

Appendix E Equality Impact Assessments

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ASC Savings

Initial assessment

What are the proposed outcomes of the policy?

The enhanced cost avoidance and savings relating to adult social care practice are not new policy changes but further enhancements to and targeting of the work already introduced within the Council's Adult Positive Challenge programme.

The cost avoidance and savings will be delivered through focusing on areas of practice where strengths-based conversations and practice can further enhance outcomes and productivity. These areas include.

- **Adult Social Care Reablement:** Reablement delivers short term, goal-oriented support for up to six weeks to help people regain their independence when they have been in hospital. By increasing reablement capacity we can increase the number of people who are offered this important service. We will do this by investing in more frontline works to deliver the service. This capacity will enable us to expand the service to support more people in their own homes, preventing the escalation of need for long-term care which is more costly.
- **Adult Social Care Increased Technology enabled care:** Technology enabled care (TEC) involves using equipment to support people with their care and support needs. This could be things such as Lifeline alarms, medication reminders and fall sensors. TEC can be put in place either alongside other care and support provision, or as an alternative depending on individual circumstances. By increasing the use of TEC, through both increasing the range of TEC available and ensuring practitioners are skilled in identifying where TEC would be of benefit, we can increase people's confidence to live independently and delay the need for more costly long-term provision of care.
- **Adult Social Care Direct Payments:** Direct Payments enable people to plan and pay for their care and support directly, with a financial contribution from the council. Reviewing processes and enhancing the range of options available for people to access with Direct Payments will enable them to benefit from greater choice at more affordable costs.
- **Administration Charges for Self-Funders:** we currently charge £10/month administration fee to full costers where we arrange their care in a care home. Based on forecast projections of demand, we anticipate an additional c. 80-85 people where we will charge this administration fee. This represents an additional income per annum.

Which individuals or groups are most likely to be affected?

Older people with physical support needs/ dementia / comorbidities and their carers. Younger adults with disabilities or long-term conditions and their carers.

Now consider whether any of the following groups will be disproportionately affected:

Equality Group	Note any positive or negative effects
Particular age groups	<p>Predominantly those over the age of 65 will be disproportionately affected, as they form the largest user groups from care and support services. However, there would also be an impact on adults of working age who are carers or who have disabilities / long term conditions. However, the existing Adults Positive Challenge Programme has evidence that these ways of working generally deliver better outcomes for individuals, and therefore the impact is not anticipated to be negative.</p> <p>A positive impact is intended and very likely</p>

Disabled people	<p>Yes, as this is the key user group for the service area. However, the existing Adults Positive Challenge Programme has evidence that these ways of working generally deliver better outcomes for individuals, and therefore the impact is not anticipated to be negative</p> <p>A positive impact is intended and very likely</p>
Married couples or those entered into a civil partnership	An adverse impact is unlikely. On the contrary the Adult Positive Challenge approach on which we are building has the potential reduce barriers and inequalities that currently exist.' There is insufficient evidence, however, for this assessment to be made with as much confidence as is desirable.
Pregnant women or women on maternity leave	An adverse impact is unlikely. On the contrary the Adult Positive Challenge approach on which we are building has the potential reduce barriers and inequalities that currently exist.' There is insufficient evidence, however, for this assessment to be made with as much confidence as is desirable.
Particular ethnic groups	An adverse impact is unlikely. On the contrary the Adult Positive Challenge approach on which we are building has the potential reduce barriers and inequalities that currently exist.' There is insufficient evidence, however, for this assessment to be made with as much confidence as is desirable.
Those of a particular religion or who hold a particular belief	An adverse impact is unlikely. On the contrary the Adult Positive Challenge approach on which we are building has the potential reduce barriers and inequalities that currently exist.' There is insufficient evidence, however, for this assessment to be made with as much confidence as is desirable.
Male/Female	An adverse impact is unlikely. On the contrary the Adult Positive Challenge approach on which we are building has the potential reduce barriers and inequalities that currently exist.' There is insufficient evidence, however, for this assessment to be made with as much confidence as is desirable.
Those proposing to undergo, currently undergoing or who have undergone gender reassignment	An adverse impact is unlikely. On the contrary the Adult Positive Challenge approach on which we are building has the potential reduce barriers and inequalities that currently exist.' There is insufficient evidence, however, for this assessment to be made with as much confidence as is desirable.
Sexual orientation	An adverse impact is unlikely. On the contrary the Adult Positive Challenge approach on which we are building has the potential reduce barriers and inequalities that currently exist.' There is insufficient evidence, however, for this assessment to be made with as much confidence as is desirable.

What information is available to help you understand the effect this will have on the groups identified above?

Who will be the beneficiaries of the policy?

These changes build upon the successful outcomes already delivered by our existing Adult Positive Challenge programme and can be seen within the reporting metrics, impact logs and case studies we have collected during the period of the programme.

Working in this way has been evidenced to benefit those with emerging care and support needs, or likely future care support needs, long term service users and the Council's adult social care workforce.

Has the policy been explained to those it might affect directly or indirectly?

The prevention and early intervention approach implemented as part of Adults Positive Challenge programme has been embedded with staff and widely reported on within public meetings, with health partners and with our Partnership Boards.

Can any differences be justified as appropriate or necessary?

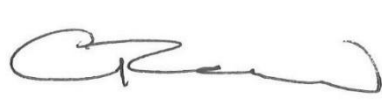
There are no significant differences to policy but rather an expansion of existing practices to maximise the positive impacts.

Are any remedial actions required?

None

Once implemented, how will you monitor the actual impact?

The outcomes and financial delivery will continue to be tracked in the ways already proven to be successful previously within the Adult Positive Challenge programme, in a mix of data trajectory tracking and gather user experience and case studies, in addition to practice audits.

Policy review date	5/12/2023
Assessment completed by	Caroline Townsend
Date Initial EqIA completed	5/12/2022
Signed by Head of Service	

Private Sector Enforcement

Initial assessment

What are the proposed outcomes of the policy?

The proposed outcomes of the policy are to provide a financially sustainable private sector housing compliance service while improving outcomes in terms of better housing standards across the city through a blend of licensing schemes and targeted compliance activity tackling rogue landlords.

Though there are well maintained properties in the city, offering good living conditions, there are also properties in need of improvement to bring them up to acceptable standards.

Revenue from the licensing schemes will fund the compliance inspections driving improved housing conditions. Revenue from enforcement sanctions will fund the enforcement activity targeted at those landlords that will not voluntarily comply with housing condition standards.

Local Authorities have a statutory responsibility under the Housing Act 2004 to administer a Mandatory Licensing Scheme to regulate houses in multiple occupancy containing 5 or more occupants, sharing amenities. There are approximately 500 of these in Peterborough licenced under the scheme.

In addition to the Mandatory Licensing Scheme, the council had a Selective Licencing Scheme (SLS) in a designated part of the city which expired in 2021. Under the scheme all private rented accommodation was required to be licenced. Consultation on a new SLS largely covering the previous designated area has taken place. The intention of the council is to seek approval from Government for a new SLS based on the designated area consulted upon. In addition to this the council intends to develop proposals to introduce an Additional Licensing Scheme in parts of the city where further regulation is needed to improve housing conditions, but the localities would not meet the threshold to become a Selective Licensing Area. An Additional Licensing Scheme would require all 3 and 4 bed HMOs with shared amenities to be licenced.

Which individuals or groups are most likely to be affected?

People living in the rented housing sector, and landlords and agents of rented property.

Now consider whether any of the following groups will be disproportionately affected:

Equality Group	Note any positive or negative effects
Particular age groups	Younger households are more likely to live in the private rented sector than older households according to ONS data, the largest age group being 25-34. Any improved standards will benefit all those in rented accommodation, slightly more so those in the 25-34 age group as the biggest age grouping, though not disproportionately.
Disabled people	No disproportionate impact.
Married couples or those entered into a civil partnership	No disproportionate impact.
Pregnant women or women on maternity leave	No disproportionate impact.
Particular ethnic groups	No disproportionate impact.

Those of a particular religion or who hold a particular belief	No disproportionate impact.
Male/Female	No disproportionate impact.
Those proposing to undergo, currently undergoing or who have undergone gender reassignment	No disproportionate impact.
Sexual orientation	No disproportionate impact.

What information is available to help you understand the effect this will have on the groups identified above?

