

North Hertfordshire District Council

Corporate Cumulative Equality Impact Assessment

2017/18

Summary

This report sets out the approach taken to consider the cumulative equality impact of North Hertfordshire decision making process in the civic year 2017/2018.

The report is based on a number of source documents: those council and committee reports that required an equality impact analysis and those council and committee reports that did not require an equality impact analysis but demonstrated mitigating action to avoid treating one aspect of the community more favourably than another.

A number of reports were either merely for information only or seeking approval from council to pursue a certain course of action. Therefore some of these proposals/projects were in the early stages and as such may need further equality analysis. The process for Equality Impact Analysis is an evolving one, and proportionate, with assessments updated as projects develop.

The Equality Act 2010 guidance states that all policies must be analysed for their impact on equality, whether these are current and proposed policies or whether they are informal customs or practices. North Hertfordshire sets out guidance and support for staff on taking a proportional and meaningful approach to paying due regard to equality duties in the following areas NHDC are responsible for making a wide range of decisions, including decisions about overarching policies and setting budgets, to day-to-day decisions, which affect specific individuals or specific groups. The approach agreed for NHDC decision makers was the following areas would be targeted for Equality Analysis Assessments:

- Key decisions - i.e. those over £50,000.00 value or which have a considerable potential impact on the community and across the 'protected characteristics'. (NB. Contractual arrangements, such as contracts for energy, will be exempt from review as whilst they are of sufficient monetary value, the 'equality' impact on the community is nil).
- Major budget implications - i.e. efficiencies and investments such as those proposed within the corporate business planning process
- Major Service provision revision - i.e. restructure proposals, changes to working practices and especially those with greatest impact on external customers.

It should be noted that the Shared Internal Audit Service (SIAS) conducted a review of the Equality Internal processes in 2013 and provided overall **substantial assurance** that there were effective controls in operation. Officers have continued to adhere to these processes. The Public Sector Equality Duty also requires the local authority to foster good relations and promote equality of opportunity between those with a protected characteristic and others. This work is implicit in all of our services.

The table below summarises the equality impact analysis of key council decisions in the last civic year. Individual equality impact assessments for key policy decisions are attached at the end of this document.

Council - Service area and proposed action/process	How we will mitigate against any possible impacts
1. Council - 18th May 2017.	
No reports with equalities implications	
2. Council 19th July 2017	
<p>AGENDA ITEM 10. TITLE OF REPORT: CONFERRING POWERS TO THE PARISH MEETING OF CLOTHALL The purpose of this report is to seek approval to convey powers to the Parish Meeting of Clothall (the Parish) including the village of Luffenhall, to enable it to provide grants, following a request received from the Parish.</p>	<p>The Parish must ensure that it does not negatively impact on any part of the parish community. The only deviation to this is where a minority or marginalised group may specifically receive funding to address a particular area of need in provision</p>

3. Council - 31st August 2017

**AGENDA ITEM 6. ITEM REFERRED FROM CABINET: 25
JULY 2017 - CORPORATE PLAN 2018 TO 2023**

The Council considered the Minute of the meeting of the Cabinet held on 25 July 2017, in respect of Corporate Plan 2018 to 2023 (Minute 20 refers). A copy of the report considered by the Cabinet was included with the agenda, as was the following appendix:
Appendix A - Corporate Plan 2018-2023.

In setting its Corporate Objectives, the council is seeking to address equality implications in the services it provides and through the remainder of the Corporate Business Planning Process will carry out Equalities Impact Assessments for those Efficiency or Investment options that are taken forward.

**AGENDA ITEM 7. ITEM REFERRED FROM CABINET: 25
JULY 2017 - MEDIUM TERM FINANCIAL STRATEGY 2018-
2023**

That the Medium Term Financial Strategy 2018-2023, as attached at Appendix A to the report, be adopted

In setting its Corporate Objectives, the council is seeking to address equality implications in the services it provides and through the remainder of the Corporate Business Planning Process will carry out Equalities Impact Assessments for those Efficiency or Investment options that are taken forward

Council - 31st August 2017

Agenda item 8. ITEM REFERRED FROM CABINET: 25 JULY 2017 - CAPITAL PROPOSAL TO PURCHASE CARDIO AND RESISTANCE FITNESS EQUIPMENT FOR THE COUNCIL'S HITCHIN AND ROYSTON LEISURE FACILITIES

The Executive Member for Leisure presented the report of the Head of Leisure and Environmental Services in respect of a Capital proposal to purchase cardio and resistance fitness equipment for the Council's Hitchin and Royston leisure facilities. The following appendix was submitted with the report

As this report outlines a key decision- i.e. over £50,000.00 as impact assessment has been completed. SLL are committed to delivery of a wide range of leisure and cultural activities and opportunities for all the community, improve physical and mental health and wellbeing and the provision of new fitness equipment will assist this aim. (attached).

The Deputy Monitoring Officer presented a report requesting the Committee to review the proposed amendments to NHDC's Councillors' Code of Conduct and Register of Interests process and form. The following appendices were submitted with the report:

Appendix A - Clean version of the Code of Conduct with tracked changes accepted; Appendix B - Code with tracked changes; Appendix C - Clean version of the Councillors Register of Interests Form with tracked changes accepted; and Appendix D - Former notification/declarations form with tracked changes

Whilst the proposals include amending the Code to reflect updated protected characteristics and the Public Sector Duty, that are no other direct equality implications of this report.

Council - 23rd November 2017

Agenda Item 9. REVIEW CAPITAL PROPOSAL TO PURCHASE FOOD WASTE CADDIES

<p>1.1. This report seeks agreement from Council to add £132k to the Capital Programme for the purchase of food waste caddies. The purchase of 23 Litre plastic caddies is the most cost effective way of providing a weekly food waste collection.</p>	<p>Equalities impacts were considered by Cabinet in relation to the decision to implement weekly food waste collection and the equalities impact assessment will be reviewed as the details of the service provision are finalised. There are no equalities impacts arising from this decision.</p>
<p>Agenda Item 10 - BUSINESS RATES PILOT AND POOLING APPLICATION: USE OF URGENCY IN RELATION TO CALL-IN</p>	
<p>That North Hertfordshire District Council should be part of the application for a Business Rates Pilot in 2018/19, with the other ten Hertfordshire Authorities. To also apply to be part of a Hertfordshire Business Rates Pool (with five other Authorities) in 2018/19, as an alternative if the Pilot application is not successful.”</p>	<p>There are no equalities implications arising from this report.</p>
<p>Agenda Item 11 - Appointment of the Acting Monitoring officer</p>	
<p>To consider the appointment of an Acting Monitoring Officer following the appointment of the existing Monitoring Officer to the role of Deputy Chief Executive. This is a temporary appointment until the conclusion of the next phase of the senior management restructure.</p>	<p>There are not considered to be any direct equality issues arising from this report</p>
<p style="text-align: center;">Council - 18th January 2018</p>	
<p>Agenda Item 6 - Member Allowances Scheme 2018/19</p>	

