



# Uttlesford District Council Equality & Health Impact Assessment (EqHIA)

## Document control

<b>Title of activity:</b>	Modern Slavery and Human Trafficking Statement
<b>Lead officer:</b>	Angela Knight
<b>Approved by:</b>	Peter Holt
<b>Date completed:</b>	July 2025
<b>Scheduled date for review:</b>	July 2026

<b>Does the EqHIA contain any confidential or exempt information that would prevent you publishing it on the Council's website?</b>	No
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Please note that EqHIAs are **public** documents and must be made available on the Council's [EqHIA webpage](#).

When completed, a copy of this form should be saved with the activity a policy, strategy, procedure, project, new or change in service, initiative or other's file for audit purposes and in case it is requested under the Freedom of Information Act.

**When the EqHIA is completed send a copy to the following email address - [EqHIA@Uttlesford.gov.uk](mailto:EqHIA@Uttlesford.gov.uk)**

# 1. Equality & Health Impact Assessment Checklist

Please complete the following checklist to determine whether or not you will need to complete an EqHIA and ensure you keep this section for your audit trail. If you have any questions, please contact your Divisional Equality Lead. Please refer to the Guidance in Appendix 1 on how to complete this form. **When EqHIA is completed send a copy to the following email address [EqHIA@Uttlesford.gov.uk](mailto:EqHIA@Uttlesford.gov.uk)**

## About your activity

1	<b>Title of activity</b>	Modern Slavery Statement 2024/25		
2	<b>Type of activity</b>	To adhere to the requirements of the Modern Slavery Act 2015, 'transparency in supply chain provisions' for businesses and organisations with turnover £36 million		
3	<b>Scope of activity</b>	Publication of a Modern Slavery Statement for the financial year 2025/26, which sets out the council's commitment to ensuring the supply chain is free from modern slavery and people exploitation		
4a	<b>Are you changing, introducing a new, or removing a service, policy, strategy or function?</b>	No	If the answer to <u>any</u> of these questions is 'YES', please continue to question 5.	If the answer to <u>all</u> of the questions (4a, 4b & 4c) is 'NO', please go to question 6.
4b	<b>Does this activity have the potential to impact (either positively or negatively) upon people (9 protected characteristics)?</b>	Yes		
4c	<b>Does the activity have the potential to impact (either positively or negatively) upon any factors which determine people's health and wellbeing?</b>	Yes		
5	<b>If you answered YES:</b>	<b>Please complete the EqHIA in Section 2 of this document.</b> Please see Appendix 1 for Guidance.		
6	<b>If you answered NO:</b>	<p><i>Please provide a clear and robust explanation on why your activity does not require an EqHIA. This is essential in case the activity is challenged under the Equality Act 2010.</i></p> <p><i>Please keep this checklist for your audit trail.</i></p>		

<b>Completed by:</b>	Angela Knight
<b>Date:</b>	31 July 2025

## 2. The EqHIA – How will the strategy, policy, plan, procedure and/or service impact on people?

### Background/context:

The Modern Slavery Act 2015 is an Act of Parliament and is designed to combat modern slavery. The bill was introduced to the House of Commons in October 2013 and received royal assent and became law on the 26 March 2015. Further amendments have been introduced to the original bill, with one relating to 'Transparency in Supply Chain Provisions', which sets out specific legislative requirements relating to the purchase of goods and services.

The legislation requires that businesses and organisations with an annual turnover of more than £36 million publish an annual Modern Slavery Statement, which sets out the steps the business or organisation has made to ensure that these practices are not happening within their supply chains.

### Who will be affected by the activity?

The publication of the Modern Slavery Statement sets out the procedures and processes in place to identify and eradicate modern slavery within our direct and indirect supply chains.