Who will be the beneficiaries of the policy?

The beneficiaries of this policy will be people who live in rented accommodation in that poor housing condition standards where they exist will be raised following compliance inspections and subsequent interventions where necessary. Much of the rented sector will align to areas of deprivation and health inequalities. Poor housing standards are known to have a significant detrimental impact on someone's health, so improvements help contribute towards achieving better health outcomes. Due to high inflation, and heating costs some tenants will be experiencing extreme hardship, compliance checks therefore provide an opportunity to put people in touch with available support.

Good responsible landlords will benefit as they can invest in providing good quality accommodation knowing it is a level playing field, as rogue landlords will not be able to cut corners.

Has the policy been explained to those it might affect directly or indirectly?

Only parts of the policy (licensing schemes) will introduce something that is not currently in place, and public consultation precedes implementation. Further communications will follow explaining in detail requirements before implementation.

Can any differences be justified as appropriate or necessary?

N/A

Are any remedial actions required?

No

Once implemented, how will you monitor the actual impact?

Regular system reports following site inspections will provide evidence of compliance rates in relation to housing standards, as well as progress towards compliance where interventions are required.

Policy review date	11/11/2023
Assessment completed by	
Date Initial EqIA completed	11/11/2022
Signed by Head of Service	P Gell

Aragon Direct Services Savings

Initial assessment

What are the proposed outcomes of the policy?

Reduction in current standards of Building Cleaning in the Town Hall and Sand Martin House, also optimising workforce and structures between PCC and Peterborough Limited.
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Which individuals or groups are most likely to be affected?

PCC staff working in Sand Martin House and Town Hall and staff within Peterborough Limited around workforce optimisation and structures.
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Now consider whether any of the following groups will be disproportionately affected:

Equality Group	Note any positive or negative effects
Particular age groups	Neutral
Disabled people	Neutral
Married couples or those entered into a civil partnership	Neutral
Pregnant women or women on maternity leave	Neutral
Particular ethnic groups	Neutral
Those of a particular religion or who hold a particular belief	Neutral
Male/Female	Neutral
Those proposing to undergo, currently undergoing or who have undergone gender reassignment	Neutral
Sexual orientation	Neutral

What information is available to help you understand the effect this will have on the groups identified above?

Who will be the beneficiaries of the policy?

PCC and Peterborough Limited staff

Has the policy been explained to those it might affect directly or indirectly?

N/A

Can any differences be justified as appropriate or necessary?

N/A

Are any remedial actions required?

N/A

Once implemented, how will you monitor the actual impact?

Through cleaning standards and operational delivery of Peterborough Limited Services

Policy review date	25/11/2023
Assessment completed by	James Collingridge
Date Initial EqIA completed	25/11/22
Signed by Head of Service	

Westcombe Engineering

Initial assessment

What are the proposed outcomes of the policy?

Increased sales and income in to Westcombe Engineering.

Which individuals or groups are most likely to be affected?

Staff working for Westcombe Engineering will see processes improved and further works obtained to increase income, we will look to increase employees in line with growth.

Now consider whether any of the following groups will be disproportionately affected:

Equality Group	Note any positive or negative effects
Particular age groups	Neutral
Disabled people	Neutral
Married couples or those entered into a civil partnership	Neutral
Pregnant women or women on maternity leave	Neutral
Particular ethnic groups	Neutral
Those of a particular religion or who hold a particular belief	Neutral
Male/Female	Neutral
Those proposing to undergo, currently undergoing or who have undergone gender reassignment	Neutral
Sexual orientation	Neutral

What information is available to help you understand the effect this will have on the groups identified above?

Who will be the beneficiaries of the policy?

Staff working for PCC and Westcombe Engineering

Has the policy been explained to those it might affect directly or indirectly?

N/A

Can any differences be justified as appropriate or necessary?

N/A

Are any remedial actions required?

N/A

Once implemented, how will you monitor the actual impact?

The impact will be monitored through regular staff meetings with employees of Westcombe Engineering.

Policy review date	25/11/2023
Assessment completed by	James Collingridge
Date Initial EqIA completed	25/11/22
Signed by Head of Service	

HR Review benefits offering 2022

Initial assessment

What are the proposed outcomes of the policy?

To provide all employees with a reward package that will truly benefit them on a day-to-day basis, resulting in improved employee engagement and retention, whilst increasing savings (dependant on employee take-up) to NI and pension contributions

Which individuals or groups are most likely to be affected?

All staff

Now consider whether any of the following groups will be disproportionately affected:

Equality Group	Note any positive or negative effects
Particular age groups	No negative effects as this will be offered to all staff regardless of age group
Disabled people	No negative effects as this will be offered to all staff regardless of disability. The benefits platform has been built with full accessibility
Married couples or those entered into a civil partnership	No negative effects as this will be offered to all staff regardless of marriage status
Pregnant women or women on maternity leave	No negative effects as this will be offered to all staff via an app that can be accessed outside of the councils IT systems via smart phone
Particular ethnic groups	No negative effects as this will be offered to all staff regardless of ethnicity
Those of a particular religion or who hold a particular belief	No negative effects as this will be offered to all staff regardless of religion or belief
Male/Female	No negative effects as this will be offered to all staff regardless of sex
Those proposing to undergo, currently undergoing or who have undergone gender reassignment	No negative effects as this will be offered to all staff regardless of gender
Sexual orientation	No negative effects as this will be offered to all staff regardless of sexual orientation

What information is available to help you understand the effect this will have on the groups identified above?

Who will be the beneficiaries of the policy?

All staff will benefit from the introduction of this benefits platform

Has the policy been explained to those it might affect directly or indirectly?

Full communication will take place prior to and during implementation and regularly thereafter.

Can any differences be justified as appropriate or necessary?

There are no differences identified

Are any remedial actions required?

There is no clear evidence that the policy overall could be disproportionately applied to a particular group and therefore progression to a Full Equality Impact Assessment is not required.

Once implemented, how will you monitor the actual impact?

We shall be provided with reports on a regular basis to understand the take-up of each offering.
A staff survey will take place after 3 months so it can be understood if staff are accessing the benefits and what is important to them, and then regularly thereafter

Policy review date	
Assessment completed by	Lisa Brightey
Date Initial EqIA completed	22 November 2022
Signed by Head of Service	

Moving Traffic Offences

Initial assessment

What are the proposed outcomes of the policy?

Proposal / policy is to apply for moving enforcement powers and use them at 6 locations across the city as below:

- Long Causeway – entrance into pedestrian area
- Westgate – entrance from Midgate/Broadway into pedestrian area
- Church Street – no entry from Cowgate
- Stanground South – new bus gate
- Park Farm – new bus gate
- Queens Drive West – School Safer Streets pedestrian area.

The council will be able to capture moving traffic offences by camera and issue penalty charge notices in the post to the registered vehicle keepers

Outcomes will be

- Safer city centre pedestrian areas with less vehicle traffic – creating a better environment.
- Safer school streets without the need for volunteers to man road closures – likely to lead to a greater uptake of the scheme as well from other schools
- Improved bus service via opened bus gates.
- Less parking enforcement requirement in moving traffic enforcement areas – vehicles can be dealt with via camera for the moving offence, freeing officers up to patrol elsewhere.

Which individuals or groups are most likely to be affected?

The only individuals likely to be negatively affected are those who are already committing moving traffic offences but are currently getting away with it. Other individuals/groups may be positively affected in the sense that robust enforcement of pedestrian areas and school streets will create safer spaces for pedestrians, cyclists and children using these spaces. Equally public transport users – bus and taxi passengers will be positively affected by improved journey times and less congestion.

Now consider whether any of the following groups will be disproportionately affected:

Equality Group	Note any positive or negative effects
Particular age groups	N/A
Disabled people	Disabled blue badge holders are already permitted access to the city centre pedestrian area outside of the core hours of 1030am-430pm weekdays and 9am-5pm weekends for drop off and collection. Parking spaces are available for them around the city centre outside of the pedestrian area to give them priority parking. Disabled persons requiring access to school safer streets will be granted it, so they do not have to walk greater distances to drop or collect children.
Married couples or those entered into a civil partnership	N/A

Pregnant women or women on maternity leave	N/A
Particular ethnic groups	N/A
Those of a particular religion or who hold a particular belief	N/A
Male/Female	N/A
Those proposing to undergo, currently undergoing or who have undergone gender reassignment	N/A
Sexual orientation	N/A

What information is available to help you understand the effect this will have on the groups identified above?

