

Equality Impact Assessment Template (EqIA)

An Equalities Impact Assessment (EqIA) is a tool to understand the effects a decision will or is likely to have on people, specifically those people who have one or more protected characteristics under the Equality Act 2010.

It is an evidence-based approach and aims to ensure that decision-making processes are fair and do not present barriers to participation or create disadvantage for protected groups.

The EqIA should be started early on in a project before any decision is made. It can also be used:

- As a service improvement tool, and
- To assess the implications of strategic and operational decisions.

In this way, we can help ensure we do not discriminate, and promote equality.

What is the Public Sector Equality Duty (PSED)?

The PSED under the [Equality Act 2010](#) requires that in the exercise of its functions, Waltham Forest Council must have due regard whilst seeking and evidencing ways that we:

- eliminate unlawful discrimination – including victimisation or harassment
- advance equality of opportunity between people who share a protected characteristic and those who don't
- foster or encourage good relations between people who share a protected characteristic and those who don't

The PSED helps the council meet its legal duties and to become more accountable, inclusive, credible and community orientated.

Protected characteristics under the Equality Act 2010

It is against the law to discriminate against someone because of a protected characteristic. These are:

- Age
- Sex
- Ethnicity and race
- Religion or belief
- Disability
- Sexual orientation
- Pregnancy and maternity
- Gender reassignment
- Marriage and civil partnership

An EqIA enables officers to assess the impact of proposed decisions on people with these characteristics.

Protected characteristics as determined by Waltham Forest Council

In addition to our statutory obligations under the Equality Act 2010, Waltham Forest Council include Care Leavers as having a protected characteristic and to this extent passed a motion in April 2023 to recognise this action. Therefore, Waltham Forest Council's EqIA process also includes a requirement to explore the impact of a proposal on that group.

Additional groups that face structural inequalities

As a Council, we are committed to tackling structural disadvantages faced by our residents. We encourage staff to think about how a decision, proposal or policy might affect wider groups who are not covered by the Equality Act, but still experience relative material or social disadvantage in accessing opportunity.

The [State of the Borough report](#) identifies a number of additional groups that should be taken into account:

- Those who face socio-economic inequality (e.g. unemployment, low income, low academic qualifications) or live in areas of high deprivation
- Care Leavers
- People with caring responsibilities
- Survivors of domestic violence
- Migrants, including refugees and asylum seekers
- Homeless people and people at risk of homelessness
- People who are experiencing long-term unemployment

There might be other disadvantaged groups that you know from your service data who might be adversely affected by your proposal or policy. You need to consider these groups as well as the protected characteristics above as part of your EqlA.

Carrying out an EqlA

When doing an assessment, you must answer these questions:

- Is the proposal, policy, or project likely to exclude or have a detrimental (harmful) effect on a specific group or community?
- Does it affect some groups or communities differently and can this be justified?
- How might it affect wider determinants (factors) such as income, housing, education, employment, neighborhoods, and communities that impact on health and well-being?
- Is the proposal, policy, or project likely to be equally accessed by all groups and communities? If not, can this be justified?
- Are there any barriers that might make it hard or stop different groups or communities accessing the proposal or policy to be delivered?
- Could the proposal or policy promote equality and good relations between different groups?

Service areas are responsible for ensuring EqlAs are started early on and should consult widely within their service to ensure they have considered all potential impacts. This should also include considering the impact on people who have identities that overlap e.g., intersectionality of gender, race, and disability for instance.

When completing a EqlA use data to help collate demographic evidence including:

- Census 2021 in Waltham Forest
- Statistics about the borough
- Other service specific data insights and sources, including data requests via Hornbill.

Guidance on compliance with the Public Sector Equality Duty for officers and decision makers

1. The duty is mandatory and must be met by the decision-maker and not delegated. It is for the decision-maker to consider with help from the report and officer analysis.
2. EqlAs must be evidence-based and accurate – negative impacts must be fully and frankly identified so the decision-maker can fully consider their impact.
3. There must be compliance with the duty when decisions, proposal or policies are being formulated by officers and then by members or officers when taking the decision. The Council cannot rely on an EqlAs produced after the

decision is made but sometimes a “provisional” EqIA is appropriate eg. before consultation on a decision, proposal, or policy.