<p>This report is to assist Council in agreeing a Members' Allowances Scheme (the scheme) for 2018/19. It describes the content a scheme may contain. A draft scheme for 2018/19, illustrating the impact of an adjustment for inflation, is included at Appendix A.</p>	<p>The contribution of the dependent carers allowance continues to facilitate councillor equity in access to fulfil their responsibilities and recompense for exceptional expense.</p>
<p>Agenda Item 7. ELECTORAL SERVICES – SCALE OF FEES 2018/19</p>	
<p>The purpose of this report is to assist the Council to set a scale of fees (the Scale) for certain electoral events to be held during the Financial Year 2018/19.</p> <p>Agenda Item 8 - To approve the Council Tax Reduction Scheme (CTRS) for North Hertfordshire for 2018/2019.</p>	<p>There are no equal opportunities implications.</p> <p>The duty is not, however, to achieve in full the three equality aims but to take them into account, and demonstrate that they have been considered, when making a final decision. Therefore the duty does not stop difficult, but justifiable, decisions being made. The Council is required, under the Local Government Finance Act 2012, to protect specific groups of individuals. By conducting consultation when the scheme was first implemented, and subsequent consultation in 2015, 2016 and 2017, the Council sought to collect information from those who may be potentially affected by these proposals. The public consultation showed broad support for the scheme. By retaining fundamentally the same scheme from 2014/2015 to 2018/2019, it is reasonable to assume that the Council has met its obligations under the Equality Act. Clearly continuous review of implementation and potential effects will also continue to take place in year.</p> <p>The decision to provide a suitable 'Discretionary Council Tax Payment Scheme' provides an additional means by which those most in need financially can access such support were it necessary. As outlined at 8.33 above, this provision has been called into use on 33 occasions in 2016/2017 and 16 occasions so far this financial year, which represents a valuable 'safety net' for those in greatest need.</p>

Agenda Item 9 - REVIEW OF THE COUNCIL'S BYELAWS - CONSULTATION OUTCOMES AND PROPOSED REVOCATIONS	
<p>This report set out the recommendation on revocation of byelaws following public consultations</p>	<p>Any new byelaws proposed in the future will need to be subject to an Equalities Impact Assessment.</p>
Agenda Item 10 - UPDATED FINANCIAL REGULATIONS	
<p>The Head of Finance, Performance and Asset Management presented a report seeking consideration of proposed updated Financial Regulations, prior to recommendation to Council for adoption.</p> <p>The Head of Finance, Performance and Asset Management advised that the Financial Regulations had been updated to:</p> <ul style="list-style-type: none"> <input type="checkbox"/> Reflect changes to the staffing structure, including the retirement of the Strategic Director for Finance, Policy and Governance; <input type="checkbox"/> make them shorter and easier to find information; and <input type="checkbox"/> incorporate other minor updates. 	<p>There are no equalities implications arising from this report.</p>
Agenda Item 11 - APPOINTMENT OF PARISH COUNCIL REPRESENTATIVE TO THE STANDARDS COMMITTEE	

For Full Council to approve the co-optee appointment to the Standards Committee.

There are no direct implications from the appointment of Parish Councillor co-optees to the Standards Committee, other than providing a local community perspective.

Council 8th February 2018

Agenda Item 6. REGENERATION OF CHURCHGATE SHOPPING CENTRE

The purpose of the report is to inform Full Council of a potential joint venture opportunity with Shearer Property Group (SPG) for the regeneration of the Churchgate Centre in Hitchin and to seek approval to progress negotiations further to establish whether agreement can be reached on the terms of any potential investment by the Council

Any regeneration proposals for the site will need to consider proposals for thoroughfares, access, surface treatments etc. and the needs of the users of the resulting development. These will be considered and recorded under separate equality analysis at the relevant time.

Agenda Item 7 -ITEM REFERRED FROM CABINET: 23 JANUARY 2018 – DRAFT REVENUE BUDGET 2018/19

1.1 To consider the draft budget for 2018/19 and the main factors which contribute to the determination of the North Hertfordshire District Council (NHDC) Council Tax level. To recommend the appropriate level of Council Tax to the meeting of the Council on the 8 February 2018.

The proposals for efficiencies do not unduly impact any one individual group within our local community more than another. Any future budget proposals relating to the staff, their terms and conditions or future employment will need subject to individual equality analysis.

<p>Agenda Item 8. CAPITAL PROGRAMME 2018/19 ONWARDS</p>	
<p>The Executive Member for Finance and IT presented a report of the Head of Finance, Performance and Asset Management in respect of the proposed Capital Programme 2018/19 onwards. The following appendices were submitted with the report:</p> <p>Appendix A – Capital Programme Summary; Appendix B – Capital Programme Detail; and Appendix C – Capital Investment Proposals for 2018/19 and onwards.</p>	<p>There are no direct equalities implications directly arising from the adoption of the Capital Programme for 2018/19 onwards. For any individual new capital investment proposal of £50k or more, or affecting more than two wards, an equality analysis is required to be carried out. This will take place following agreement of the investment proposal.</p>
<p>Item 9. TREASURY MANAGEMENT STRATEGY 2018/19</p>	
<p>1.1 To seek Member approval of the Treasury Strategy Statement for 2018/19 and recommend its adoption by Council. This includes the Treasury Management Prudential Indicators, as required by the Chartered Institute of Public Finance & Accountancy (CIPFA) Prudential Code for Capital Finance in Local Authorities.</p> <p>1.2 There have been no significant changes to the Treasury Strategy from 2017/18. The main changes relate to borrowing limits (paragraph 8.5.1) and clarifications as to how the Minimum Revenue Provision will be calculated (paragraph 8.6.1).</p>	<p>There are no direct equalities implications arising from this report.</p>