Who will be the beneficiaries of the policy?

Pedestrians, schools and school children, public transport companies and their customers.

Has the policy been explained to those it might affect directly or indirectly?

6-week public consultation is being conducted to explain the proposal, and members of the public are welcomed to submit feedback

Can any differences be justified as appropriate or necessary?

N/A

Are any remedial actions required?

NO

Once implemented, how will you monitor the actual impact?

Public feedback, appeals and communication with those issued PCNs

Policy review date	
Assessment completed by	Adam Payton
Date Initial EqIA completed	24/11/2022
Signed by Head of Service	Rob Hill

ANPR CAR PARKS

Initial assessment

What are the proposed outcomes of the policy?

Proposal / policy is to replace pay and display tickets machines with ANPR cameras in city centre car parks in line with the parking strategy. Initial sites to be consider

- Car Haven
- Riverside
- Pleasure Fair
- Brook Street
- Wellington Street

Replacement of ticket machines will result ensuring everyone has to pay for parking outside enforcement hours and allow visitors to spend longer in the city centre without have to rush back to vehicle in fear of a Penalty Charge Notice.

Outcomes will be

- Safer city centre pedestrian areas with less vehicle traffic – creating a better environment.
- More enforcement in hot spot locations creating a safer road network for vulnerable road users.
- Increase in parking income ensuring all drivers pays a parking fee.

Which individuals or groups are most likely to be affected?

The only individuals likely to be negatively affected are those who are currently parking and not paying. Other individuals/groups may be positively affected with more enforcement at hot spot locations will create safer road network.

Now consider whether any of the following groups will be disproportionately affected:

Equality Group	Note any positive or negative effects
Particular age groups	N/A
Disabled people	N/A
Married couples or those entered into a civil partnership	N/A
Pregnant women or women on maternity leave	N/A
Particular ethnic groups	N/A
Those of a particular religion or who hold a particular belief	N/A
Male/Female	N/A

Those proposing to undergo, currently undergoing or who have undergone gender reassignment	N/A
Sexual orientation	N/A

What information is available to help you understand the effect this will have on the groups identified above?

Who will be the beneficiaries of the policy?

N/A

Has the policy been explained to those it might affect directly or indirectly?

As the project progresses when individual car parks assessments are undertaken – key groups will be updated.

Can any differences be justified as appropriate or necessary?

N/A

Are any remedial actions required?

NO

Once implemented, how will you monitor the actual impact?

Public feedback, income generation, and enforcement patrols in other locations.

Policy review date	
Assessment completed by	Clair George
Date Initial EqIA completed	2911/2022
Signed by Director	Rob Hill

Energy, Environment, Climate Change

Initial assessment

What are the proposed outcomes of the policy?

This proposal seeks to drive forward action in line with the Council's declaration of a climate emergency by focussing on activities to reduce both organisational and citywide carbon emissions. The proposal includes identifying options to bring council wide resources together into a single delivery unit, securing capital investment to generate and save energy; generate a pipeline of invest ready projects; improve energy management and billing; transition the fleet to net-zero; maximise income from the ERF; support the roll out of residential PV; citywide EV charging infrastructure; and low carbon fuel options.

Which individuals or groups are most likely to be affected?

There are no specific individuals or groups likely to be affected.

Now consider whether any of the following groups will be disproportionately affected:

Equality Group	Note any positive or negative effects
Particular age groups	It is not anticipated that there will be any positive or negative effects.
Disabled people	It is not anticipated that there will be any positive or negative effects.
Married couples or those entered into a civil partnership	It is not anticipated that there will be any positive or negative effects.
Pregnant women or women on maternity leave	It is not anticipated that there will be any positive or negative effects.
Particular ethnic groups	It is not anticipated that there will be any positive or negative effects.
Those of a particular religion or who hold a particular belief	It is not anticipated that there will be any positive or negative effects.
Male/Female	It is not anticipated that there will be any positive or negative effects.
Those proposing to undergo, currently undergoing or who have undergone gender reassignment	It is not anticipated that there will be any positive or negative effects.
Sexual orientation	It is not anticipated that there will be any positive or negative effects.

What information is available to help you understand the effect this will have on the

Groups identified above?

Who will be the beneficiaries of the policy?

The population of Peterborough will benefit because proposals to reduce carbon emissions will enable the Council to operate more efficiently and deliver against its commitments which is beneficial to the wider population.

Has the policy been explained to those it might affect directly or indirectly?

The specific proposal has not been discussed but the council are currently conducting a series of Climate Debates which asks people for their views on what decarbonisation projects they would support. This will inform the development of the project pipeline.

Can any differences be justified as appropriate or necessary?

N/A

Are any remedial actions required?

N/A

Once implemented, how will you monitor the actual impact?

The project team understand the EIA process and will ensure ongoing monitoring is undertaken as part of the project management process.

Policy review date	N/A
Assessment completed by	Charlotte Palmer
Date Initial EqIA completed	04/12/2022
Signed by Head of Service	N/A

ITDS Savings Plan

Initial assessment

What are the proposed outcomes of the policy?

The proposal covers 6 different areas:

1. Stopping legacy systems / Processes
2. Reducing Service Levels
3. Reassessing resilience levels
4. Reassessing Inflation assumptions
5. System Changes
6. Corporate re-alignment

The impact will be determined by the area being put forward

1. Stopping legacy systems / Processes
 - a. The turning off faxes and cheques, which are legacy systems but are still used within the council these will require a change to policy and with cheques may have a political implication.
 - b. Further system savings are proposed by moving to one form solution (there are currently 3), will require investment to move from the current platforms
2. Reducing Service Levels
 - a. One of the service's highest costs is the support of our social care systems by reducing the service levels, this will impact social carers' ability to deliver as calls will take longer to resolve, it may also mean that systems aren't used properly, or shadow IT is introduced which could result in failures of inspections from the likes of OFSTED.
 - b. Whilst overtime and standby are necessary to ensure that there is minimal impact on staff during standard working hours; a reconfiguration of this could reduce the cost whilst maintaining a certain level. However, the risk of staff not being able to use systems does increase, we are also increasingly being asked to do out of hours especially with the heightened risk of cyber and the potential power issues we are facing.
3. Reassessing resilience levels
 - a. Reassessing our frequency and retention of backups and system snapshots will reduce our cost base but could leave us vulnerable to potentially losing data if we had an outage especially from a successful ransomware attack
 - b. We have in place disaster recovery for a large number of our systems – however not all of these systems are business critical. The impact would be that those systems in which DR is removed, if there is an outage then it could take up to 2 weeks to recover the systems
4. Reassessing Inflation assumptions – As we have secured some multi-year contracts for some of our support services, we can look to re-baseline our requirement. This creates a risk from uncertainty within the current economic climate therefore could create a pressure next year if inflation increases further than assumptions and/or the £ weakens further against the \$.

Which individuals or groups are most likely to be affected?

This is just a Savings Plan but projects that come from it will affect all staff across the council and partner organisations that use legacy systems and processes.

Now consider whether any of the following groups will be disproportionately affected:

Equality Group	Note any positive or negative effects
Particular age groups	None

Disabled people	None
Married couples or those entered into a civil partnership	None
Pregnant women or women on maternity leave	None
Particular ethnic groups	None
Those of a particular religion or who hold a particular belief	None
Male/Female	None
Those proposing to undergo, currently undergoing or who have undergone gender reassignment	None
Sexual orientation	None

What information is available to help you understand the effect this will have on the groups identified above?

Conversations with the Heads of Service within ITDS.
Once the projects commence, conversations will be held with the managers and staff within the affected services.

Who will be the beneficiaries of the policy?

This is just a Savings Plan but projects that come from it will affect all staff across the council and partner organisations that use legacy systems and processes.

Has the policy been explained to those it might affect directly or indirectly?

Not yet

Can any differences be justified as appropriate or necessary?

N/A

Are any remedial actions required?

N/A

Once implemented, how will you monitor the actual impact?

N/A

Policy review date	31/03/2023
Assessment completed by	Peter Wilson
Date Initial EqIA completed	29/11/2022
Signed by Head of Service	

HR Restructure

Initial assessment

What are the proposed outcomes of the policy?