4. When an equality implication is identified, officers and members must give conscious and open-minded consideration to the equality duty when making a decision.
5. The duty is not, however, to achieve the three equality aims but to pay due regard when making the final decision – therefore, the duty can encourage officers to amend or change a decision, proposal, or policy where an equality implication is identified, but it does not stop difficult but justifiable decisions being made e.g to no longer continue a service for instance.
6. The decision maker may take into account things that may objectively justify taking a decision which has negative impact on equalities, e.g. financial targets, value for money or service needs.
7. The duty is ongoing: EqIAs should be reviewed over time and should say how impact will be monitored after the decision.

Positive action

The Equality Act allows ‘positive action’ to tackle disadvantage faced by those sharing a protected characteristic, even if it has the consequence of disadvantaging those sharing a different protected characteristic. Positive action can be justified where it is proportionate. Positive action is different from positive discrimination, which is unlawful.

An example of unlawful positive discrimination would be where an employer recruits a person because they have a relevant protected characteristic rather than because they are the best candidate. For example, it would be unlawful to hire someone simply because their team was under-represented by woman and the candidate is hired because they are a woman.

However, if under-representation is an identified issue, then you could take steps to promote vacancies to this group or provide extra support for them to apply. This is positive action.

The difference between positive action and positive discrimination can be difficult to define and is determined by the particular situation. It is important to reflect upon whether any element of your service necessitates positive action. It is critical that you satisfy your duty under the Equality Act and therefore if you have any concerns, please seek further guidance/or legal advice before continuing.

Equality Impact Assessment (EqIA)

Section 1: About the proposal, policy or project

Name of proposal, policy, or project:

Infrastructure Delivery Plan

Name of lead officer and contact details:

Marcin Manikowski - Head of Strategic Planning & Infrastructure (Place & Design)

marcin.manikowski@walthamforest.gov.uk

Name of service and directorate for this proposal, policy, or project:

Place Directorate

Strategic Director responsible for this proposal, policy, or project:

Ian Rae

Date the EqIA was started:

08-05-2024

What kind of proposal, policy or project is this assessment for?

Tick all that apply.

- Change in service delivery or new service
- Change in policy or new policy
- Grants and commissioning
- Budget change or service cut
- Other - if ticked, please give more detail: Infrastructure Delivery Plan Update

Section 2: Proposal, policy, or project summary

Please give a summary of this proposal, policy, or project

Give brief details of:

- What the proposed decision or change is.
- The reasons for this decision or change.
- The outcomes you are hoping to achieve.

What the proposed decision or change is?

As part of Local Plan preparation, the National Planning Policy Framework (NPPF) requires the local planning authority to work with other authorities and providers to assess the quality and capacity of infrastructure in their areas and its ability to meet forecast demands. This includes transport, water supply, wastewater, energy, telecommunications, utilities, waste, health, social care, education, flood risk and coastal change management.

This information should be captured in an Infrastructure Delivery Plan (IDP) which sets out the borough's infrastructure requirements, when they are needed and who they will be delivered by. It also sets out the costs of all the infrastructure requirements, how they will be funded and identify whether there are any funding gaps. The current IDP was produced in 2020 and is based on now outdated information and needs to be reviewed. The IDP is a 'live' document that details the infrastructure required in order to deliver the growth planned for within the new Waltham Forest Local Plan, which provides an Inclusive Growth framework

that will reduce inequalities and deliver benefits for all communities across the borough, in line with all six Mission Waltham Forest Borough missions.

The new Waltham Forest Local Plan establishes the borough-wide spatial strategy, based around 16 Strategic Locations. These have been identified as the most sustainable locations for future inclusive growth – each with its own supporting masterplans and assessment of existing and planned infrastructure. The IDP brings together a range of data from infrastructure providers to help ensure that the right infrastructure is identified and delivered to meet the needs.

The reasons for this decision or change.

The decision to update the current Infrastructure Delivery Plan (IDP) is driven by several key factors:

1. **Outdated Information:** The existing IDP was produced in 2020 and is based on information that is now outdated. A review is necessary to ensure the plan reflects the most current data and circumstances, including Mission Waltham Forest principles.
2. **Consolidating the Evidence Base:** To enhance infrastructure planning, it is essential to consolidate the evidence base. This will provide a more robust foundation for decision-making and ensure that all relevant data is considered.
3. **Addressing the Climate Emergency:** The updated IDP needs to reflect the Climate Emergency, incorporating strategies and actions that address climate change and its impacts on infrastructure.
4. **Identifying Funding and Costs:** A thorough review of the IDP will help identify the necessary funding and up to date costs associated with infrastructure projects. This will facilitate better financial planning and resource allocation, essential in the current challenging financial environment for local governments.