Agenda Item 10. PAY POLICY STATEMENT 2018/19	
<p>This report sets out a draft Pay Policy Statement 2018/19 (Appendix 1) for Council's consideration and approval in accordance with the requirements of Section 38 of the Localism Act 2011 (the Act), associated guidance issued under Section 40 of the Act, the Local Government Transparency Code 2015 and any other relevant legislation. The Statement incorporates elements of existing policy and practice and is required to be agreed annually.</p>	<p>The Pay Policy Statement reflects the practical arrangements that are in place to ensure all employees are remunerated in accordance with the requirements of the Equality Act and Public Sector Equality Duty and, in particular, through the application of a universal grading, flexible retirement scheme, and salary structure for all staff. The pay policy ensures consistency in regard to pay and remuneration in regard to individual roles, and therefore with no direct adverse impact on any single group with protected characteristics.</p>
Cabinet - 13th June 2017	
Item 9- ANNUAL TREASURY MANAGEMENT REVIEW 2016/17	
<p>To ensure the Council's continued compliance with CIPFA's code of practice on Treasury Management and the Local Government Act 2003 and that the Council manages its exposure to interest and capital risk</p>	<p>There are no direct equalities implications arising from this report.</p>
Item 10 - CAPITAL PROGRAMME OUTTURN 2016/17	
<p>Cabinet is required to approve revisions to the capital programme. Cabinet is required to ensure that the capital programme is fully funded.</p>	<p>For any individual new capital investment proposal of £50k or more, or affecting more than two wards, an equality analysis is required to be carried out; this will take place following Cabinet agreement of the investment. A sound management of funds ensures that the Council has sufficient monies to support the improvement of district facilities following decision by Council in January to ensure this remains the case.</p>

<p>Item 11 - CORPORATE OBJECTIVES FOR 2018-2023</p>	
<p>To allow Cabinet and Council to consider the Corporate Objectives which will guide the corporate business planning process for 2018/19 through to 2023.</p>	<p>In setting its Corporate Objectives, the council is seeking to address equality implications in the services it provides and through the remainder of the Corporate Business Planning Process will carry out Equalities Impact Assessments for those Efficiency or Investment options that are taken forward</p>
<p>Item 12 - FUTURE SUPPORT AND FUNDING ARRANGEMENTS RE: CO-ORDINATION OF TOWN CENTRE INITIATIVES AND COMMUNITY EVENTS WITHIN BALDOCK</p>	
<p>The purpose of this report is to seek approval for the reallocation of support funding previously assigned to the Baldock Town Centre Partnership to the newly formed Baldock Community Forum (BCF).</p>	<p>Projects / groups which are assigned support funding from the Authority are assessed to ensure that they do not negatively impact on any part of the local community. The only deviation to this is where a minority or marginalised group may specifically receive funding or resources to address a particular area of need in provision.</p>

25th July 2017

Item 7 - STRATEGIC PLANNING MATTERS

The purpose of this report is to inform Members of the current positions regarding:

- Duty to Co-operate with neighbouring authorities;
- Other Local Plans and Examinations;
- North Hertfordshire Local Plan;
- Neighbourhood Plans; and
- Government announcements

There are not considered to be any direct equality issues arising from this report. Future individual schemes or considerations may well be subject to appropriate review to ensure they comply with latest equality legislative need. Any risks and opportunities identified will also be subject to assessment for impact on those that share a protected characteristic

Item 9 - MEDIUM TERM FINANCIAL STRATEGY 2018 TO 2023

This report recommends the Medium Term Financial Strategy (MTFS) for 2018/23 to guide and inform the 2018/19 Corporate Business Planning Process. The updated version of the Strategy reflects the impact of expected changes in funding alongside decisions taken by the Council during 2016/17. This is used to model the budget for the next five years and therefore highlight additional decisions that will need to be taken. The focus is on finding new ways of generating income and determining which non-statutory services the Council can afford to continue delivering.

In setting its Corporate Objectives, the council is seeking to address equality implications in the services it provides and through the remainder of the Corporate Business Planning Process will carry out Equalities Impact Assessments for those Efficiency or Investment options that are taken forward.

<p>Item 10 - REVIEW OF EXISTING NORTH HERTFORDSHIRE PLANNING GUIDANCE</p>	
<p>The Council submitted its Local Plan to the Secretary of State on 9 June 2017 for Examination and an Inspector has been appointed. The review of the Council's existing planning guidance documents and the actions contained in this report will demonstrate to the Planning Inspector that the Council has a clear and up to date approach to the authority's planning guidance</p>	<p>An Equality Impact Assessment has been produced for the Council's Local Plan. This has been submitted as an evidence base document as part of the Local Plan Examination. The assessment has identified no negative impacts arising from the Local Plan. As planning guidance directly stems from the Local Plan policies, it can be inferred that there are no negative impacts arising from the proposed actions outlined in this report</p>
<p>Item 11 - DESIGNATION OF A NEIGHBOURHOOD PLANNING AREA FOR BALDOCK, BYGRAVE AND CLOTHALL</p>	
<p>This report details the application to designate a single neighbourhood planning area for the unparished area of Baldock and the parished areas of Bygrave and Clothall, consultation on the proposal and recommends designating a neighbourhood planning area. Designation of a neighbourhood planning area will allow a neighbourhood plan to be prepared for the area.</p>	<p>There are not considered to be any direct equality issues arising from this report. However, individual proposals as adopted in the published Neighbourhood Plan for Baldock, Bygrave and Clothall will need to be assessed as to their positive or negative impact on the community. Whilst the onus will be on the Parish to develop an inclusive neighbourhood plan, the relationship of that plan to the District Local Plan and subsequent planning considerations also requires NHDC to show due regard to the requirements of the Public Sector Equality Duty.</p>

<p>Item 12 - CAPITAL PROPOSAL TO PURCHASE CARDIO AND RESISTANCE FITNESS EQUIPMENT FOR THE COUNCIL'S HITCHIN AND ROYSTON LEISURE FACILITIES</p>	
<p>This project would help in achieving the Council's Attractive & Thriving corporate objective, through increasing health & wellbeing, and ensure customer satisfaction is maintained within the Council's Leisure Facilities.</p>	<p>As this report outlines a key decision- i.e. over £50,000.00 an impact assessment has been completed. SLL are committed to delivery of a wide range of leisure and cultural activities and opportunities for all the community, improve physical and mental health and wellbeing and the provision of new fitness equipment will assist this aim.</p>
<p>Item 13 - NATIONAL NON-DOMESTIC RATES LOCAL DISCRETIONARY FUND</p>	
<p>To comply with the proposals announced by the Chancellor of the Exchequer in the 2017 Spring Budget. To provide additional financial assistance to businesses hardest hit by the 2017 revaluation of Non-Domestic property. To ensure that the available funds can be distributed to those businesses entitled as soon as possible.</p>	<p>The scheme is intended to assist those most affected by the Business Rates revaluation and any equalities implications have been considered in the justifications detailed here - https://democracy.north-herts.gov.uk/documents/s370/Item%2013%20-%20Appendix%20A.pdf.</p>

26th September 2017

Item 7 - STRATEGIC PLANNING MATTERS

1.1 The purpose of this report is to inform Members of the current positions regarding:

- Duty to Co-operate with neighbouring authorities
- Other Local Plans and Examinations
- North Hertfordshire Local Plan
- Neighbourhood Plans
- Government announcements
- On going policy work

There are not considered to be any direct equality issues arising from this report. Future individual schemes or considerations may well be subject to appropriate review to ensure they comply with latest equality legislative need. Any risks and opportunities identified will also be subject to assessment for impact on those that share a protected characteristic.