The aim of change is to:

Ensure that there is a sustainable HR function which is resourced appropriately to support the Council to deliver against its priorities, corporate plan and improvement plan noting that some of this can be transformational, but the core HR team needs to be sustainable.

Further opportunities present to streamline HR processes including recruitment, retention (currently shared with CCC) and L & D focussing on the whole council and not just social care.

Which individuals or groups are most likely to be affected?

This will affect the immediate HR and Development Team directly, and the recruitment team that is shared with CCC.

Potential changes to the recruitment team will also impact on the Serco HR Support Team.

There should be a positive impact for the organisation due to having an appropriately resourced function.

Now consider whether any of the following groups will be disproportionately affected:

Equality Group	Note any positive or negative effects
Particular age groups	No effects as this will be applied to all staff regardless of age group
Disabled people	No effects as this will be applied to all staff regardless of disability
Married couples or those entered into a civil partnership	No effects as this will be applied to all staff regardless of marital status
Pregnant women or women on maternity leave	The function does not have any staff that are pregnant as of the writing of this EqlA. However, should a staff member be pregnant then they will be included in all consultations whether on maternity leave or not.
Particular ethnic groups	No effects as this will be applied to all staff regardless of ethnicity
Those of a particular religion or who hold a particular belief	No effects as this will be applied to all staff regardless of religion
Male/Female	No effects as this will be applied to all staff regardless of sex
Those proposing to undergo, currently undergoing or who have undergone gender reassignment	No effects as this will be applied to all staff regardless of gender reassignment
Sexual orientation	No effects as this will be applied to all staff regardless of orientation

What information is available to help you understand the effect this will have on the groups identified above?

Who will be the beneficiaries of the policy?

There should be a positive impact for the organisation due to having an appropriately resourced function.

Other benefits:

- Fit for purpose; evidenced based HR structure to support the Corporate Plan delivery
- Clear strategic approach in place with lines of accountability in place
- Improved staff retention
- Increase in employee engagement
- Effective and efficient managers
- Skilled, qualified & healthy workforce
- Being an employer of choice, therefore attracting the best candidates
- Employee development ready for next steps/promotion

Has the policy been explained to those it might affect directly or indirectly?

The HR DMT have been involved in the redesign of the HR Function. The wider team have been informed and will have the appropriate consultation.

Can any differences be justified as appropriate or necessary?

There are no differences identified

Are any remedial actions required?

There is no clear evidence that the policy overall could be disproportionately applied to a particular group and therefore progression to a Full Equality Impact Assessment is not required.

Once implemented, how will you monitor the actual impact?

Through feedback from the HR Function; management and CLT and staff

Policy review date	
Assessment completed by	Lisa Brightey
Date Initial EqlA completed	22/11/2022
Signed by Head of Service	

HR Terms and Conditions review 2022 Christmas Shutdown proposal

Initial assessment

What are the proposed outcomes of the policy?

As part of the budget preparations in January 2022, it was agreed that a report would be produced outlining what further savings (if any) could be made from pay and terms and conditions of employment.

The proposed change currently being considered is:

1. Change the Christmas leave arrangements to Unpaid leave for all staff from December 2024. Deductions from pay would start in May 2024.

Which individuals or groups are most likely to be affected?

All directly employed council staff on Chief Officers, NJC Single Status, Soulbury, and JNC Youth Workers terms and conditions, all staff seconded to other partner organisations who remain on a PCC contract who are on grades 11 and below (or equivalent).

Now consider whether any of the following groups will be disproportionately affected:

Equality Group	Note any positive or negative effects
Particular age groups	The council does not currently collect data on age by grade. However, there should be consistent application of the scheme irrespective of age.
Disabled people	The equality data report from March 2022 shows that there were 19 staff in G1-9 roles and 679 staff with no declared disability. Therefore, this group should not be disproportionately affected.
Married couples or those entered into a civil partnership	The procedure focuses on consistent and fair treatment irrespective of status. We are not currently collecting data on civil partnership but may extend our monitoring to this group at a later date.
Pregnant women or women on maternity leave	Deductions have not historically been taken from staff who are on maternity leave during the Christmas Shutdown. It is proposed that this will continue. Therefore, this group should not be disproportionately affected
Particular ethnic groups	The equality data report from March 2022 shows that there were 89 staff who declared they are from a minority and mixed origin group in grades 1-9 versus 459 who declared they were from white origin groups. Therefore, this group should not be disproportionately affected
Those of a particular religion or who hold a particular belief	The procedure focuses on consistent and fair treatment irrespective of religion. Therefore, this group should not be disproportionately affected
Male/Female	The equality data report from March 2022 shows that there were 480 female staff in G1-9 roles and 199 males. Therefore, there is a minor impact on women, however, there should be consistent application of the scheme irrespective of sex.

Those proposing to undergo, currently undergoing or who have undergone gender reassignment	The council does not currently collect data on gender reassignment but is considering whether to extend our monitoring to this group at a later date.
Sexual orientation	The council does not currently collect data on sexual orientation but is considering whether to extend our monitoring to this group at a later date.

What information is available to help you understand the effect this will have on the groups identified above?

Who will be the beneficiaries of the policy?

It is expected that the saving would reduce the salaries budget, which would go towards the budget savings.

Has the policy been explained to those it might affect directly or indirectly?

The unions have been briefed of these proposals

Can any differences be justified as appropriate or necessary?

There are no differences identified

Are any remedial actions required?

There is no clear evidence that the policy overall could be disproportionately applied to a particular group and therefore progression to a Full Equality Impact Assessment is not required.

Once implemented, how will you monitor the actual impact?

Monitoring will take place through the HR Resource Link System and through feedback from employees, trade unions and senior managers across the organisation plus HR team members.

Policy review date	
Assessment completed by	Lisa Brightey
Date Initial EqIA completed	22 November 2022
Signed by Head of Service	

HR Terms and Conditions review 2022 DBS Annual leave proposals

Initial assessment

What are the proposed outcomes of the policy?

As part of the budget preparations in January 2022, it was agreed that a report would be produced outlining what further savings (if any) could be made from pay and terms and conditions of employment.

The proposed changes currently being considered are:

1. Change the Purchase of annual leave scheme from maximum of 5 days to 20 days
2. Leavers only paid for untaken annual leave in exceptional circumstances with effect from 01 April 2024.
3. Increase the period between DBS re-checks from 3 years to 5 years
4. Introduce the DBS Update service either for those who are already subscribed or for all re-checks

Which individuals or groups are most likely to be affected?

Staff who will be affected by these proposals are:

- For proposals 1 & 2: those staff that leave the council regardless of terms of employment
- For proposals 3 & 4: those staff that require a DBS check for their role

Now consider whether any of the following groups will be disproportionately affected:

Equality Group	Note any positive or negative effects
Particular age groups	No negative effects as this will be applicable to all staff regardless of age group
Disabled people	No negative effects as this will be applicable to all staff regardless of disability
Married couples or those entered into a civil partnership	No negative effects as this will be applicable to all staff regardless of marriage status
Pregnant women or women on maternity leave	No negative effects as this will be applicable to all staff and will not impact on our legal obligations to those returning from maternity leave
Particular ethnic groups	No negative effects as this will be applicable to all staff regardless of ethnicity
Those of a particular religion or who hold a particular belief	No negative effects as this will be applicable to all staff regardless of religion or belief
Male/Female	No negative effects as this will be applicable to all staff regardless of sex
Those proposing to undergo, currently undergoing or who have undergone gender reassignment	No negative effects as this will be applicable to all staff regardless of gender
Sexual orientation	No negative effects as this will be applicable to all staff regardless of sexual orientation

What information is available to help you understand the effect this will have on the groups identified above?

Who will be the beneficiaries of the policy?

It is expected that the saving would reduce the salaries budget, which would go towards the budget savings.

Has the policy been explained to those it might affect directly or indirectly?

The unions have been briefed of these proposals

Can any differences be justified as appropriate or necessary?

There are no differences identified

Are any remedial actions required?

There is no clear evidence that the policy overall could be disproportionately applied to a particular group and therefore progression to a Full Equality Impact Assessment is not required.

Once implemented, how will you monitor the actual impact?

We shall be provided with reports on a regular basis to understand the take-up of the purchase of additional leave and costs associated with paying leavers for untaken annual leave and will monitor the DBS costs.

