Appendix 1

Uttlesford District Council
Equality & Health Impact Assessment (EqHIA)

Document control

Title of activity:	Submission of Proposals to Government for Local Government Reorganisation
Lead officer:	Peter Holt, Chief Executive
Approved by:	Angela Knight
Date completed:	September 2025
Scheduled date for review:	

Does the EqHIA contain any confidential or exempt information that would prevent you publishing it on the Council's website?	No

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

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**

About your activity

1	**Title of activity**	Submission of Proposals to Government for Local Government Reorganisation (LGR)		
2	**Type of activity**	Decision on proposed options for future local government structures in Essex		
3	**Scope of activity**	All Essex		
4a	**Are you changing, introducing a new, or removing a service, policy, strategy or function?**	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	**Does this activity have the potential to impact (either positively or negatively) upon people (9 protected characteristics)?**	Yes		
4c	**Does the activity have the potential to impact (either positively or negatively) upon any factors which determine people's health and wellbeing?**	Yes		
5	**If you answered YES:**	**Please complete the EqHIA in Section 2 of this document.** Please see Appendix 1 for Guidance.		
6	**If you answered NO:**	*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.* *Please keep this checklist for your audit trail.*		

Completed by:	Peter Holt
Date:	10 September 2025

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

Background/context:
In Essex, there are currently 15 councils comprising an upper tier County Council, two unitary councils and 12 district, city and borough councils. The Government have set out plans to move away from this two-tier system of councils. Local Government Reorganisation (LGR) is the process by which the structure and responsibilities of local authorities are reconfigured. Councils in Essex have been invited to submit proposals for how councils in Essex should be organised. Government will deliver a statutory consultation on viable proposals in late 2025 following which the Minister of State will decide on which proposal should be adopted in Spring 2026. Four business cases representing different models of unitary authorities have been developed and each will represent a significant change to the way that communities are represented, and to how key local authority services are designed and delivered. Uttlesford Cabinet will be considering the business cases and whether to endorse none or one of the options in the combined submission to Government. Officer advice is that all of the business cases are viable, but that Business Case A is the most robust and best suited to deliver for residents of Uttlesford and all of Essex. Business Case A "Creating a Greater Future for Essex" proposes that five unitary councils should be formed. In this option, Uttlesford would be merged with Epping Forest and Harlow areas.

Who will be affected by the activity?
All residents and businesses. All staff and elected members of upper and lower tier local authorities in all Essex.

Protected Characteristic - Age: Consider the full range of age groups		
Please tick (✓) the relevant box:		**Overall impact:**
Positive		This decision is limited to whether to endorse none or one of the business cases for future unitary authorities. No negative impacts are anticipated. Engagement with residents will help to inform future service design. All age groups may benefit from future services designed around local accessibility and needs. **Expand box as required*
Neutral	✓	
Negative		
Evidence: Detailed EqHIA assessments will be carried out later in the LGR process, when future unitary alignments are confirmed and service design is developed.		

**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:		**Overall impact:** This decision is limited to whether to endorse none or one of the business cases for future unitary authorities. No negative impacts are anticipated. Engagement with residents will help to inform future service design. All groups may benefit from physical and digital access designed around and responsive to local accessibility and needs. **Expand box as required*
Positive		
Neutral	✓	
Negative		
Evidence: Detailed EqHIA assessments will be carried out later in the LGR process, when future unitary alignments are confirmed and service design is developed. **Expand box as required*		
Sources used: **Expand box as required*		

Protected Characteristic - Sex/gender: Consider both men and women		
Please tick (✓) the relevant box:		**Overall impact:** This decision is limited to whether to endorse none or one of the business cases for future unitary authorities. No disproportionate impacts are anticipated. Engagement with residents will help to inform future service design. **Expand box as required*
Positive		
Neutral	✓	
Negative		
Evidence: Detailed EqHIA assessments will be carried out later in the LGR process, when future unitary alignments are confirmed and service design is developed. **Expand box as required*		
Sources used: **Expand box as required*		

Protected Characteristic - Ethnicity/race: Consider the impact on different ethnic groups and nationalities	
Please tick (✓) the relevant box:	**Overall impact:**

Positive		This decision is limited to whether to endorse none or one of the business cases for future unitary authorities. No disproportionate impacts are anticipated. Engagement with residents will help to inform future service design. **Expand box as required*
Neutral	✓	
Negative		
Evidence: Detailed EqHIA assessments will be carried out later in the LGR process, when future unitary alignments are confirmed and service design is developed. **Expand box as required*		
Sources used: **Expand box as required*		