These reasons collectively highlight the importance of updating the IDP to ensure it remains relevant, comprehensive, and aligned with current needs and priorities.

The outcomes you are hoping to achieve.

Reflecting Changes and New Evidence: The existing IDP was produced in 2020, there have been significant changes and new evidence that need to be incorporated into the IDP. Updating the plan will ensure it accurately represents the current infrastructure needs and priorities.

Streamlined IDP and Current IDS: The updated IDP will be streamlined and aligned with the current Infrastructure Delivery Schedule (IDS) agreed upon with other services. This will ensure a cohesive and coordinated approach to infrastructure planning and delivery.

Who will be affected by this proposal, policy, or project?

For example: staff, service users, or the wider community

The updated Infrastructure Delivery Plan (IDP) will have a broad impact on various stakeholders, ensuring that infrastructure development meets current and future needs effectively. It will also impact council officers and teams responsible for implementation of infrastructure projects, as well as landowners, developers, architects, and other built environment professionals who will need to align their proposals and projects with

the updated Infrastructure Delivery Plan. This ensures that development is sustainable and meets the current and future infrastructure needs of the borough.

The eventual delivery of infrastructure on the ground will also directly impact on the borough residents using the infrastructure and services that it supports.

Section 3: Equality analysis

This section asks you to consider the potential impact (both positive and negative) of the proposed proposal, policy or project on the protected characteristics and the mitigations that will be taken to avoid or counteract any negative impact identified. If no negative impact(s) has been identified for that group, briefly explain why this is not applicable.

Please consider how the proposed change will affect staff, service users or members of the wider community who share one or more of the following protected characteristics. Think about what action(s) you can take to address their specific needs. In addition, you may wish to consider the short-, medium- and longer-term implications, intersectionality between the different characteristics, as well as mitigations that may be required.

Age

This can refer to people who have, for example, a specific age, or who are in a specific age range.

Will the proposed change have a differential impact [negative] on people of a specific age or age group (e.g. older or younger people)? If so, explain why this group may be affected and what mitigating actions will be taken.

The IDP is expected to have a positive impact on both children and older people. All the infrastructure projects in the updated Infrastructure Delivery Plan (IDP) and Infrastructure Delivery Strategy (IDS) will support inclusive growth in the borough. These projects will promote healthier lifestyles and improve health and well-being for all age groups. Additionally, the IDP will not only deliver new infrastructure but also help maintain and enhance public transport services, support and encourage active and sustainable travel, maintain and support parks and play spaces, and reduce CO2 emissions. These measures align with LP1 policies aimed at improving connectivity to green and open spaces, thus benefiting a wide range of age groups.

Highlight any positive benefits the proposed decision will have on people of a specific age or age group.

The proposed updated IDP will have several positive benefits for specific age groups. For children and younger people, the updated Infrastructure Delivery Plan (IDP) will enhance educational facilities, create safe and engaging play spaces, and promote active travel, contributing to their overall development and well-being. For older adults, the IDP aims to improve accessibility to public transport and recreational areas, ensuring they can easily access essential services and enjoy green spaces. These measures will support healthier lifestyles and improve the quality of life for both younger and older residents, fostering a more inclusive and supportive community.

Sex (gender)

Sex refers to whether you are a man or a woman.

Will the proposed change to service/policy have a differential impact [negative] on people of a specific sex (e.g. women, men)? If so, explain why this group may be affected and what mitigating actions will be taken.

The Infrastructure Delivery Plan will have a positive impact on individuals of all genders.

Highlight any positive benefits the proposal decision will have on people of a same or different sex (gender).

The proposed updated IDP will have several positive benefits for people of all genders. By ensuring that infrastructure projects are inclusive and accessible, the updated Infrastructure Delivery Plan (IDP) will promote gender equality. For example, improved public transport services and safer, well-lit pathways will enhance safety and mobility for women and girls. Additionally, the creation of community spaces and recreational facilities will provide opportunities for all genders to engage in physical activities and social interactions, fostering a more inclusive community. These measures will help address gender-specific needs and contribute to a more equitable and supportive environment for everyone.

Ethnicity and race

This refers to a group of people defined by their race, colour, and nationality (including citizenship), ethnic or national origins.

