimination is different from other types of discrimination since it includes the duty to make reasonable adjustments.

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his is especially	y important wh
r" you will nee	d to undertake
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2.5	Based on your responses, should a full, detailed EIA be carried out on the project, policy or proposal
	Yes No 🖂
2.6	Provide brief reasons on how you have come to this decision?
	The reduction in maintenance does not affect any group as maintenance works will continue but not to the standard that residents have been used to.

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.

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

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

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
Enter additional rows if required						

EQUALITY IMPACT ASSESSMENT TEMPLATE

SUMMARY RAG RATING

The outcome of this EIA has been assessed to be:

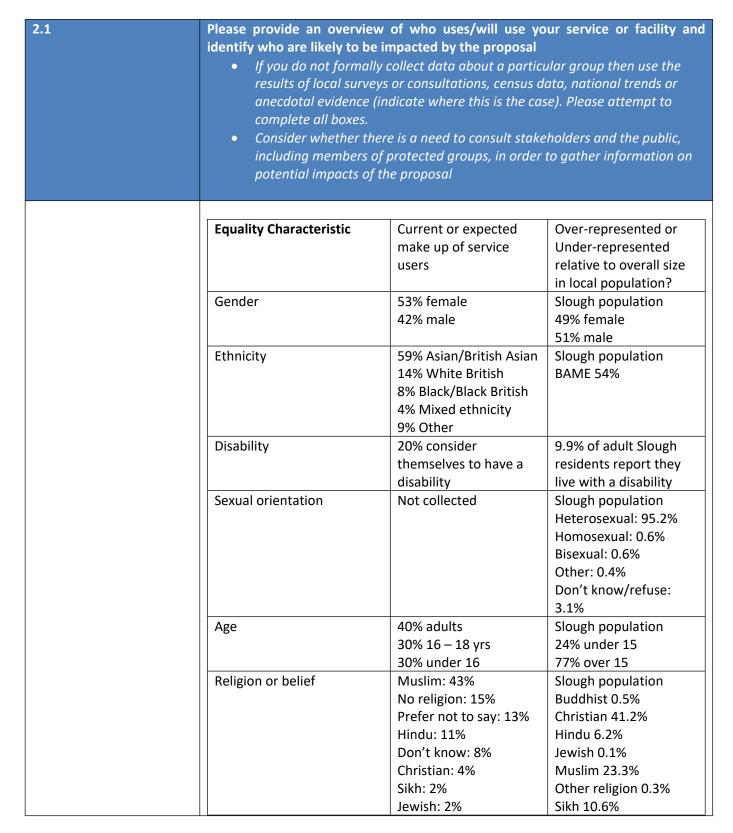


SECTION 1:

Title	PL-2324-38 - All Leisure Services posts to be externally funded
 What are you analysing? What is the policy/project/activity/strategy looking to achieve? Who is it intended to benefit? Are any specific groups targeted by this decision? What results are intended? 	All the posts within Leisure Services (Active Communities Officer and Senior Active Communities Behaviour Change Officer) are supported by external grants except £20,000 of salary costs which has been general fund. In 2023/24 this £20k will be taken from the project budget (Public Health Grant) meaning less 3rd party coaches will be commissioned to deliver small projects (R4412 C032 A1740 (projects) – the current budget is £49,100 and if £20,000 saving offered this will reduce to £29,100 for leisure project work 23/24.) The team will continue to seek out sports related grants to backfill this reduction in project funding.
	This will continue to allow the Council to deliver community-based sport/leisure/physical activity programmes to residents which will be free/low cost to them. This will benefit all residents, but particularly those who are currently inactive and suffering from associated health and welfare problems linked to inactivity.
Date sent to Finance	6/10/2022
Version number and date of update	V3 – 22/11/2022

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.