Policy review date	
Assessment completed by	Lisa Brightey
Date Initial EqIA completed	22 November 2022
Signed by Head of Service	

City Centre Transport

Initial assessment

What are the proposed outcomes of the policy?

The city centre is entering a new and exciting phase in its development, a phase that will deliver significant levels of growth and development. It is essential that work is undertaken now to understand the future transport requirements to ensure growth is enabled and carefully curated to enable the city to maximise its potential. To date, initial high-level work has been undertaken to produce a draft City Centre Transport Vision which aims to embrace emerging technologies and achieve a shift in travel behaviour. The vision details the opportunity to develop multi-functional transport hubs on the periphery of the city centre which will: replace the majority of city centre car parking (private and public); serve as transition points for public transport as well as goods and last mile deliveries destined for the city centre; reduce through trips; and enable the reallocation of road space for public realm corridors with high quality active travel infrastructure.

Further work now needs to be undertaken to finalise a viable vision. This includes assessing the feasibility of broader options including workplace parking levies and congestion zone charging and quantifying what that means in terms of the infrastructure that will need to be delivered and by when. The funding requested in this proposal will allow this work to be undertaken and put the Council in a strong position secure Strategic Outline Business Case (SOBC) funding from the CPCA, DfT or other partners. "

Which individuals or groups are most likely to be affected?

There are no specific individuals or groups likely to be affected.

Now consider whether any of the following groups will be disproportionately affected:

Equality Group	Note any positive or negative effects
Particular age groups	It is not anticipated that there will be any positive or negative effects.
Disabled people	It is not anticipated that there will be any positive or negative effects.
Married couples or those entered into a civil partnership	It is not anticipated that there will be any positive or negative effects.
Pregnant women or women on maternity leave	It is not anticipated that there will be any positive or negative effects.
Particular ethnic groups	It is not anticipated that there will be any positive or negative effects.
Those of a particular religion or who hold a particular belief	It is not anticipated that there will be any positive or negative effects.
Male/Female	It is not anticipated that there will be any positive or negative effects.
Those proposing to undergo, currently undergoing or who have undergone gender reassignment	It is not anticipated that there will be any positive or negative effects.
Sexual orientation	It is not anticipated that there will be any positive or negative effects.

What information is available to help you understand the effect this will have on the groups identified above?

Who will be the beneficiaries of the policy?

The population of Peterborough will ultimately benefit if the project progresses to construction.

Has the policy been explained to those it might affect directly or indirectly?

N/A at this stage

Can any differences be justified as appropriate or necessary?

N/A

Are any remedial actions required?

N/A

Once implemented, how will you monitor the actual impact?

The project team understand the EIA process and will ensure ongoing monitoring is undertaken as part of the project management process.

Policy review date	N/A
Assessment completed by	Charlotte Palmer
Date Initial EqIA completed	05/12/2022
Signed by Head of Service	N/A

Recycling Education

Initial assessment

What are the proposed outcomes of the policy?

To improve residents' awareness of and engagement with existing recycling collections through education events, doorstep engagement, social media, and related activities.

Which individuals or groups are most likely to be affected?

Ideally to most affected groups are residents who do not engage effectively in recycling and food collection schemes; however, messages are likely to be received by a wider group of residents

Now consider whether any of the following groups will be disproportionately affected:

Equality Group	Note any positive or negative effects
Particular age groups	Neutral
Disabled people	Neutral
Married couples or those entered into a civil partnership	Neutral
Pregnant women or women on maternity leave	Neutral
Particular ethnic groups	Neutral
Those of a particular religion or who hold a particular belief	Neutral
Male/Female	Neutral
Those proposing to undergo, currently undergoing or who have undergone gender reassignment	Neutral
Sexual orientation	Neutral

What information is available to help you understand the effect this will have on the groups identified above?

Who will be the beneficiaries of the policy?

Residents who do not participate in the existing recycling service who may be members of any one or none of the protected categories mentioned above.

Has the policy been explained to those it might affect directly or indirectly?

N/A

Can any differences be justified as appropriate or necessary?

N/A

Are any remedial actions required?

N/A

Once implemented, how will you monitor the actual impact?

Through measurement of the quality and quantity of recycling collected across the city and in those areas specifically recently subject to the engagement activities.

Policy review date	11/11/2022
Assessment completed by	R Pearn
Date Initial EqIA completed	
Signed by Head of Service	

New Temporary Accommodation Provisions

Initial assessment

What are the proposed outcomes of the policy?

As levels of homelessness remain high and show little signs of reducing as we enter a cost of living crisis the ongoing need for suitable temporary accommodation for homeless households will continue.

The proposed policy in relation to procurement of temporary accommodation will reduce/eliminate the current reliance on B&B type accommodation, which is both costly for the Council and often inappropriate accommodation for households while their homelessness is being resolved.

By increasing the supply of self-contained accommodation by lease from private providers or by acquisition, we expect to see improved outcomes for households affected by homelessness and resultant reduced demand on other public services that poor homelessness experiences can have.

Which individuals or groups are most likely to be affected?

As the availability of self contained accommodation increases we expect that all clients who would have previously been accommodated in B&B type accommodation will be positively impacted as their home life will more settled.

Now consider whether any of the following groups will be disproportionately affected:

Equality Group	Note any positive or negative effects
Particular age groups	Not disproportionately affected
Disabled people	Not disproportionately affected
Married couples or those entered into a civil partnership	Not disproportionately affected
Pregnant women or women on maternity leave	Not disproportionately affected
Particular ethnic groups	Not disproportionately affected
Those of a particular religion or who hold a particular belief	Not disproportionately affected
Male/Female	Not disproportionately affected
Those proposing to undergo, currently undergoing or who have undergone gender reassignment	Not disproportionately affected
Sexual orientation	Not disproportionately affected

What information is available to help you understand the effect this will have on the groups identified above?

Who will be the beneficiaries of the policy?

Although none of the above groups will be disproportionately affected it is anticipated that all groups will be beneficiaries of the change where B&B accommodation is not required.

Has the policy been explained to those it might affect directly or indirectly?

No, as those affected by the policy change will be currently unknown.

Can any differences be justified as appropriate or necessary?

Yes, significant evidence exists to show how homelessness and inappropriate accommodation provision can impact outcomes for homeless households.

Are any remedial actions required?

None

Once implemented, how will you monitor the actual impact?

Impacts will be monitored through regular monitoring of financial impact of temporary accommodation through financial BCR process. Weekly updates to CLT and cabinet members and future customer feedback.

Policy review date	04/01/2023
Assessment completed by	Sean Evans
Date Initial EqIA completed	04/01/2023
Signed by Head of Service	

Children's Initial assessment

What are the proposed outcomes of the policy?

The savings / policy change pertinent to this EIA are outlined below:

Family Safeguarding restructure

Peterborough Children's Services launched the Family Safeguarding model of intervention and support to children and families in 2019. Since implementation of the model, we have sustained a number of social work vacancies. We have been unable to recruit to these posts due to market climate.

We have worked hard to embed the model in Peterborough, which has resulted in low numbers of children subject to child protection planning and low numbers of children being placed into care by the local authority. Therefore, the vacancies are no longer required, as such, a saving has been identified in Children's Services for 2023/24.

Increased income – partial delivery of 2022/23

A secondary element in assessment is the continued shared funding arrangements for 0-25 placements that include an element of health and education.

Which individuals or groups are most likely to be affected?

Peterborough children, young people, and their families are most likely to be affected by this policy. Often, but not exclusively, Children's Social Care works with low-income families living in areas of high deprivation.