Will the proposed change to service/policy have a differential impact [negative] on people of a certain race? If so, explain why this group may be affected and what mitigating actions will be taken.

The Infrastructure Delivery Plan will have a positive impact on individuals of different races. It prioritises the development of community infrastructure that benefits all residents, ensuring that facilities and services are accessible and well-integrated within developments. This approach helps to foster social cohesion and supports the needs of various racial groups.

Highlight any positive benefits the proposed change will have on people of a certain race.

The updated Infrastructure Delivery Plan (IDP) aligns with the inclusive policies set out in LP1, which support the diverse needs of the borough's residents, including those from different racial backgrounds. The IDP will support the diverse needs of the borough's residents. This includes prioritising the development of community infrastructure that is accessible and beneficial to all racial groups and available to organisations supporting equalities groups. Improved public transport services, enhanced community facilities, and well-integrated spaces for cultural and social activities will help foster social cohesion and promote inclusivity. These measures will ensure that people of all races can equally benefit from the infrastructure developments, enhancing their quality of life and supporting a more harmonious community.

Religion or belief

Religion refers to a person's faith (e.g. Buddhism, Islam, Christianity, Judaism, Sikhism, Hinduism) and includes lack of belief (e.g. Atheism). Belief includes any religious and philosophical belief including lack of belief (e.g. Atheism).

Will the proposed change to service/policy have a differential impact [negative] on people who follow a religion or belief, including lack of belief? If so, explain why this group may be affected and what mitigating action will be taken.

The proposed updated IDP will have several positive benefits for people with different religions or beliefs, including those with no religious beliefs.

Highlight any positive benefits the proposed change will have on people with different religions or beliefs (including a lack of belief).

The updated Infrastructure Delivery Plan (IDP) will ensure that community infrastructure is accessible and beneficial to all fostering social cohesion. Additionally, the IDP will support in the delivery of inclusive spaces that welcome individuals with all religious beliefs, promoting a sense of belonging for everyone. These measures will help create a more harmonious and inclusive community where the diverse needs of all residents are met.

Disability

A person has a disability if they have a physical or mental impairment which has a substantial and long-term adverse effect on the person's ability to carry out normal day-day activities.

This could include physical impairment, hearing impairment, visual impairment, learning difficulties, long-term illness or health condition, mental illness, or other impairments.

Will the proposed change to service/policy have a differential impact [negative] on people with disabilities? If so, explain why this group may be affected and what mitigating action will be taken.

The proposed updated IDP is not expected to have a negative differential impact on people with disabilities. The updated Infrastructure Delivery Plan (IDP) includes several projects designed to enhance accessibility and support for individuals with disabilities. These include step-free access to all stations in the borough, improvements to parks and public spaces to ensure they are accessible, and initiatives in education and healthcare that address specific needs.

Highlight any positive benefits the proposed change will have on people with a disability.

The IDP includes step-free access to all stations in the borough, which will significantly improve mobility for individuals with physical disabilities. Additionally, improvements to parks and public spaces will ensure they are accessible and enjoyable for everyone. The IDP also supports education and healthcare initiatives, addressing the specific needs of people with disabilities. Projects aimed at improving air quality and addressing the climate emergency will help in creating a more equitable and supportive environment for people with disabilities.

Sexual orientation

This refers to whether a person is attracted to people of the same sex or a different sex to themselves. Please consider the impact on people who identify as heterosexual, bisexual, gay, lesbian, or asexual.

Will the proposed change to service/policy have a differential impact [negative] on people with a particular sexual orientation? If so, explain why this group may be affected and what mitigating action will be taken.

The proposed updated IDP is not expected to have a negative differential impact on people with a particular sexual orientation. The updated Infrastructure Delivery Plan (IDP) is designed to be inclusive and equitable, ensuring that all community members, regardless of their sexual orientation, benefit from the improvements.

Highlight any positive benefits the proposed change will have on people who identify as heterosexual, bisexual, lesbian or asexual.

The IDP is inclusive and equitable, all individuals, regardless of their sexual orientation, will benefit from improved community infrastructure, enhanced public spaces, and better access to services. This inclusive

approach fosters a supportive and welcoming environment, promoting social cohesion and ensuring that everyone feels valued and respected within the community.

For instance, enhanced public transport and infrastructure improvements will make it easier for everyone to access these spaces and participate in community life.

Pregnancy and maternity

Pregnancy refers to the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.