Item 8 -FIRST QUARTER REVENUE MONITORING 2017/18

Members are able to monitor and request appropriate action of Services who do not meet the budget targets set as part of the Corporate Business Planning process

For any individual new revenue investment proposal of £50k or more, or affecting more than two wards, a brief equality analysis is required to be carried out to demonstrate that the authority has taken full account of any negative, or positive, equalities implications; this will take place following agreement of the investment.

<p>Item 9 - TREASURY MANAGEMENT FIRST QUARTER 2017/18</p>	
<p>To ensure the Council's continued compliance with CIPFA's code of practice on Treasury Management and the Local Government Act 2003 and that the Council manages its exposure to interest and capital risk.</p>	<p>There are no direct equalities implications arising from this report.</p>
<p>Agenda item 10 -FIRST QUARTER CAPITAL MONITORING 2017/18</p>	
<p>Cabinet is required to approve revisions to the capital programme.</p> <p>Cabinet is required to ensure that the capital programme is fully funded.</p>	<p>For any individual new capital investment proposal of £50k or more, or affecting more than two wards, an equality analysis is required to be carried out; this will take place following Cabinet agreement of the investment. A sound management of funds ensures that the Council has sufficient monies to support the improvement of district facilities</p>
<p>AGENDA ITEM 11 - COUNCIL TAX REDUCTION SCHEME 2018/19</p>	
<p>To provide Cabinet with an update on how the scheme has operated during its first four and a half years.</p>	<p>By conducting extensive consultation when the scheme was first implemented, the Council sought to collect information from those who may be potentially affected by these proposals. The public consultation showed broad support for the scheme. By substantially retaining the same scheme since 2013/2014, the Council continues to meet its obligations under the Equality Act, but current equalities legislation will be checked following decision by Council in January to ensure this remains the case.</p>

<p>To consider whether any changes should be made to the Council Tax Reduction Scheme (CTRS) for year six (2018/2019), prior to public consultation and a final recommendation being made to Council later in the financial year.</p>	<p>By mirroring the changes proposed to Housing Benefit in its CTRS relating to Bereavement Support Payments and payments from the London Emergencies Trust and the We Love Manchester Emergency Fund, the Council is protecting working age claimants from possible further reductions in the Council Tax Support they receive</p>
<p>AGENDA ITEM 12 - PROPOSALS REGARDING THE IMPLEMENTATION OF THE HOMELESSNESS REDUCTION ACT 2017</p>	
<p>The Homelessness Reduction Act 2017 will place <i>significant</i> new legal duties on the Council regarding the prevention and management of homeless persons and households.</p> <p>The Department of Communities and Local Government (DCLG) is providing the Council with additional funding in respect of these new legal obligations and this report seeks agreement on how best to deploy these resources.</p>	<p>Due to the expanded scope of the HRA, no adverse effect on equalities is anticipated, as the needs of each individual household will be considered and plans put in place that are unique to their needs. However, the impact and operation of the HRA will be monitored and reviewed periodically.</p>

<p>Agenda Item 13 : BUSINESS RATES PILOT AND BUSINESS RATES POOLING</p>	
<p>The Department for Communities and Local Government have issued an invitation for Authorities to bid to become 100% Business Rates retention pilots. The bid needs to come from all the Authorities within Hertfordshire. Indications are that there could be gains for Hertfordshire of £6-£8 million. Further work will be carried out to confirm the level of benefits. The bid needs to be submitted by 27th October 2017, and could be subject to a competitive process.</p> <p>The option for applying to be part of a Business Rates pool is also still available. Indications are that North Hertfordshire District Council (NHDC) would still be part of an optimum pool. The forecast gain across the pool members is around £2.4 million, with around a £0.4 million gain for NHDC. It is not possible to be part of a pool and a pilot, but it is possible to apply for both.</p>	<p>There are no equalities issues in relation to this report.</p>
<p>16th October 2017</p>	
<p>Agenda Item 6 - SHARED SERVICE FOR WASTE & STREET CLEANSING – APPOINTMENT OF CONTRACTORS</p>	
<p>This report recommends as follows.</p> <p>2.1 That Cabinet accepts the MEAT for Lot 1 on condition that East Hertfordshire District Council also accepts the MEAT for Lot 1.</p>	

<p>Provided the condition in paragraph 2.1 is satisfied this report further recommends as follows.</p> <p>2.2 That Cabinet delegates authority to the Chief Executive (in consultation with the Executive Member for Waste Management, Recycling and Environment) to accept the MEAT for Lot 2.</p> <p>2.3 That the Head of Environmental and Leisure Services is authorised to issue notification of intention to award contracts to the bidders that submitted the MEAT for Lot 1 and Lot 2 respectively.</p> <p>2.4 That the Head of Environmental and Leisure Services is authorised to award contracts to the bidders that submitted the MEAT for Lot 1 and Lot 2 respectively upon conclusion of the standstill periods</p>	<p>The award criteria for Lot 1 do not propose any service change and, as such, an equalities impact assessment is not required. The equalities implications in respect of the options are discussed in a separate report.</p>
<p>Agenda Item 7 - SHARED SERVICE FOR WASTE & STREET CLEANSING – SELECTION OF OPTIONS</p>	
<p>This report recommends as follows.</p> <p>2.1 That Cabinet agree in principle to a change in the way that materials are collected, from separated paper to separated glass if this provides material financial savings.</p> <p>2.2 That Cabinet delegate authority to the Chief Executive (in consultation with the Executive Member for Waste Management, Recycling and Environment) to determine the collection option once the financial impact is known, and following consultation with East Hertfordshire Council.</p>	<p>An equalities impact assessment has been undertaken in liaison with the Councils Policy Officer and is attached at Appendix A, this will be review and updated during mobilisation of services</p>

2.3 That Cabinet agree to the introduction of weekly food waste collections and a charged garden waste collection service for the new contract commencement on 9th May 2018

2.4 If the above is agreed, then Cabinet are asked to recommend to Council that £126k is added to the capital programme for the purchase of food caddies that will allow the weekly collection of food waste.

2.5 That Cabinet agree to continue the provision of kerbside textile collections.

2.6 That Cabinet agree to include the separate collection of batteries from the kerbside for the new contract commencement on 9th May 2018.