Now consider whether any of the following groups will be disproportionately affected:

Equality Group	Note any positive or negative effects
Particular age groups	<p>Predominantly the Family Safeguarding model supports children up to the age of 11 and their families. However, this proposed change is about reducing unrequired capacity and therefore children and families will still be able to receive services from the structure that remains.</p> <p>Families will continue to be supported by existing services; therefore, a positive impact is intended and is very likely.</p>
Disabled people	<p>Disabled people will continue to be supported by existing services; therefore, a positive impact is intended and is very likely.</p>

Married couples or those entered into a civil partnership	An adverse impact is unlikely. Married couples and those entering into civil partnerships will continue to be supported by existing services, therefore, a positive impact is intended and is very likely.
Pregnant women or women on maternity leave	An adverse impact is unlikely. Pregnant people will continue to be supported by existing services; therefore, a positive impact is intended and is very likely.
Particular ethnic groups	An adverse impact is unlikely. Particular ethnic groups will continue to be supported by existing services; therefore, a positive impact is intended and is very likely.
Those of a particular religion or who hold a particular belief	An adverse impact is unlikely. Religious people will continue to be supported by existing services; therefore, a positive impact is intended and is very likely.
Male/Female	An adverse impact is unlikely. Male and Females will continue to be supported by existing services; therefore, a positive impact is intended and is very likely.
Those proposing to undergo, currently undergoing or who have undergone gender reassignment	An adverse impact is unlikely. People undergoing gender reassignment will continue to be supported by existing services, therefore, a positive impact is intended and is very likely.
Sexual orientation	An adverse impact is unlikely. People of different sexual orientations will continue to be supported by existing services; therefore, a positive impact is intended and is very likely.

What information is available to help you understand the effect this will have on the groups identified above?

Who will be the beneficiaries of the policy?

All Peterborough residents benefit from this policy change as services will be better value for money.

A review of the existing social worker vacancies concludes family safeguarding can reduce the current team structure equating to financial savings.

Has the policy been explained to those it might affect directly or indirectly?

Managers have been consulted. A review considered the current average case load per worker, scrutiny of threshold from Assessment Service to ensure the right children receive the right service at the right time. Referrals from Assessment Service to Family Safeguarding have remained consistent. Predicated on consistent referrals from the Assessment Service Family Safeguarding are confident we can operate a service to meet the needs of children and families.

Can any differences be justified as appropriate or necessary?

There are no significant differences to policy but rather, the Team structure will remain the same, with the saving coming from existing vacancies across Cambridgeshire.

Are any remedial actions required?

None

Once implemented, how will you monitor the actual impact?

The outcomes and financial delivery will continue to be tracked via a mix of data trajectory tracking and gather user experience and case studies, in addition to practice audits.

Policy review date	December 2023
Assessment completed by	Simon Green
Date Initial EqIA completed	07/12/2022
Signed by Head of Service	Simon Green

Education Restructure

Initial assessment

What are the proposed outcomes of the policy?

The savings / policy change pertinent to this EIA are outlined below:

Education Restructure

It is well recognized that the school improvement service offers challenge, support and guidance to schools across Peterborough. However, there is also a need to consider potential ways of making budget savings. We are reviewing where we have most impact and the sustainability of funding and we believe we can deliver the same outcomes with a streamlined team.

Which individuals or groups are most likely to be affected?

Peterborough children, young people, and their families are most likely to be affected by this policy.

Now consider whether any of the following groups will be disproportionately affected:

Equality Group	Note any positive or negative effects
Particular age groups	The school improvement team supports children and young people of school age. However, this proposed change is about reducing capacity and therefore children and families will still be able to receive services from the structure that remains. Services are delivered at a leadership level, so children and young people are unaffected.
Disabled people	People with a disability will continue to be supported by existing services; therefore, a negative impact is not likely.
Married couples or those entered into a civil partnership	An adverse impact is unlikely. Married couples and those entering into civil partnerships will continue to be supported by existing services, therefore, a negative impact is not likely.
Pregnant women or women on maternity leave	An adverse impact is unlikely. Pregnant people will continue to be supported by existing services; therefore, a negative impact is not likely.
Particular ethnic groups	An adverse impact is unlikely. Particular ethnic groups will continue to be supported by existing services; therefore, a negative impact is not likely.
Those of a particular religion or who hold a particular belief	An adverse impact is unlikely.

	Religious people will continue to be supported by existing services; therefore, a negative impact is not likely.
Male/Female	An adverse impact is unlikely. Male and Females will continue to be supported by existing services; therefore, a negative impact is not likely.
Those proposing to undergo, currently undergoing or who have undergone gender reassignment	An adverse impact is unlikely. People undergoing gender reassignment will continue to be supported by existing services, therefore, a negative impact is not likely.
Sexual orientation	An adverse impact is unlikely. People of different sexual orientations will continue to be supported by existing services; therefore, a negative impact is not likely.

What information is available to help you understand the effect this will have on the groups identified above?

Who will be the beneficiaries of the policy?

All Peterborough residents benefit from this policy change as services will be better value for money.

A review of the existing structure concludes the education improvement team can reduce the current team structure equating to financial savings. The service will continue to meet the statutory and educational needs of the city.

Has the policy been explained to those it might affect directly or indirectly?

Managers have been consulted.

Can any differences be justified as appropriate or necessary?

There are no significant differences to policy but rather, the Team structure will be reviewed to enable the services to continue to be delivered in a streamlined manner.

Are any remedial actions required?

None

Once implemented, how will you monitor the actual impact?

The outcomes and financial delivery will continue to be tracked via service financial and statistical data, as well as gathering of user experience and case studies, in addition to practice audits.

Policy review date	December 2023
Assessment completed by	Jonathan Lewis
Date Initial EqIA completed	19/12/2022
Signed by Head of Service	Jonathan Lewis

Cost-of-Living Crisis

Initial assessment

What are the proposed outcomes of the policy?

CLT approved the direction of travel proposal for a proof-of-concept trial that will test the efficacy and relevance of operating a locality based, multi-disciplinary service which will individually experiencing hardship as a result of the Cost of Living (COL) Crisis.

The physical locations to test the new way of working will be from Central, Orton and Thorney Libraries.

We want to 'trial' new ways of operating and we have to do this quickly, so the proposal is to build on what is already there. The COL service offer must be more integrated with the wide range of hubs and spokes and service offers in the Community. The use of Library assets therefore could have a role to play.

Anchor this new proposition on the Adults Early Help service. this approach provides a low risk, safe test-bed environment for innovation and flexibility to adapt to address possible unknowns.

Trial intended outcomes are: -

- Reduction in problematic debt and building financial resilience in the households
- Maximise income and successful bids /application for benefits and funds
- Better access to IAG and Digital and physical resources
- Effects on wider impacts of debt
- Improved resident and staff experience
- Better and more effective contact handling and management
- Reduced inappropriate referrals into our acute services
- Impact on Council debt collection and income short falls (Ctax, Housing Benefits over payments and rents in particular)
- Social return on investment made
- Availability of insights on future service costs for a sustainable on-going, city-wide service.

Which individuals or groups are most likely to be affected?

- Individuals or families with low incomes
- Individuals of families with high debt
- Individuals or families where income has reduced (unemployment etc)
- Individuals or families with fixed incomes where inflation has increased.
- Individuals of families with unavoidable high energy or food costs.

Now consider whether any of the following groups will be disproportionately affected:

Equality Group	Note any positive or negative effects
Particular age groups	Young People who have not been able to secure higher paid / secure employment. Pensioners on fixed incomes Working aged people whose costs have risen and wages have not.

Disabled people	Disabled Individuals and Families with a Disabled Child/ren have been proven to be affected more by the cost of living rise due to additional care costs.
Married couples or those entered into a civil partnership	NA – The review of these services does not specifically impact persons in this category
Pregnant women or women on maternity leave	Pregnant women – due to costs of specific food, health products / interventions.
Particular ethnic groups	Resettled and new communities who may have found it harder to secure higher paid employment.
Those of a particular religion or who hold a particular belief	NA – The review of these services does not specifically impact persons in this category
Male/Female	NA – The review of these services does not specifically impact persons in this category
Those proposing to undergo, currently undergoing or who have undergone gender reassignment	NA – The review of these services does not specifically impact persons in this category
Sexual orientation	NA – The review of these services does not specifically impact persons in this category

What information is available to help you understand the effect this will have on the groups identified above?

Information from similar pilots in other areas of the country can be used to anticipate the effect on the groups identified, as well as this the pilot will gather information from across individual services to understand where improvements can be made for those groups identified.

Who will be the beneficiaries of the policy?

Beneficiaries of the CoL prevention before crisis pilot will be those that live within the geographical catchment areas of the hub locations, Central Peterborough, Ortons and Eye and Thorney and will be focused toward the identified cohorts above: -

- Individuals or families with low incomes
- Individuals of families with high debt
- Individuals or families where income has reduced (unemployment etc)
- Individuals or families with fixed incomes where inflation has increased.
- Individuals of families with unavoidable high energy or food costs.