Will the proposed change to service/policy have a differential impact [negative] on pregnancy and maternity? If so, explain why this group may be affected and what mitigating action will be taken.

The proposed IDP update is not expected to have a negative differential impact on people who are pregnant or expecting a baby. In fact, the updated Infrastructure Delivery Plan (IDP) includes several positive benefits, such as improved accessibility with step-free access at all stations, enhanced healthcare facilities, and better community services, all of which support the needs of pregnant individuals and new parents.

Highlight any positive benefits the proposed change will have on people who are pregnant/expecting a baby.

Accessibility Improvements: The inclusion of step-free access at all stations will significantly improve mobility for pregnant individuals and parents with young children, making it easier to navigate public transport systems.

Enhanced Healthcare Facilities: The IDP supports the development and enhancement of healthcare facilities, ensuring that pregnant individuals have better access to prenatal and postnatal care. This will contribute to healthier pregnancies and better outcomes for both mothers and babies.

Community Services: Improved community services, such as childcare and healthcare facilities, will provide essential resources for new parents, helping them manage the demands of pregnancy and early parenthood more effectively.

Public Spaces: The development of accessible parks and recreational areas will offer safe and welcoming spaces for families to relax and engage in outdoor activities. These spaces will be designed to accommodate the needs of parents with young children, including features like playgrounds and shaded seating areas.

Supportive Environment: By promoting policies that support inclusivity and accessibility, the IDP helps create a more supportive environment for pregnant individuals and new parents. This includes ensuring that public spaces and services are designed with their needs in mind, fostering a sense of community and belonging.

Overall, these measures ensure that the needs of people who are pregnant or expecting a baby are met, promoting a supportive and inclusive environment that enhances their quality of life.

Gender reassignment

This refers to people who are proposing to undergo, are undergoing, or have undergone a process (or part of a process) to reassign their sex by changing physiological or other attributes of sex.

According to a [2020 landmark Employment Tribunal ruling](#), people who identify as gender fluid and non-binary or transitioning are protected under this section of the Equality Act and should therefore be considered as part of your assessment.

Will the proposed change to service/policy have a differential impact [negative] on transgender people? If so, explain why this group may be affected and what mitigating action will be taken.

The proposed IDP update is not expected to have a negative differential impact on transgender people. In fact, the updated Infrastructure Delivery Plan (IDP) includes several positive benefits for this group. By prioritising inclusivity and accessibility, the IDP ensures that all community members, including transgender individuals, have equal access to improved public transport, healthcare facilities, and community services.

Highlight any positive benefits the proposed change will have on people who are proposing to undergo, are undergoing, or have undergone a process (or part of a process) to reassign their sex.

The IDP supports in the delivery of inclusive public spaces and community infrastructure which will promote social cohesion and respect for diversity, fostering a sense of belonging and community.

Marriage and civil partnership

Marriage and civil partnerships are different ways of legally recognising relationships. The formation of a civil partnership must remain secular, whereas a marriage can be conducted through either religious or civil ceremonies. In the UK both marriages and civil partnerships can be same sex or mixed sex. Civil partners must be treated the same as married couples on a wide range of legal matters.

Will the proposed change to service/policy have a differential impact [negative] on people in a marriage or civil partnership? If so, explain why this group may be affected and what mitigating action will be taken.

The proposed updated IDP is not expected to have a negative differential impact on people in a marriage or civil partnership. The updated Infrastructure Delivery Plan (IDP) is designed to be inclusive and equitable, ensuring that all community members, regardless of their marital or partnership status, benefit from the improvements.

Highlight any positive benefits the proposed change will have on people in a marriage or civil partnership.

The IDP will have several positive benefits for people in a marriage or civil partnership. By enhancing public transport, healthcare facilities, and community services, the updated Infrastructure Delivery Plan (IDP) will support the well-being of all residents, including couples. Improved accessibility and connectivity will make it easier for couples to access essential services and amenities, fostering a more convenient and enjoyable living environment.

Care Leavers

Will the proposed change to service/policy have a differential impact [negative] on people who are Care Leavers? If so, explain why this group may be affected and what mitigating action will be taken.

The proposed updated IDP is not expected to have a negative differential impact on people who are Care Leavers.

Highlight any positive benefits the proposal will have on people who are Care Leavers.