	Gender Id	entity	Not collecte	ed	Unknown	
	Pregnancy/Maternity		Not collecte	ed	Unknown	
	Civil Partnership	Not collecte	ed	Unknown		
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						
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.	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 Slough population data. Residents describing themselves as having a Sikh faith are underrepresented service users vs general Slough population.					
2.4 Does the project, police protected characterist				ortionately im	pact on people with a	
		None	Positive	Negative	e Not sure	
Men or women People of a particula ethnicity (including rasylum seekers, migr	efugees, ants and					
gypsies and traveller Disabled ¹⁴ people (co different types of pho learning or mental di	onsider ysical,					
People of particular someonientation/s	sexual					

 $^{^{\}rm 14}$ Disability discrimination is different from other types of discrimination since it includes the duty to make reasonable adjustments.

	People who are intending to undergo, are undergoing or have undergone a process or part of a process of gender				
	reassignment Impact due to pregnancy/				
	maternity			Ш	
	People of particular faiths and beliefs	\boxtimes			
	People on low incomes*				
	when you are looking at fees, cha				
	If any of the answers to the questi detailed impact assessment.	ions above is, '	"negative" or "unc	lear" you will nee	d to undertake a
	If any of the answers to the quest		-	·	
	If any of the answers to the questi detailed impact assessment.		-	·	
1	If any of the answers to the questi detailed impact assessment. Based on your responses, should	ld a full, detaile	ed EIA be carried o	·	

 \boxtimes

People in particular age groups (consider in particular children,

under 21s and over 65s)

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

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

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
Enter additional rows if required						

EQUALITY IMPACT ASSESSMENT TEMPLATE

SUMMARY RAG RATING

SECTION 1:

Title	HP-2324-40 - Reduce spend on repairs and maintenance at Corporate Buildings
What are you analysing?	To reduce the Planned Preventative Maintenance regime to
 What is the 	the minimum practicable level. Savings can be achieved by
policy/project/activity/strategy	realigning the frequency of the task & measuring breakdown
looking to achieve?	spend against the cost of PPM
 Who is it intended to benefit? Are any specific groups targeted by this decision? 	To only carry out essential repairs. This may mean that some items stay out of order providing that it is safe to do so.
What results are intended?	recins stay out or order providing that it is said to do so.
Date sent to Finance	30.06.2022
Version number and date of update	V3 – 23/11/2022

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	Please provide an overview of who uses/will use your service or facility						
	identify who are likely to be	identify who are likely to be impacted by the proposal					
	 If you do not formally 	If you do not formally collect data about a particular group then use the					
	results of local survey	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.						
	 Consider whether the 	re is a need to consult sta	keholders and the public,				
	including members of	including members of protected groups, in order to gather information on					
	potential impacts of t	the proposal					
	Equality Characteristic	Current or expected	Over-represented or				
		make up of service	Under-represented				
		users	relative to overall size				
			in local population?				
	Gender	All	N/A				
		A 11	21/2				
	Ethnicity	All	N/A				
	Disability	All	N/A				
	,						
	Sexual orientation	All	N/A				
	Age	All	N/A				
	7.80	7	14/7				
	Religion or belief	All	N/A				
	Gender Identity	All	N/A				
	Gender identity	All	N/A				
	Pregnancy/Maternity	All	N/A				
	Marriaga (Ci. il Bardana Li	A II	N/0				
	Marriage/Civil Partnership	All	N/A				
		I .					