2.7 That Cabinet agree to delegate the decision to the Head of Leisure and Environment to determine the viability of the kerbside collection of WEEE following further liaison with the preferred bidder

Council - 21st November 2017

Agenda Item 7 - Strategic Planning Matters

1.1. The purpose of this report is to inform Members of the current positions regarding:

- Duty to Co-operate with neighbouring authorities
- Other Local Plans and Examinations
- North Hertfordshire Local Plan
- Neighbourhood Plans
- Government announcements
- On going policy work

There are not considered to be any direct equality issues arising from this report. Future individual schemes or considerations may well be subject to appropriate review to ensure they comply with latest equality legislative need. Any risks and opportunities identified will also be subject to assessment for impact on those that share a protected characteristic.

Agenda Item 8 - Second Quarter Revenue Monitoring 2017/18

That Cabinet note this report.

2.2 That Cabinet approves the changes to the 2017/18 General Fund budget, as identified in table 2 and paragraph 8.2, a £131k decrease in net expenditure.

2.3 That Cabinet notes the changes to the 2018/19 General Fund budget, as identified in table 2 and paragraph 8.2, a £13k increase in net expenditure. These will be incorporated in the draft revenue budget for 2018/19.

For any individual new revenue investment proposal of £50k or more, or affecting more than two wards, a brief equality analysis is required to be carried out to demonstrate that the authority has taken full account of any negative, or positive, equalities implications; this will take place following agreement of the investment.

<p>Agenda Item 9 - TREASURY MANAGEMENT SECOND QUARTER 2017/18</p>	
<p>Cabinet is asked to note the position of Treasury Management activity as at the end of September 2017</p>	<p>There are no direct equalities implications arising from this report.</p>
<p>Agenda Item 10 - SECOND QUARTER CAPITAL MONITORING 2017/18</p>	
<p>That Cabinet notes the forecast expenditure of £14.520million in 2017/18 on the capital programme, paragraph 8.2 refers, and approves the changes detailed in table 3 which resulted in a net increase on the working estimate of £0.304million.</p> <p>2.2 That Cabinet notes the changes to the capital programme for 2018/19 and onwards as a result of the revised timetable of schemes detailed in table 2, increasing the estimated spend in 2018/19 by £0.923million (re-profiled from 2017/18). These will be incorporated in to the draft capital programme for 2018/19 onwards.</p> <p>2.3 That Cabinet notes the position of the availability of capital resources, as detailed in table 4, and the requirement to keep the capital programme under review for affordability.</p>	<p>For any individual new capital investment proposal of £50k or more, or affecting more than two wards, an equality analysis is required to be carried out; this will take place following Cabinet agreement of the investment. A sound management of funds ensures that the Council has sufficient monies to support the improvement of district facilities.</p>

<p>Agenda Item 11 - BUILDING CONTROL COLLABORATIVE ARRANGEMENTS</p>	
<p>That the material changes to the Building Control Business Case are noted.</p> <p>2.2 That Cabinet delegates Building Control Statutory Delegated Functions to LA1.</p> <p>2.3 That authority is delegated to the Chief Executive and Corporate Legal Manager to enter into a proposed Inter Authority Agreement and continue with the project in accordance with the principles of the Business Case (as amended and detailed in this report).</p>	<p>The move to provide Building Control services in a more commercial/cost effective manner could positively impact the cost/service delivered to customers in the longer term; the proposals also create greater opportunity for development of staff within our existing Building Control service than would otherwise exist</p>
<p>Cabinet 19th December 2017</p>	
<p>Agenda Item 8 - Strategic Planning Matters</p>	
<p>1.1. The purpose of this report is to inform Members of the current positions regarding:</p> <ul style="list-style-type: none"> • Duty to Co-operate with neighbouring authorities • Other Local Plans and Examinations 	<p>There are not considered to be any direct equality issues arising from this report. Future individual schemes or considerations may well be subject to appropriate review to ensure they comply with latest equality legislative need. Any risks and opportunities identified will also be subject to assessment for impact on those that share a protected characteristic.</p>

<ul style="list-style-type: none"> • North Hertfordshire Local Plan • Neighbourhood Plans • Government announcements • HCC Local Transport Plan (LTP4) 	
Agenda Item 9 - Draft Budget 2018/19	
<p>To consider the draft budget for 2018/19 and the main factors which contribute to the determination of the North Hertfordshire District Council (NHDC) Council Tax level. To recommend the appropriate level of Council Tax to the meeting of the Council on the 8 February 2018.</p> <p>To consider the key factors, both of known and unknown amount, which could impact on NHDC finances within the period of the medium term financial strategy (2018-23).</p>	<p>The proposals for efficiencies within this report do not unduly disadvantage one individual group within our local community more than another, although proposals relating to the staff, their terms and conditions or future employment will need to be subject to individual equality analysis in due course, as for any organisational or service restructure.</p> <p>For any individual proposal comprising either £50k growth or efficiency, or affecting more than two wards, an equality analysis is required to be carried out; this has either taken place or will take place following agreement of efficiencies or growth</p>
Agenda Item 10 - COUNCIL TAX REDUCTION SCHEME (CTRS) 2018/2019	
<p>To provide Cabinet with an update on how the Scheme is operating in its fifth year and to recommend minor changes for 2018/2019 to keep the Scheme aligned with Housing Benefit</p>	

That Cabinet recommends to the Council at its Meeting on 18 January 2018 that changes be made to the CTRS to implement the following to ensure the consistency of the Scheme with other welfare benefit changes:

- That capital and income payments of Bereavement Support Payments should be disregarded for the purposes of CTRS
- That any payments made by the London Emergencies Trust (LET) or the We Love Manchester Emergency Fund (WLMEF) should be disregarded for the purposes of CTRS

2.4 That Cabinet recommends to the Council that the level of Scheme funding to be allocated to the Parish, Town and Community Councils will be the same as 2017/2018

By conducting extensive consultation when the scheme was first implemented, the Council sought to collect information from those who may be potentially affected by these proposals. The public consultation showed broad support for the scheme. By substantially retaining the same scheme since 2013/2014, the Council continues to meet its obligations under the Equality Act, but current equalities legislation will be checked following decision by Council in January to ensure this remains the case.

By mirroring the changes proposed to Housing Benefit in its CTRS relating to Bereavement Support Payments and payments from the London Emergencies Trust and the We Love Manchester Emergency Fund, the Council is protecting working age claimants from possible further reductions in the Council Tax Support they receive.

Agenda Item 11 -Joint Waste Collection and Street Cleansing Policy and Customer charter

The purpose of this report is to agree new policy statements and a customer charter for the new waste collection and street cleansing services due to be begin in May 2018. This is to ensure a consistent approach for the client team in working on behalf of both East Hertfordshire District Council (EHC) and North Hertfordshire District Council (NHDC).