Infrastructure Delivery Plan (IDP) includes several positive benefits for Care Leavers. Enhancement of public transport, healthcare facilities, and community services will support the well-being and integration of Care Leavers into the community. Improved accessibility to essential services and amenities will help Care Leavers transition more smoothly into independent living. Additionally, the development of inclusive public spaces, recreational areas, and infrastructure projects focused on employment and public realm improvements will provide opportunities for social engagement, community involvement, and economic stability. These measures will ensure that Care Leavers have access to the resources and support they need to thrive.

Other structurally disadvantaged groups

The [State of the Borough report](#) identifies a number of groups that might suffer from structural disadvantage in Waltham Forest. These groups should also be taken in account when assessing proposal or policies and include:

- People experiencing socio-economic inequality or geographic deprivation
- People with caring responsibilities
- Survivors of domestic violence
- Migrants, including refugees and asylum seekers
- Homeless people and people at risk of homelessness
- People who are experiencing long-term unemployment

There might be other structurally disadvantaged groups that you know from your service data might experience a differential impact based on your proposal or policy. This may include how your work impacts on the social, economic, and environmental conditions in which people live, work and age that influence health outcomes. Please consider these groups in this section as part of your equalities impact assessment.

Will the proposed change to service/policy have a differential impact [negative] on other structurally disadvantaged groups?

The proposed updated IDP is not expected to have a negative differential impact on other structurally disadvantaged groups.

Highlight any positive benefits the proposal will have on groups experiencing structural disadvantage.

The IDP will have several positive benefits for groups experiencing structural disadvantage. By enhancing public transport, healthcare facilities, community services, and infrastructure projects focused on employment, public realm improvements, and flood mitigation, the updated Infrastructure Delivery Plan (IDP) aims to support the well-being and integration of all community members. These improvements will provide better access to essential services and amenities, promote economic stability, and create safer, more inclusive public spaces. These measures will help ensure that structurally disadvantaged groups have the resources and support they need to thrive, fostering a more equitable and supportive community.

Section 4: Monitoring and reviewing

Use this section to say:

- How you intend to monitor and review the effects of this proposal or policy

- Who will be responsible for assessing its effects

The updated Infrastructure Delivery Plan document includes a comprehensive section on implementation and monitoring, as well as an Infrastructure Delivery Schedule. This section outlines the mechanisms, timescales, and costs associated with each infrastructure project. It also details who will be responsible for delivering each project, identifies funding sources, and highlights any funding gaps that need to be addressed. Additionally, an Infrastructure Funding Statement will be published annually. This statement will report on the progress, deliverability, and effectiveness of each infrastructure project, ensuring transparency and accountability throughout the implementation process. This structured approach will help ensure that all projects are completed efficiently and effectively, meeting the needs of the community.

Section 5: Conclusion

Set out your conclusions from the analysis of the proposal or policy.

This analysis has concluded that the proposed updated IDP will have a broadly positive impact on various groups within the community. By enhancing public transport, healthcare facilities, community services, and infrastructure projects focused on employment, public realm improvements, flood mitigation, water, electricity, digital infrastructure, waste management, burial spaces, culture, parks and play areas, and air quality, the updated Infrastructure Delivery Plan (IDP) aims to support the well-being and integration of all residents. These improvements will provide better access to essential services and amenities, promote economic stability, and create safer, more inclusive public spaces. The IDP supports in the delivery of inclusive and accessible environment in the borough to ensure that structurally disadvantaged groups, as well as individuals of different ages, races, religions, sexual orientations, and those with disabilities, will benefit from these infrastructure enhancements, fostering a more equitable and supportive community.

Outcome of Equality Impact Assessment *check one that applies*

- **Outcome 1:** No major change required when the assessment has not identified any potential for discrimination or adverse impact and all opportunities to advance equality have been taken.
- **Outcome 2:** Adjustments to remove barriers identified by the assessment or to better advance equality. Are you satisfied that the proposed adjustments would remove the barriers identified?
- **Outcome 3:** Continue despite having identified some potential for adverse impacts or missed opportunities to advance equality. In this case, the justification should be included in the assessment and should be in line with the duty to have 'due regard'. For the most important relevant policies, compelling reasons will be needed. You should consider whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact.
- **Outcome 4:** Stop and rethink when an assessment shows actual or potential unlawful discrimination.

Section 6: Signatures

Signed off by Corporate Director for the proposal or policy/project:

Name:

Marcin Manikowski

Date:

15/11/2024