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. 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. 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? Men or women None Positive Negative Not sure Men or women People of a particular race or ethnicity (including refugees, asylum seekers, migrants and gypsies and travellers) Disabled ¹⁵ people (consider Men or women Men or women People of particular sexual orientation/s People of particular sexual orientation/s People in particular age groups Consider in particular dhildren, under 21s and over 65s) People who are intending to Undergo, are undergone a process or part of a process of gender reassignment Impact due to pregnancy/ Men or women Impact due to pregnancy/ Men or women Impact due to pregnancy/ Men or women Men or women								
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learning or mental disabilities)	discr	Men or women People of a particular ethnicity (including roasylum seekers, migr gypsies and travellers)	r race or efugees, rants and s)	None	tive or negative?			
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under 21s and over 65s) People who are intending to undergo, are undergoing or have undergone a process or part of a process of gender reassignment Impact due to pregnancy/	discr	Men or women People of a particular ethnicity (including re asylum seekers, migr gypsies and travellers Disabled ¹⁵ people (co different types of phylearning or mental di People of particular seemes)	r race or efugees, rants and s) onsider ysical, sabilities)	None	tive or negative?			
People who are intending to undergo, are undergoing or have undergone a process or part of a process of gender reassignment Impact due to pregnancy/	discr	Men or women People of a particular ethnicity (including reasylum seekers, migr gypsies and travellers. Disabled ¹⁵ people (codifferent types of phylearning or mental di People of particular sorientation/s	r race or efugees, rants and s) onsider ysical, sabilities)	None	tive or negative?			
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have undergone a process or part of a process of gender reassignment Impact due to pregnancy/	discr	Men or women People of a particular ethnicity (including reasylum seekers, migr gypsies and travellers Disabled ¹⁵ people (codifferent types of phylearning or mental di People of particular sorientation/s People in particular a (consider in particular a consider in particular sorientation)	r race or efugees, rants and s) onsider ysical, sabilities) sexual	None	tive or negative?			
part of a process of gender reassignment Impact due to pregnancy/	discr	Men or women People of a particular ethnicity (including reasylum seekers, migr gypsies and travellers. Disabled ¹⁵ people (codifferent types of phelearning or mental di People of particular sorientation/s People in particular a (consider in particular and under 21s and over 62.	r race or efugees, rants and s) onsider ysical, sabilities) sexual age groups or children, 55s) onding to	None	tive or negative?			
reassignment Impact due to pregnancy/	discr	Men or women People of a particular ethnicity (including reasylum seekers, migr gypsies and travellers Disabled ¹⁵ people (codifferent types of phylearning or mental di People of particular sorientation/s People in particular a (consider in particular and under 21s and over 6 People who are interfundergo, are undergo	r race or efugees, rants and s) onsider ysical, sabilities) sexual age groups or children, 55s) onding to oing or	None	tive or negative?			
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	discr	Men or women People of a particular ethnicity (including reasylum seekers, migr gypsies and travellers. Disabled ¹⁵ people (codifferent types of phelearning or mental di People of particular sorientation/s People in particular a (consider in particular a lander 21s and over 62 People who are interned undergo, are undergo have undergone a prepart of a process of §	r race or efugees, rants and s) onsider ysical, sabilities) sexual age groups ar children, 65s) oning or ocess or	None	tive or negative?			
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 $^{^{\}rm 15}$ Disability discrimination is different from other types of discrimination since it includes the duty to make reasonable adjustments.

HP-2324-40

	People of particular faiths and beliefs					
	People on low incomes*					
1	*People with in some equality growmen), people with disabilities, so are looking at fees, charges are fany of the answers to the questible table impact assessment.	some ethnic m nd access to se	inority groups etc rvices.). This is especially	important when	•
2.5	Based on your responses, shoul	d a full, detaile	ed EIA be carried o	out on the project,	policy or proposa	H
	Yes No 🖂					

As the current PPM & Repairs would only affect the fabric of the buildings & our changes would not

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

make any building unsafe/compliant for the staff & stakeholders of the borough.

Provide brief reasons on how you have come to this decision?

2.6

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.

			Positive impact?		Negative impact? If	No specific	If the impact is negative how can it be mitigated?	What , if any, are the cumulative effects of this decision when viewed in
Protected Group		Eliminate	Advance equality	Good relations	so, please specify the nature and extent of that impact	impact	Please specify any mitigation measures and how and when they will be implemented	the context of other Council decisions and their equality impacts
Gender	Men							
Gender	Women							
	White							
Race	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							

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

SECTION 4: ACTION PLAN

4.4	Compute the estimate plan if you are day and you are made	and the properties increased they be not identified	d tales stone to factor and relations or fill data sone
4.1	Complete the action plan if you need to reduce or rem	ove the negative impacts you have identified	a, take steps to foster good relations of 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
Enter additional rows if required						