An Equalities Impact Assessment was carried out and presented as part of the Cabinet report on 16 October 2017. (<https://democracy.north-herts.gov.uk/documents/s995/Appendix%20A%20-%20Equality%20Impact%20Assessment.pdf>).

Agenda Item 12 - NORTH HERTFORDSHIRE MUSEUM & HITCHIN TOWN HALL: ACQUISITION OF 14/15 BRAND STREET

The purpose of this report is to advise Cabinet of the progress of discussions for the acquisition of 14 and 15 Brand Street from Hitchin Town Hall Ltd (HTHL). Such an acquisition would allow the building to operate as intended by the Council in an integrated way for the local community following the withdrawal of funding to HTHL from the Social Investment Business (SIB). The Proper Officer is satisfied that, in accordance with section 15 (paragraph 15.5.1 and 15.5.2 of the Council's Constitution) the report is genuinely urgent and cannot be delayed until a later meeting because of the need to secure ownership of the properties and safeguard the Council's substantial interest.

The proposals made in this report do not in themselves alter the overall project design as previously reported, but seek to ensure that in ensuring momentum to the existing contracts etc, a facility to meet the needs of all communities in North Herts can be completed and brought into community use. The report also suggests consideration of management arrangements for the facility which will be subject to the Public Sector Equality Duty. With or without the footprint of 14/15 Brand Street the new facility will enhance the experience for all visitors, including those with disabilities, although it is accepted that the building as originally designed with the footprint of 14/15 Brand Street would provide the optimum solution.

23rd January 2018

Agenda Item 7 - Strategic Planning Matters

1.1. The purpose of this report is to inform Members the current positions regarding: The purpose of this report is to inform Members the current positions regarding: Duty to Co-operate with neighbouring authorities Other Local Plans and Examinations North Hertfordshire Local Plan Neighbourhood Plans Government announcements

There are not considered to be any direct equality issues arising from this report. Future individual schemes or considerations may well be subject to appropriate review to ensure they comply with latest equality legislative need. Any risks and opportunities identified will also be subject to assessment for impact on those that share a protected characteristic.

Agenda Item 8 - Draft Revenue budget 2018/19	
<p>To consider the key factors, both of known and unknown amount, which could impact on NHDC finances within the period of the medium term financial strategy (2018-23).</p>	<p>The proposals for efficiencies do not unduly impact any one individual group within our local community more than another. Any future budget proposals relating to the staff, their terms and conditions or future employment will need subject to individual equality analysis.</p>
Agenda Item 9 - Capital Programme 2018/19 onwards	
<p>To obtain Cabinet’s approval of the provisional capital programme for 2018/19 to 2021/22. The current estimate is that total capital expenditure in 2018/19 - 2021/22 will be £17.075m.</p>	<p>There are no direct equalities implications directly arising from the adoption of the Capital Programme for 2018/19 onwards. For any individual new capital investment proposal of £50k or more, or affecting more than two wards, an equality analysis is required to be carried out. This will take place following agreement of the investment proposal.</p>
Agenda Item 10 - Treasury Management Strategy 2018/19	
<p>To seek Member approval of the Treasury Strategy Statement for 2018/19 and recommend its adoption by Council. This includes the Treasury Management Prudential Indicators, as required by the Chartered Institute of Public Finance & Accountancy (CIPFA) Prudential Code for Capital Finance in Local Authorities.</p> <p>1.2 There have been no significant changes to the Treasury Strategy from 2017/18. The main changes relate to borrowing limits (paragraph 8.5.1) and clarifications as to how the Minimum Revenue Provision will be calculated (paragraph 8.6.1).</p>	<p>There are no direct equalities implications arising from this report.</p>

<p>Agenda Item 11 - PIRTON NEIGHBOURHOOD PLAN – EXAMINER’S REPORT</p>	
<p>That the Examiner’s report for the Pirton Neighbourhood Plan be noted.</p> <p>2.2 That following the inclusion of the examiners proposed modifications to the Pirton Neighbourhood Plan, as set out in Appendix B, it is approved to proceed to a referendum</p> <p>2.3 That the Counting Officer be instructed to conduct a referendum on the Pirton Neighbourhood Plan.</p>	<p>There are not considered to be any direct equality issues arising from this report. Future individual schemes or considerations may well be subject to appropriate review to ensure they comply with latest equality legislative need. Any risks and opportunities identified will also be subject to assessment for impact on those that share a protected characteristic.</p>
<p>Agenda Item 12 - SALE OF LAND AT LUMEN ROAD, ROSYTON</p>	
<p>The majority of the land at this site was sold to Aldwyck Housing Group in 2014. This section of the land was excluded from the sale on the basis that it was highways land. However the land belongs to the District Council and Aldwyck have now made an offer to purchase the land from the District Council and are looking for ways to develop the land This land will allow Aldwyck to build an additional residence and change the size of some of the other planned properties. An undervalue sale is recommended to allow for the development of additional shared ownership housing in the District.</p>	<p>There are no equalities implications arising from this report.</p>
<p>Agenda Item 13 - NORTH HERTFORDSHIRE MUSEUM & HITCHIN TOWN HALL: ACQUISITION OF 14/15 BRAND STREET</p>	

The purpose of this report is to further advise Cabinet of the progress of discussions for the acquisition of 14 and 15 Brand Street from Hitchin Town Hall Ltd (HTHL). Such an acquisition would allow the building to operate as intended by the Council in an integrated way for the local community following the withdrawal of funding to HTHL from the Social Investment Business (SIB).

The proposals made in this report do not in themselves alter the overall project design as previously reported, but seek to ensure that in ensuring momentum to the existing contracts etc, a facility to meet the needs of all communities in North Herts can be completed and brought into community use. The report also suggests consideration of management arrangements for the facility which will be subject to the Public Sector Equality Duty. With or without the footprint of 14/15 Brand Street the new facility will enhance the experience for all visitors, including those with disabilities, although it is accepted that the building as originally designed with the footprint of 14/15 Brand Street would provide the optimum solution.

Cabinet - March 27th 2018

Agenda Item 6 - Item referred form Cabinet Sub committee (Local Authority Trading companies Shareholder) 15th March 2018- Options for Housing Investment Company)

Proposed scheme of delegation

No equalities arising from this report.

Agenda item 7 - Item referred form Overview and Scrutiny committee - Performance Management Measures for 2018/19

To present the performance indicators (PIs) and associated targets for 2018/19 which were agreed by Executive Members in conjunction with the relevant Heads of Service.

That Cabinet considers and formally approves the PIs and any associated targets that will be monitored throughout 2018/19 by Overview & Scrutiny.