Those cohorts may exhibit other characteristics and circumstances such as homelessness or other health issues, involvement with adult or Childrens services, however the pilot is focused on prevention and therefore need to tackle the underlying causes of escalation to more specialist and costly interventions.

Has the policy been explained to those it might affect directly or indirectly?

No – work is at design stage and will be iterative, however it is intended that users of the service have an improved experience and we will undertake local targeted communications as well as formulate a script which can be used at first contact to explain the new ways of working to customers.

Can any differences be justified as appropriate or necessary?

See above

Are any remedial actions required?

No

Once implemented, how will you monitor the actual impact?

This initial impact assessment will inform the approach to the full EqIA as we consult and codesign the approach through service user feedback and engagement with representative advocacy groups.

Policy review date	March 2023
Assessment completed by	Matt Oliver
Date Initial EqIA completed	5 th Jan 2023
Signed by Head of Service	Adrian Chapman

Culture and Leisure

Initial assessment

What are the proposed outcomes of the policy?

Our Culture and Leisure offering is essential to the economic development of the city and resident wellbeing and can offer means to support communities to offset future demand on the care system. A significant change programme is under development that will seek to transform these services, seek efficiencies through modernisation and maintain a credible offer that delivers future benefits through offsetting demand and enhancing economic growth.

This proposal seeks to transform delivery of these services, and will include:

- Options appraisal to identify new operating model for Leisure Services
- Options appraisal to identify new operating model for Museum and Flag Fen

*Library Services are being reviewed separately as part of the Prevention and early intervention transformation programme

Which individuals or groups are most likely to be affected?

The breadth of this programme will mean that any change could impact a wide section of the general public. As the change seeks to modernise and improve facilities wherever possible, it is not foreseen that this programme will specifically impact one group over another, but could include:

- All leisure users, including swimmers / gymnasium / health facility users
- Persons with health needs that rely upon the availability of leisure facilities
- Visitors to the city
- Educational groups (e.g. heritage Museum / Flag Fen educational users)

Now consider whether any of the following groups will be disproportionately affected:

Equality Group	Note any positive or negative effects
Particular age groups	Not able to define specific age impacts until operating model is confirmed. Any change to leisure provision is likely to be more impactful upon young people (e.g. new swimmers) or the elderly with particular health issues necessitating exercise. The options appraisal will be cognisant of this impact and work to mitigate any unintended consequences.
Disabled people	Disabled users who rely on leisure facilities for health and wellbeing benefits are likely to be impacted by changes to services. The final operating model for leisure is as yet unknown and until then the impacts of this cannot be defined. The options appraisal will be cognisant of this impact and work to mitigate any unintended consequences.
Married couples or those entered into a civil partnership	NA – The review of these services does not specifically impact persons in this category

Pregnant women or women on maternity leave	NA – The review of these services does not specifically impact persons in this category
Particular ethnic groups	NA – The review of these services does not specifically impact persons in this category
Those of a particular religion or who hold a particular belief	NA – The review of these services does not specifically impact persons in this category
Male/Female	NA – The review of these services does not specifically impact persons in this category
Those proposing to undergo, currently undergoing or who have undergone gender reassignment	NA – The review of these services does not specifically impact persons in this category
Sexual orientation	NA – The review of these services does not specifically impact persons in this category

What information is available to help you understand the effect this will have on the groups identified above?

Who will be the beneficiaries of the policy?

Users of leisure and heritage services / general public

Has the policy been explained to those it might affect directly or indirectly?

No - Policy / Operating model yet to be defined. Users' groups will be consulted during the development stage.

Can any differences be justified as appropriate or necessary?

See above

Are any remedial actions required?

No

Once implemented, how will you monitor the actual impact?

A full assessment will be completed once options are defined

Policy review date	June 2023
Assessment completed by	Rob Hill
Date Initial EqIA completed	20/12/2022
Signed by Head of Service	Adrian Chapman

Pensions

Initial assessment

What are the proposed outcomes of the policy?

Reduced legacy pension liability for teacher's dependents. Due to the passage of time, the number of eligible dependents has decreased.

There is no impact to individuals, as those eligible will continue to receive pensions.

Which individuals or groups are most likely to be affected?

Teachers' dependents with a legacy pension liability. There is no impact to individuals, as those eligible will continue to receive pensions.

Now consider whether any of the following groups will be disproportionately affected:

Equality Group	Note any positive or negative effects
Particular age groups	N/A
Disabled people	N/A
Married couples or those entered into a civil partnership	N/A
Pregnant women or women on maternity leave	N/A
Particular ethnic groups	N/A
Those of a particular religion or who hold a particular belief	N/A
Male/Female	N/A
Those proposing to undergo, currently undergoing or who have undergone gender reassignment	N/A
Sexual orientation	N/A

What information is available to help you understand the effect this will have on the groups identified above?

Who will be the beneficiaries of the policy?

Teachers' dependents with a legacy pension liability. There is no impact to individuals, as those eligible will continue to receive pensions.

Has the policy been explained to those it might affect directly or indirectly?

No policy changes being made.

Can any differences be justified as appropriate or necessary?

No negative changes proposed in the strategy. Those entitled will continue to receive pensions. This represents a financial reforecast of the Council's liability due to the passage of time, the number of eligible dependents has decreased.

Are any remedial actions required?

N/A

Once implemented, how will you monitor the actual impact?

Finance tracking

Policy review date	N/A
Assessment completed by	Jonathan Lewis
Date Initial EqIA completed	19/12/22
Signed by Head of Service	Jonathan Lewis

Skills and Employment

Initial assessment

What are the proposed outcomes of the policy?

To review the management and delivery arrangements for our adult skills service, including City College Peterborough, in order to identify efficiencies and additional opportunities. There are intended to be no impacts on front line delivery.

Which individuals or groups are most likely to be affected?

Teams delivering functions across the skills and employment services.

Now consider whether any of the following groups will be disproportionately affected:

Equality Group	Note any positive or negative effects
Particular age groups	N/A
Disabled people	N/A
Married couples or those entered into a civil partnership	N/A
Pregnant women or women on maternity leave	N/A
Particular ethnic groups	N/A
Those of a particular religion or who hold a particular belief	N/A
Male/Female	N/A
Those proposing to undergo, currently undergoing or who have undergone gender reassignment	N/A
Sexual orientation	N/A

What information is available to help you understand the effect this will have on the groups identified above?

The process will be closely monitored to ensure no impacts on frontline delivery, including for learners and employers.

Who will be the beneficiaries of the policy?

The council will achieve a reduction in its expenditure or an increase in revenue, contributing towards achieving a balanced budget.

Has the policy been explained to those it might affect directly or indirectly?

The detailed work is yet to commence.

Can any differences be justified as appropriate or necessary?

The ways in which these services are managed and delivered have not been reviewed for some time.

Are any remedial actions required?

N/A

Once implemented, how will you monitor the actual impact?

We benefit from expansive data which is used to measure performance, and this will be used to ensure no negative impacts as a result of this proposal.

Policy review date	September 2023
Assessment completed by	Adrian Chapman
Date Initial EqIA completed	22.12.22
Signed by Head of Service	Adrian Chapman

Transport

Initial assessment

What are the proposed outcomes of the policy?

<ul style="list-style-type: none"> - Increased service capacity - Reviewed transport policies - Streamlined procurement - Revised eligibility processes - Improved cost model - Updated delivery principles

Which individuals or groups are most likely to be affected?

<p>Children and young people in receipt of free home to school transport and their families Transport providers Council staff working in passenger transport</p>
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Now consider whether any of the following groups will be disproportionately affected:

Equality Group	Note any positive or negative effects
Particular age groups	- School aged children positively impacted by changes and improvements made
Disabled people	- Disabled children and young people positively impacted by improved coordination and processes outlined in the strategy
Married couples or those entered into a civil partnership	N/A
Pregnant women or women on maternity leave	N/A
Particular ethnic groups	N/A
Those of a particular religion or who hold a particular belief	N/A
Male/Female	N/A
Those proposing to undergo, currently undergoing or who have undergone gender reassignment	N/A
Sexual orientation	N/A

What information is available to help you understand the effect this will have on the

groups identified above?

Who will be the beneficiaries of the policy?

Children and young people who are entitled to free home to school transport.

Has the policy been explained to those it might affect directly or indirectly?