### Protected Characteristic - Age: Consider the full range of age groups

Please tick (✓) the relevant box:

Positive

Neutral

Negative

#### Overall impact:

The legislation aims to protect all people whatever their age

*\*Expand box as required*

#### Evidence:

*\*Expand box as required*

#### Sources used:

*\*Expand box as required*

### Protected Characteristic - Disability: Consider the full range of disabilities; including physical mental, sensory and progressive conditions

Please tick (✓) the relevant box:

Positive

#### Overall impact:

<b>Neutral</b>		The legislation does not distinguish any disabilities that would not be protected
<b>Negative</b>		
<i>*Expand box as required</i>		
<b>Evidence:</b>		
<i>*Expand box as required</i>		
<b>Sources used:</b>		
<i>*Expand box as required</i>		

Protected Characteristic - Sex/gender: Consider both men and women		
<i>Please tick (✓) the relevant box:</i>		<b>Overall impact:</b>  The legislation does not distinguish any sex or gender that would not be protected
<b>Positive</b>	✓	
<b>Neutral</b>		
<b>Negative</b>		
<i>*Expand box as required</i>		
<b>Evidence:</b>		
<i>*Expand box as required</i>		
<b>Sources used:</b>		
<i>*Expand box as required</i>		

Protected Characteristic - Ethnicity/race: Consider the impact on different ethnic groups and nationalities		
<i>Please tick (✓) the relevant box:</i>		<b>Overall impact:</b>  The legislation does not distinguish any ethnicity or race that would not be protected
<b>Positive</b>	✓	
<b>Neutral</b>		
<b>Negative</b>		
<i>*Expand box as required</i>		
<b>Evidence:</b>		
<i>*Expand box as required</i>		
<b>Sources used:</b>		
<i>*Expand box as required</i>		

<b>Protected Characteristic - Religion/faith:</b> Consider people from different religions or beliefs including those with no religion or belief		
<i>Please tick (✓) the relevant box:</i>		<b>Overall impact:</b>  The legislation does not distinguish any religion or faith that would not be protected   <i>*Expand box as required</i>
<b>Positive</b>	<input checked="" type="checkbox"/>	
<b>Neutral</b>	<input type="checkbox"/>	
<b>Negative</b>	<input type="checkbox"/>	
<b>Evidence:</b>		
<i>*Expand box as required</i>		
<b>Sources used:</b>		
<i>*Expand box as required</i>		

<b>Protected Characteristic - Sexual orientation:</b> Consider people who are heterosexual, lesbian, gay or bisexual		
<i>Please tick (✓) the relevant box:</i>		<b>Overall impact:</b>  The legislation does not distinguish any sexual orientation that would not be protected   <i>*Expand box as required</i>
<b>Positive</b>	<input checked="" type="checkbox"/>	
<b>Neutral</b>	<input type="checkbox"/>	
<b>Negative</b>	<input type="checkbox"/>	
<b>Evidence:</b>		
<i>*Expand box as required</i>		
<b>Sources used:</b>		
<i>*Expand box as required</i>		

<b>Protected Characteristic - Gender reassignment:</b> Consider people who are seeking, undergoing or have received gender reassignment surgery, as well as people whose gender identity is different from their gender at birth		
<i>Please tick (✓) the relevant box:</i>		<b>Overall impact:</b>  The legislation does not have any exclusions for people who have undergone gender assignment   <i>*Expand box as required</i>
<b>Positive</b>	<input checked="" type="checkbox"/>	
<b>Neutral</b>	<input type="checkbox"/>	
<b>Negative</b>	<input type="checkbox"/>	

<b>Evidence:</b>	<i>*Expand box as required</i>
<b>Sources used:</b>	<i>*Expand box as required</i>

<b>Protected Characteristic - Marriage/civil partnership:</b> Consider people in a marriage or civil partnership	
<i>Please tick (✓) the relevant box:</i>	<b>Overall impact:</b>
<b>Positive</b> <input checked="" type="checkbox"/>	The legislation does not distinguish against people who are married or in civil partnerships  <i>*Expand box as required</i>
<b>Neutral</b> <input type="checkbox"/>	
<b>Negative</b> <input type="checkbox"/>	
<b>Evidence:</b>	<i>*Expand box as required</i>
<b>Sources used:</b>	<i>*Expand box as required</i>

<b>Protected Characteristic - Pregnancy, maternity and paternity:</b> Consider those who are pregnant and those who are undertaking maternity or paternity leave	
<i>Please tick (✓) the relevant box:</i>	<b>Overall impact:</b>
<b>Positive</b> <input checked="" type="checkbox"/>	The legislation does not distinguish against people who are pregnant.  The Statement and its protections are not applicable to maternity and paternity leave.  <i>*Expand box as required</i>
<b>Neutral</b> <input type="checkbox"/>	
<b>Negative</b> <input type="checkbox"/>	
<b>Evidence:</b>	<i>*Expand box as required</i>
<b>Sources used:</b>	<i>*Expand box as required</i>