Performance reporting provides a means to monitor whether the Council is meeting the stated outcomes of the district priorities, its targets or delivering accessible and appropriated services to the Community to meet different

	people's needs.
Agenda Item 8 - Item referred from Finance Audit & Risk committee - Risk Management Update	
<p>To provide the Committee with an update on the Corporate risks. The Office Accommodation and Waste and Street Cleansing Contract Renewal risks have been reviewed. As the Office Accommodation project is nearing completion it is recommended that the level of risk is reduced (from a score of 5 to 3).</p> <p>To provide the Committee with information on the retendering of the Council's insurance arrangements. The changes that have been made are a balance between the level of risk and the cost of insurance premiums</p>	<p>Reporting on the management of risk provides a means to monitor whether the council are meeting the stated outcomes of the district priorities, its targets or delivering accessible and appropriate services to the community to meet different people's needs. The risks of NHDC failing in its Public Sector Equality Duty are recorded on the Risk Register. The Council's risk management approach is holistic, taking account of commercial and physical risks. It should also consider the risks of not delivering a service in an equitable, accessible manner, and especially to its most vulnerable residents such as those who are homeless</p>
Agenda Item 9 - Item referred from Finance Audit & Risk committee - Third Quarter Revenue Monitoring 2017/18	
<p>RESOLVED: That the Third Quarter Revenue Budget Monitoring report for 2017/18 be noted.</p> <p>RECOMMENDED TO CABINET: That Cabinet be requested and encouraged to carry forward the unallocated Area Committee</p>	<p>No equalities arising from this report.</p>

<p>funds from 2017/18 into 2018/19</p> <p>REASON FOR DECISION: To provide an opportunity for the Committee to comment as appropriate on the Third Quarter Revenue Budget Monitoring report for 2017/18.</p>	
<p>Agenda Item 10 - Strategic Planning Matters</p>	
<p>To inform Cabinet of the current positions regarding:</p> <ul style="list-style-type: none"> · Other Local Plans and Examinations; · North Hertfordshire Local Plan; · Neighbourhood Plans; · Government announcements; and · Strategic Planning. 	<p>There are not considered to be any direct equality issues arising from this report. Future individual schemes or considerations may well be subject to appropriate review to ensure they comply with latest equality legislative need. Any risks and opportunities identified will also be subject to assessment for impact on those that share a protected characteristic.</p>
<p>Agenda Item 11 Third Quarter Revenue Monitoring 2017/18</p>	
<p>The purpose of this report is to inform Cabinet of the summary position on revenue income and expenditure forecasts for 2017/18, as at the end of the third quarter (31 December 2017). There is a forecast variance for 2017/18 of £60k increase from the working budget of £16.415million, with an impact in the following year of £30k increase, and a request to carry forward budget of £55k to fund a specific project in 2018/19. Within these summary totals there are several budget areas with more significant variances, which are detailed and explained in table</p>	<p>For any individual new revenue investment proposal of £50k or more, or affecting more than two wards, a brief equality analysis is required to be carried out to demonstrate that the authority has taken full account of any negative, or positive, equalities implications; this will take place following agreement of the investment</p>

<p>2. The report also provides an update on;</p> <ul style="list-style-type: none"> - the progress with the planned delivery of efficiencies (paragraph 8.3) - the use of budget approved to be carried forward from 2016/17 (paragraph 8.4) - performance against the four key corporate ‘financial health’ indicators (paras 8.5-8.7) - the overall forecast funding position for the Council and factors that may affect this (paras 8.8 – 8.14) 	
<p>Agenda Item 12 Third Quarter Capital Monitoring 2017/18</p>	
<p>To update Cabinet on progress with delivering the capital programme for 2017/18, as at the end of December 2017, and indicating its impact upon the approved capital programme for 2018/19 - 2021/22. The current estimate is a decrease in spend in 2017/18 of £4.167million from that reported when the Capital Programme for 2018/19-2021/22 was approved by Council in February 2018, and an increase in spend in future years of £4.139 million. The most significant individual changes are the inclusion of the purchase of kitchen caddies to support the new weekly collection of food waste service from May 2018 and the re-profiling of the capital expenditure allocations for new waste vehicles and housing investment into 2018/19.</p>	<p>For any individual new revenue investment proposal of £50k or more, or affecting more than two wards, a brief equality analysis is required to be carried out to demonstrate that the authority has taken full account of any negative, or positive, equalities implications; this will take place following agreement of the investment.</p>

<p>Agenda Item 13 Treasury Management Third Quarter Monitoring 2017/18</p>	
<p>To inform Cabinet of the Treasury Management activities in the third quarter of 2017/18 to the end of December. The current forecast is that the amount of investment interest expected to be generated during the year is £0.324 million. This is an increase of £0.004 million on the working budget.</p> <p>To inform Cabinet of the performance against the Prudential and Treasury indicators detailed in the appendix to this report. During the third quarter the Council has operated within the treasury and prudential indicators as set out in the Treasury Management Strategy Statement and in compliance with the Council's approved Treasury Management Practices.</p>	<p>There are no direct equalities implications arising from this report.</p>
<p>Agenda Item 14 -Inflationary Increase in off-street car parking tariffs for 2018/19</p>	
<p>This report requests that Cabinet agrees the proposed car parking tariffs in North Hertfordshire District Council's off street car parks, in order to effectively manage their use and in accordance with the Council's fees and charges policy as set out in the Medium Term Financial Strategy (MTFS) 2018-2023, which was agreed by Full Council on 31 August September 2017</p>	<p>There are no direct equality issues arising from this report. There is a range of charging/payment options which will still remain available to cater for the widest needs of local car park users. The realignment of the tariffs seeks to improve turnover and usage throughout day thereby supporting the town centre businesses and benefit the economy of North Hertfordshire. Amidst the slight increases, resident permits, visitor permits, business permits or visitor tickets for resident permit zones remain the same and the after 3pm subsidy in Royston continues for their benefit</p>

<p>Agenda Item 15 - Districtwide Survey 2017 - Key findings and Actions</p>	
<p>To advise Cabinet of the key findings and action points arising from the 2017 District Wide Survey.</p>	<p>The report usefully highlights a few areas where satisfaction levels could be improved. Broadly though, the services that NHDC provides to residents are well received. Any mitigating actions may be incorporated into the formulation of the relevant Service Plans to improve service provision. These will be proportionate and reflect the authority's duty under the public Sector Duty. Identified service improvements may require an analysis of equality impact prior to the point of implementation.</p>
<p>Agenda Item 16 - Green Space Management Strategy</p>	
<p>On the 24th January 2017 Cabinet resolved that, prior to removing facilities identified in the Green Space Management Strategy (GSMS), the Council shall allow up to 1 March 2018 for interested parties to put forward sustainable proposals that would fund both the capital and revenue requirements to safely continue to provide such facilities.</p> <p>This report updates Cabinet on the proactive approach adopted in identifying and assisting interested parties to take on the management and maintenance of the thirteen small play areas listed for removal of formal play equipment and the four football pavilions identified for closure as per the GSMS. The aim is to continue to meet the needs of the local community.</p> <p>A proposal to manage three play areas has been received from Great Ashby Community Council. Possible solutions at nil cost to the Council have been found for an additional four play areas. It is proposed that the remaining six will have equipment removed and landscaped back to green space.</p>	<p>An impact assessment of the Green Space Strategy 2017–2021 was included in the January 2017 report to Cabinet. This was included in the Cumulative Equality Assessment 2016/17.</p>