Protected Characteristic - Religion/faith: Consider people from different religions or beliefs including those with no religion or belief		
Please tick (✓) the relevant box:		**Overall impact:** This decision is limited to whether to endorse none or one of the business cases for future unitary authorities. No differential impacts are anticipated. Engagement with religious and faith groups will help to inform future service design. **Expand box as required*
Positive		
Neutral	✓	
Negative		
Evidence: Detailed EqHIA assessments will be carried out later in the LGR process, when future unitary alignments are confirmed and service design is developed. **Expand box as required*		
Sources used: **Expand box as required*		

Protected Characteristic - Sexual orientation: Consider people who are heterosexual, lesbian, gay or bisexual		
Please tick (✓) the relevant box:		**Overall impact:** This decision is limited to whether to endorse none or one of the business cases for future unitary authorities. No adverse impacts are anticipated. Engagement with residents will help to inform future service design. **Expand box as required*
Positive		
Neutral	✓	
Negative		
Evidence: Detailed EqHIA assessments will be carried out later in the LGR process, when future unitary alignments are confirmed and service design is developed. **Expand box as required*		

Sources used:
**Expand box as required*

Protected Characteristic - Gender reassignment: 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		
Please tick (✓) the relevant box:		**Overall impact:**
Positive		This decision is limited to whether to endorse none or one of the business cases for future unitary authorities. No specific impacts have been identified. Engagement with residents will help to inform future service design.
Neutral	✓	
Negative		
		**Expand box as required*
Evidence: Detailed EqHIA assessments will be carried out later in the LGR process, when future unitary alignments are confirmed and service design is developed **Expand box as required*		
Sources used: **Expand box as required*		

Protected Characteristic - Marriage/civil partnership: Consider people in a marriage or civil partnership		
Please tick (✓) the relevant box:		**Overall impact:**
Positive		This decision is limited to whether to endorse none or one of the business cases for future unitary authorities. No specific impacts have been identified. Engagement with residents will help to inform future service design.
Neutral	✓	
Negative		
		**Expand box as required*
Evidence: Detailed EqHIA assessments will be carried out later in the LGR process, when future unitary alignments are confirmed and service design is developed **Expand box as required*		
Sources used: **Expand box as required*		

Protected Characteristic - Pregnancy, maternity and paternity: Consider those who are pregnant and those who are undertaking maternity or paternity leave		
Please tick (✓) the relevant box:		**Overall impact:**
Positive		

Neutral	✓	This decision is limited to whether to endorse none or one of the business cases for future unitary authorities. Potential for future positive impact through better local access to maternity and early years services. Engagement with residents will help to inform future service design. **Expand box as required*
Negative		
Evidence: Detailed EqHIA assessments will be carried out later in the LGR process, when future unitary alignments are confirmed and service design is developed **Expand box as required*		
Sources used: **Expand box as required*		

Socio-economic status: Consider those who are from low income or financially excluded backgrounds		
Please tick (✓) the relevant box:		**Overall impact:**
Positive		This decision is limited to whether to endorse none or one of the business cases for future unitary authorities. Potential for future positive impact arising from targeted economic development and support in the proposed unitary alignment. Engagement with residents will help to inform future service design. **Expand box as required*
Neutral	✓	
Negative		
Evidence: Detailed EqHIA assessments will be carried out later in the LGR process, when future unitary alignments are confirmed and service design is developed **Expand box as required*		
Sources used: **Expand box as required*		

Health & Wellbeing Impact: 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.		
Please tick (✓) all the relevant boxes that apply:		**Overall impact:**
Positive		This decision is limited to whether to endorse none or one of the business cases for future unitary authorities. Potential for future positive impact arising from targeted local health initiatives with focus on addressing wider determinants of health and wellbeing and improving access to services based on local needs. Engagement with residents will help to inform future service design.
Neutral	✓	
Negative		

		Expand box as required* **Do you consider that a more in-depth HIA is required as a result of this brief assessment? Please tick (✓) the relevant box **Yes** ☐ **No** ☒
Evidence: Detailed EqHIA assessments will be carried out later in the LGR process, when future unitary alignments are confirmed and service design is developed **Expand box as required*		
Sources used: **Expand box as required*		

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

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/optimise 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: At key decision points for LGR design and delivery

Scheduled date of review: March 2026 (Government decision on model for LGR)

Lead Officer conducting the review: Angela Knight