No policy changes made yet – we are at strategy stage, but consultation events scheduled for Jan and Feb to work with families to feed in their views to the implementation of the strategy

Can any differences be justified as appropriate or necessary?

No negative changes proposed in the strategy. Only betterment to those currently and entitled to receive home to school transport, provide transport services and work within passenger transport in the council.

Are any remedial actions required?

N/A

Once implemented, how will you monitor the actual impact?

Implementation plan in place with clear monitoring of impact the Education Transport Board.

Policy review date	N/A
Assessment completed by	Fran Cox
Date Initial EqIA completed	8/12/22
Signed by Head of Service	Fran Cox

Breastfeeding

Initial assessment

What are the proposed outcomes of the policy?

Breastfeeding Support

This proposal is to stop a small contract by September 2023 when the contract with the voluntary sector (National Childbirth Trust) ends. This contract provides breastfeeding peer support to improve breastfeeding rates across Peterborough. This proposal arises from the development of the Family Hubs Programme, aiming to provide families with clear access to support and connected services, for which Peterborough will receive significant funding (3.3-3.4 million over 2.5 years). This funding includes a 16.7% dedicated allowance for infant feeding support, providing an exciting opportunity to strengthen breastfeeding support, considering flexibility, accessibility, and integration, and positively impacting breastfeeding support available to mothers.

There is strong evidence of the benefits that breastfeeding provides to mothers and their babies and breastfeeding. Peer support interventions are recommended by the World Health Organisation (WHO) and National Institute for Health and Care Excellence (NICE) as they are proven to be effective at increasing breastfeeding initiation rates and the duration babies are breastfed for, particularly within groups such as mothers with low incomes and first-time mothers.

Which individuals or groups are most likely to be affected?

Peterborough mothers during their postnatal period seeking breastfeeding support. Of these, this may disproportionately impact first-time mothers, young mothers, white mothers, and/or mothers on low incomes, groups known to have lower rates of breastfeeding initiation and continuation. Due to increased investment going into breastfeeding support these groups will benefit.

Now consider whether any of the following groups will be disproportionately affected:

Equality Group	Note any positive or negative effects
Particular age groups	Young Mothers POSITIVE - Young mothers are statistically less likely to breastfeed, which is often contributed to by lack of support and education, alongside stigma and body-image issues. Peer support is proven to increase breastfeeding in this group, and we will consider a strengthened offer which reduces barriers to support, by offering greater flexibility and accessibility for young women, including optimising digital offers. We will consult Parent/Carer Panels to ensure the offer works for mothers in Peterborough.
Disabled people	No impact has been identified specific to this equality group.
Married couples or those entered into a civil partnership	No impact has been identified specific to this equality group.
Pregnant women or women on maternity leave	Women on maternity leave POSITIVE – Women on maternity leave are likely to be breastfeeding and/or seeking breastfeeding

	support. As part of Family Hubs development, we will strengthen access to breastfeeding support, having a positive impact on this group. Feedback will be received via Parent/Carer Panels to ensure the offer works for mothers in Peterborough.
Particular ethnic groups	<p>White ethnic groups</p> <p>POSITIVE – White mothers have lower rates of breastfeeding compared with mothers from ethnic minorities (excluding white minorities), indicating this group likely requires more support and may be impacted by proposals. However, the Family Hubs development work seeks to strengthen breastfeeding support, which should positively impact this group. We will be consulting Parent/Carer Panels to ensure the offer works for mothers in Peterborough.</p> <p>POSITIVE – Deprivation is more prevalent within Black and Minority Ethnic Groups, and is an indicator for lower breastfeeding rates, because of financial factors impacting a mother’s ability to choose how they feed their child. The Family Hubs programme will improve breastfeeding support, ensuring that support services integrate with wider systems supporting families, reducing barriers to access. As part of this, we are consulting with community organisations carrying out equality work with mothers from ethnic minority groups in Peterborough.</p>
Those of a particular religion or who hold a particular belief	No impact has been identified specific to this equality group.
Male/Female	<p>Female</p> <p>POSITIVE - This proposal predominantly impacts the female gender because it relates to breastfeeding support for mothers. The Family Hubs offer will improve accessibility to breastfeeding support, having a positive impact on this group.</p>
Those proposing to undergo, currently undergoing or who have undergone gender reassignment	No impact has been identified specific to this equality group.
Sexual orientation	No impact has been identified specific to this equality group.

What information is available to help you understand the effect this will have on the groups identified above?

- | |
|---|
| <ul style="list-style-type: none"> • NCT data • National Government data/reports • Wider literature • Epidemiological Needs Assessment Data |
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Who will be the beneficiaries of the policy?

The beneficiaries will be new parents in PCC.

Has the policy been explained to those it might affect directly or indirectly?

We are participating in co-production as part of the infant feeding strategy, ongoing work with MVP for NWAFT and the new offer from family hubs which will be launched as part of the wider start for life offer.

Can any differences be justified as appropriate or necessary?

National guidance for family hubs mandates us to look at this work as part of the programme.

Are any remedial actions required?

None identified.

Once implemented, how will you monitor the actual impact?

We will gather feedback as part of Family Hubs data collection, the Family Hubs transformation board, Parent/carer panels, and the infant feeding network.

Policy review date	30.03.2025
Assessment completed by	Sian Cowell
Date Initial EqIA completed	12.01.23
Signed by Head of Service	Raj Lakshman

Workplace Health Initial assessment

What are the proposed outcomes of the policy?

Workplace Health Contract

This five-year contract will end on May 31, 2023. It is a joint contract with Cambridgeshire County Council (CCC) that has the aim of improving the health of working population. It provides support to employers for improving the working environment of their employees to prevent ill health and the associated absenteeism and presenteeism. The deliverables are an ongoing employer support network, workplace health champion network and training which has mainly focused upon mental health in response to demand. It is proposed not renew the contract when it ends. The rationale for this is that the low value of the contract in relation to the large number of workplaces in Peterborough means it has limited traction. The service currently supports twenty four Cambridgeshire employers and eighteen Peterborough employers against a value of £62,672.37 per annum (of which the Peterborough City Council contribution is £22,731.55 per annum)

Work and Health is one of the four Joint Health and Wellbeing Integrated Care System Strategy priorities and there is working being taken forward at strategic level through the Work and Health Strategy with the aim of having more fundamental structural changes that will have more impact. The focus has broadened to include those in employment but also excluded from employment because of ill health. The broader focus will include 'good work' which addresses poverty associated with lower paid jobs with insecure contracts. Along with integrating pathways between health, social care, education/skills, Department of work and Pensions and other employment support services to ensure that all needs are addressed through improving access to services and a joined-up offer. This is a system wide initiative which will enable the integration and scale required.

Which individuals or groups are most likely to be affected?

Adults of working age employed by a workplace utilising the current Workplace Health Service. Sometimes (but not limited) to those in routine and manual occupations.

Now consider whether any of the following groups will be disproportionately affected:

Equality Group	Note any positive or negative effects
Particular age groups	No negative impact as the needs of local employers and employees will be more adequately and comprehensively addressed by the Work and Health Strategy.
Disabled people	No anticipated positive or negative effects
Married couples or those entered into a civil partnership	No anticipated positive or negative effects
Pregnant women or women on maternity leave	No anticipated positive or negative effects
Particular ethnic groups	No anticipated positive or negative effects
Those of a particular religion or who hold a particular belief	No anticipated positive or negative effects
Male/Female	No anticipated positive or negative effects

Those proposing to undergo, currently undergoing or who have undergone gender reassignment	No anticipated positive or negative effects
Sexual orientation	No anticipated positive or negative effects

What information is available to help you understand the effect this will have on the groups identified above?

Who will be the beneficiaries of the policy?

Adults of working age will benefit from wider policy changes as a result of the Work and Health strategy so this provision is no longer required.

Has the policy been explained to those it might affect directly or indirectly?

Employers engaged with the current service have been informed

Can any differences be justified as appropriate or necessary?

No negative changes as support will be gained via the wider work of the Work and Health Strategy

Are any remedial actions required?

None

Once implemented, how will you monitor the actual impact?

Outcomes will become part of the Work and Health Strategy implementation and will be monitored as part of this process.

Policy review date	N/A
Assessment completed by	Zoe Cross
Date Initial EqIA completed	04/01/2023
Signed by Head of Service	