

Equality Impact Assessment for Conservative Notice of Objection 2021/22 – Council 18 February 2021

Equality Impact Assessment (EIA)

The separate EIA guidance notes outline what should be included for each section. Please read them before you begin. If you have any queries, contact your Corporate Equality Group rep, or the Engagement Team on 643 2828.

1. Author, service area, date

Claire Emmerson, 16.02.21

2. Who else has been involved in writing this EIA?

Janice Gillespie, Head of Finance

3. What proposal is this EIA assessing?

The Conservative Notice of Objection 2021/22

4. What is the purpose of your proposal and what is it expected to achieve?

To consider whether the Conservative Notice of Objection 2018/19 has any relevance to the aims of the public sector equality duty. This consideration will help inform Council as to whether the Conservative Notice of Objection should be approved.

5. Is there any relevance to the aims of the public sector equality duty? Write your answers in the table

Aim	Yes, No, or N/A	Details if 'yes'
Eliminate unlawful discrimination, victimisation and harassment	N/A	
Advance equality of opportunity between people who share a protected characteristic and those who	N/A	

do not		
Foster good relations between people who share a protected characteristic and those who do not	N/A	

6. Analysis by characteristic *Write your answers in the table*

Protected characteristic	Potential positive or negative impact?	Explanation and evidence
All protected characteristics	No	See below
Age	No	No potential impact based on age
Disability	No	No potential impact based on disability
Gender	No	No potential impact based on gender
Gender reassignment	No	No potential impact based on gender reassignment
Marriage and civil partnership status	No	No potential impact based on marriage and civil partnership status
Pregnancy and maternity	No	No potential impact based on pregnancy and maternity status
Race	No	No potential impact based on race
Religion or belief	No	No potential impact based on religion or belief
Sexual orientation	No	No potential impact based on sexual orientation

7. Have you carried out any engagement in relation to this proposal? If so, what?

- *No, engagement will follow if the Notice of Objection is approved at the Council meeting of 18 February 2021 prior to consideration by Cabinet.*

8. Is there any information you don't have that you need to find?

No

- 9. What actions are already in place, or will be taken, to remove or reduce potential negative impacts? (add more lines to the table if you need to) Write your answers in the table**

Action	Responsibility	Timescale
None, as no negative impacts identified to remove or reduce		

- 10. Are there any potential negative impacts that cannot be removed or reduced? If so, why is this?**

No

- 11. Based on your conclusions from this assessment, what are your next steps?**

Council will consider the Notice of Objection on 18 February 2021

- 12. How will the impact of this proposal be monitored after it is introduced?**

Through the Council's usual monitoring processes

- 13. When will this EIA be reviewed?**

This will be reviewed annually if the proposals are agreed by Council