<p>With regards to pavilions, Templars Football Club has provided an initial business case to refurbish and manage Bakers Close pavilion, Baldock. The business case needs further officer evaluation to determine if it is sustainable.</p> <p>No business cases have been received for the remaining three pavilions and it is proposed that these are demolished and returned to green space.</p>	
<p>Agenda Item 17 - Future Management of Hitchin Market</p>	
<p>This report is a follow up on the report to Full Council of 8 February 2018 regarding the opportunity of a potential regeneration of the Churchgate Centre and accompanying investment in the public realm and Hitchin Market. This report considers the future arrangements for the management of Hitchin Market as the current management contract ends on 31 July 2018.</p>	<p>In line with the Public Sector Equality Duty, public bodies must, in the exercise of their functions, give due regard to the need to eliminate discrimination, harassment, victimisation, to advance equality of opportunity and foster good relations between those who share a protected characteristic and those who do not. To ensure the Council complies with the Public Sector Equality Duty the Council will undertake an equalities impact assessment if the Council decides to insource the market.</p> <p>Involvement and consultation are crucial to the equality analysis process. By seeking views of those most affected, then both positive and adverse impacts can be collated and inform any future schemes</p>
<p>Agenda Item 18 - Proposed Crematorium at Wilbury Hills - Progress Update</p>	
<p>To provide Cabinet with an update regarding progress to lease land at Wilbury Hills for the development and operation of a crematorium and to request approval of the heads of terms with a view to submitting an application for outline planning permission</p>	<p>There are no adverse impacts generated by the actions contained within this report</p>

3. Opportunities to foster good relations and advance equality of opportunity between people who share a protected characteristic and those who don't.

The Public Sector Equality Duty also requires local authorities to foster good relations and promote equality of opportunity between those with a protected characteristic and others. This work is implicit in all of our services. A specific opportunity has been identified within individual Equality Impact Assessments (EqIAs) and is summarised below:

Consultation

– Most policy decisions involve increased community engagement in regard to public consultations. These can include focus groups and public meetings which would give the opportunity for the North Hertfordshire community to come together and get more involved in civic life. In the case of the recommendation to review the play areas, the council approached interested parties to take on the management and maintenance of the thirteen small play areas listed for removal of formal play equipment and the four football pavilions identified for closure as per the Green Space Management Strategy (GSMS). Management of three areas has been secured by voluntary groups at the time of writing this assessment.

4. An analysis of any potential cumulative impacts that spans services

The potential for compounded negative impacts on particular groups are identified in individual equality impact assessments. As the Policy team reviews each assessment, any impacts can be identified and mitigating actions suggested where practicable. The process uses relevant national and local data from the individual equality impact assessment.

The continued pressure on the public sector to make savings, coupled with the changing demographics within the district, means that services cannot always be delivered in the same way. These changes to service delivery may have consequences for some equality groups within Hertfordshire. Wherever possible, NHDC have identified savings that are delivered through efficiencies which have no adverse impact on service-users.

Equality Analysis Template

1. Name of activity:	CAPITAL PROPOSAL TO PURCHASE CARDIO AND RESISTANCE FITNESS EQUIPMENT FOR THE COUNCIL'S HITCHIN AND ROYSTON LEISURE FACILITIES			
2. Main purpose of activity:	The proposal is for the Council to purchase new cardio and resistance equipment for the Hitchin and Royston leisure facilities			
3. List the information, data or evidence used in this assessment:				
4. Assessment				
Characteristics	Neutral (x)	Negative (x)	Positive (x)	Describe the person you are assessing the impact on, including identifying: community member or employee, details of the characteristic if relevant, e.g. mobility problems/particular religion and why and how they might be negatively or positively affected. Negative: What are the risks? Positive: What are the benefits?
Community considerations (i.e. applying across communities or associated with rural living or Human Rights)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Negative
				Positive
A person living with a disability	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Negative
				Positive
				The newer equipment may be more accessible to those living with a disability.
A person of a particular race	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Negative
				Positive
A person of a gay, lesbian or bisexual sexual orientation	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Negative
				Positive
A person of a particular sex, male or female, including issues around pregnancy and maternity	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Negative
				National trends indicate that there is a potential risk of under representation in sport participation from females however the SLL provides many opportunities for women to participate. With new equipment this will only improve that offer.

				Positive
A person of a particular religion or belief	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Negative
				Positive
A person of a particular age	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Negative
				Positive
				SLL offer specialist equipment (within the Wellness and Y for those who suffer from various health problems, allowing them to exercise pain free or independently with confidence to improve their fitness and mental health.
Transgender	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Negative
				Positive

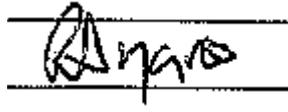
5 Results

	Yes	No	
Were positive impacts identified?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	SLL works with its local authority partners and other local stakeholders to improve physical and mental health and wellbeing, by promoting healthier and more active communities, and providing choice and incentives for all to participate through imaginative and inclusive programming. The new facilities will underpin this vision.
Are some people benefiting more than others? If so explain who and why.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Not applicable.
Were negative impacts identified (what actions were taken)	<input type="checkbox"/>	<input type="checkbox"/>	Not applicable

6. Consultation, decisions and actions

If High or very high range results were identified who was consulted and what recommendations were given?

Consultation took place between the Head of Leisure and Environment and SLL. This project would help improve the health & wellbeing and activity of individual's in the district and ensure customer satisfaction is maintained within the Council's Leisure Facilities. A precedent has already been established by the previous decision in 2011 by Full Council.

Describe the decision on this activity		
As above.		
List all actions identified to address/mitigate negative impact or promote positively		
Action	Responsible person	Completion due date
Monitoring of the revised contracts and performance indicators	Contract and Projects Manager	2024
When, how and by whom will these actions be monitored?		
As above along relevant input from the finance team.		
7. Signatures		
Assessor		
Name: Reuben Ayavoo	 Signature**	
Validated by		
Name:	Signature**	

**** Please type your name to allow forms to be sent electronically.**

A copy of this form should be forwarded to the corporate policy team and duplicate filed on the council's report system alongside any report proposing a decision on policy or service change.