<b>Socio-economic status:</b> Consider those who are from low income or financially excluded backgrounds	
<i>Please tick (✓) the relevant box:</i>	
<b>Positive</b>	<input checked="" type="checkbox"/>
<b>Neutral</b>	<input type="checkbox"/>
<b>Negative</b>	<input type="checkbox"/>
<b>Overall impact:</b> The issues of modern slavery and human trafficking legislation has been specifically created to protect the vulnerable, low income and financially excluded as these are the groups which are generally targeted for this type of exploitation.	
<i>*Expand box as required</i>	
<b>Evidence:</b>	
<i>*Expand box as required</i>	
<b>Sources used:</b>	
<i>*Expand box as required</i>	

<b>Health &amp; Wellbeing Impact:</b> Consider both short and long-term impacts of the activity on a person's physical and mental health, particularly for disadvantaged, vulnerable or at-risk groups. Can health and wellbeing be positively promoted through this activity? Please use the Health and Wellbeing Impact Tool in Appendix 2 to help you answer this question.	
<i>Please tick (✓) all the relevant boxes that apply:</i>	
<b>Positive</b>	<input checked="" type="checkbox"/>
<b>Neutral</b>	<input type="checkbox"/>
<b>Negative</b>	<input type="checkbox"/>
<b>Overall impact:</b> The legislation has been specifically developed to support those who are disadvantaged, vulnerable and at risk. By actively supporting the aims of the legislation and ensuring we are robust in our supply chain we can support the eradication of this exploitation of people.	
<i>*Expand box as required</i>	
<b>Do you consider that a more in-depth HIA is required as a result of this brief assessment?</b> Please tick (✓) the relevant box Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	
<b>Evidence:</b>	
<i>*Expand box as required</i>	
<b>Sources used:</b>	
<i>*Expand box as required</i>	

### 3. Outcome of the Assessment

The EqHIA assessment is intended to be used as an improvement tool to make sure the activity maximises the positive impacts and eliminates or minimises the negative impacts. The possible outcomes of the assessment are listed below and what the next steps to take are:

Please tick (✓) what the overall outcome of your assessment was:

✓	1. The EqHIA identified <u>no significant concerns</u> OR the identified <u>negative concerns</u> have already been <u>addressed</u>	➔	<b>Proceed with implementation</b> of your activity
	2. The EqHIA identified some <u>negative impact</u> which still needs to be <u>addressed</u>	➔	<b>COMPLETE SECTION 4:</b> <b>Complete action plan</b> and finalise the EqHIA
	3. The EqHIA identified some <u>major concerns</u> and showed that it is <u>impossible to diminish negative impacts</u> from the activity to an acceptable or even lawful level	➔	<b>Stop and remove</b> the activity or <b>revise</b> the activity <b>thoroughly</b> . <b>Complete an EqHIA on the revised proposal.</b>



## 4. Action Plan

The real value of completing an EqHIA comes from the identifying the actions that can be taken to eliminate/minimise negative impacts and enhance/optimize positive impacts. In this section you should list the specific actions that set out how you will address any negative equality and health & wellbeing impacts you have identified in this assessment. Please ensure that your action plan is: more than just a list of proposals and good intentions; sets ambitious yet achievable outcomes and timescales; and is clear about resource implications.

Protected characteristic / health & wellbeing impact	Identified Negative or Positive impact	Recommended actions to mitigate Negative impact* or further promote Positive impact	Outcomes and monitoring**	Timescale	Lead officer

**Add further rows as necessary**

\* You should include details of any future consultations and any actions to be undertaken to mitigate negative impacts

\*\* Monitoring: You should state how the impact (positive or negative) will be monitored; what outcome measures will be used; the known (or likely) data source for outcome measurements; how regularly it will be monitored; and who will be monitoring it (if this is different from the lead officer).

## 5. Review

In this section you should identify how frequently the EqHIA will be reviewed; the date for next review; and who will be reviewing it.

**Review:** Annually

**Scheduled date of review:** April 2025

**Lead Officer conducting the review:** Angela Knight, Director of Business Performance and People.