EQUALITY IMPACT ASSESSMENT TEMPLATE

SUMMARY RAG RATING

SECTION 1:

Title	HP-2324-41 - Reduce spend on cleaning at Corporate Buildings
 What are you analysing? What is the policy/project/activity/strategy looking to achieve? Who is it intended to benefit? Are any specific groups targeted by this decision? What results are intended? 	To reduce the specification for cleaning at our corporate buildings while maintaining a sufficiently hygienic environment so reducing costs.
Date sent to Finance	23/11/2022
Version number and date of update	V3 – 23/11/2022

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	Please provide an overview of who uses/will use your service or facility a								
	identify who are likely to be								
	 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. 								
	 Consider whether the 	re is a need to consult stak	ceholders and the public,						
	including members of potential impacts of t		r to gather information on						
	Equality Characteristic	Current or expected	Over-represented or						
		make up of service	Under-represented						
		users	relative to overall size in local population?						
	Gender	N/A							
	Ethnicity	N/A							
	Disability	N/A							
	Sexual orientation	N/A							
	Age	N/A							
	Religion or belief	N/A							
	Gender Identity	N/A							
	Pregnancy/Maternity	N/A							
	Marriage/Civil Partnership	N/A							

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. 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. 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								
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. 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	with chara overs moni relati the p could propodispro	protected acteristic that are represented in the itoring information ive to their size of repulation? If so, this I indicate that the represented in the represented	N/a					
None Positive Negative Not sure	with chara unde moni relati the p could service access there of directions.	protected acteristics that are arrepresented in the atoring information ave to their size of appulation? If so, this a indicate that the ace may not be assible to all groups or a may be some form acet or indirect amination occurring.		al have the pot	ential to dispropo	ortionately impact	on people with a	
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· · · · · · · · · · · · · · · · · · ·		under 21s and over 6	55s)					
People who are intending to		· ·	_	\boxtimes				
undergo, are undergoing or			-					
have undergone a process or								
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part of a process of gender			ancy/					-
reassignment Impact due to pregnancy/		I IMPACT ONE TO PREGOE				1 1 1		

 $^{^{\}rm 16}$ Disability discrimination is different from other types of discrimination since it includes the duty to make reasonable adjustments.

	People of particular faiths and beliefs					
	People on low incomes*					
1	*People with in some equality growomen), people with disabilities, you are looking at fees, charges and any of the answers to the questidetailed impact assessment.	some ethnic m nd access to se	inority groups etc rvices.	c). This is especially	important when	-
2.5	Based on your responses, shoul	d a full, detaile	ed EIA be carried o	out on the project,	policy or proposa	il
	Yes No 🖂					
2.6	Provide brief reasons on how yo	ou have come t	o this decision?			

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

Cleaning of Buildings will be maintained to ensure good hygiene.

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.

			Positive impact?		Negative impact? If	No specific	If the impact is negative how can it be mitigated?	What , if any, are the cumulative effects of this decision when viewed in
Protected Group		Eliminate	Advance equality	Good relations	so, please specify the nature and extent of that impact	impact	Please specify any mitigation measures and how and when they will be implemented	the context of other Council decisions and their equality impacts
Gender	Men							
Gender	Women							
	White							
Race	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							

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

SECTION 4: ACTION PLAN

4.4	Compute the estimate plan if you are day and you are made	and the magatine impacts you have identified	d tales stone to factor and relations or fill data sone
4.1	Complete the action plan if you need to reduce or rem	ove the negative impacts you have identified	a, take steps to foster good relations of 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
Enter additional rows if required						

EQUALITY IMPACT ASSESSMENT TEMPLATE

SUMMARY RAG RATING

The outcome of this EIA has been assessed	
to be:	

SECTION 1:

Title	PL-2324-42 - Corporate Contract Efficiencies
 What are you analysing? What is the policy/project/activity/strategy looking to achieve? Who is it intended to benefit? Are any specific groups targeted by this decision? What results are intended? 	Reduce spend on Corporate contracts relating to buildings
Date sent to Finance	23.11.2022
Version number and date of update	V3 – 23/11/2022

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	Please provide an overview of who uses/will use your service or facility and								
	 identify who are likely to be impacted by the proposal 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.								
	 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 								
	Equality Characteristic	Current or expected	Over-represented or						
		make up of service users	Under-represented relative to overall size in local population?						
	Gender	n/a							
	Ethnicity	n/a							
	Disability	n/a							
	Sexual orientation	n/a							
	Age	n/a							
	Religion or belief	n/a							
	Gender Identity	n/a							
	Pregnancy/Maternity	n/a							
	Marriage/Civil Partnership	n/a							

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	imination occurring.	cy or propos	al have the pot	ential to dispropo	ortionately impact	on people with a	
discr					ortionately impact	on people with a	
discr	imination occurring. Does the project, polic		he impact posit	tive or negative?			1
discr	imination occurring. Does the project, polic protected characterist				Negative	on people with a	
discr	imination occurring. Does the project, police protected characteristed Men or women	tic? If so, is t	None	tive or negative?			
discr	Does the project, police protected characterist Men or women People of a particular	tic? If so, is t	he impact posit	tive or negative?			
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discr	Men or women People of a particular ethnicity (including re asylum seekers, migr gypsies and travellers. Disabled ¹⁷ people (co different types of phylearning or mental di People of particular sorientation/s	r race or efugees, ants and s) onsider ysical, sabilities)	None	tive or negative?			
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discr	Men or women People of a particular ethnicity (including re asylum seekers, migr gypsies and travellers Disabled ¹⁷ people (co different types of phylearning or mental di People of particular sorientation/s People in particular a (consider in particular a formation)	r race or efugees, rants and s) onsider ysical, sabilities) sexual	None	tive or negative?			
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 $^{^{17}}$ Disability discrimination is different from other types of discrimination since it includes the duty to make reasonable adjustments.

	beliefs					
	People on low incomes*					
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1	*People with in some equality growomen), people with disabilities, you are looking at fees, charges a	some	e ethnic m	inority groups etc		
1.					. "	
'	If any of the answers to the quest	tions a	above is, "	negative" or "unc	clear" you will ne	ed to undertake a
- 1	it any of the answers to the quest detailed impact assessment.	tions	above is, "	negative" or "unc	dear" you will ne	ed to undertake a
- 1	•	tions	above is, "	negative" or "unc	clear" you will ne	ed to undertake a
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- 1	•	tions	above is, "	negative" or "und	clear" you will ne	ed to undertake a
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3	Based on your responses, shou Yes No Provide brief reasons on how your	ıld a f	ull, detaile	od EIA be carried o	out on the projec	
3	Based on your responses, shou Yes \(\sum \no \sum \)	ıld a f	ull, detaile	od EIA be carried o	out on the projec	
- 1	Based on your responses, shou Yes No Provide brief reasons on how your	ıld a f	ull, detaile	od EIA be carried o	out on the projec	
3	Based on your responses, shou Yes No Provide brief reasons on how your	ıld a f	ull, detaile	od EIA be carried o	out on the projec	

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

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

SECTION 4: ACTION PLAN

4.4	Complete the estimate plan if you made to reduce	an nama and the magatine imposts non-	doublified tales stone to feeton a	and voletions on fill data come
4.1	Complete the action plan if you need to reduce	e or remove the negative impacts you have i	dentined, take steps to roster g	logg relations of 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
Enter additional rows if required						

Appendix A

Equality Impact Assessment Decision Rating Guide PLEASE SEE PAGE 1 FOR THE RATING OF EACH PROPOSAL

Decision	Action	Risk
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.	Further advice should be taken	Red
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.	Proceed pending agreement of mitigating action	Amber
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.	Proceed	Green: