

# APPENDIX M - Equality Impact Assessments

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## Aragon

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### Initial assessment

**What are the proposed outcomes of the policy?**

This proposal includes the contractual inflation requirements alongside transformation and efficiencies across Aragon's waste and street scene services.

The inflation work is required as part of standard arrangements. Full details are not yet finalised detailing how the 'Aragon' transformation will be achieved therefore a revised EIA will be prepared in due course

**Which individuals or groups are most likely to be affected?**

Unknown at this stage

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

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

**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?**

Unknown at this stage

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

Unknown at this stage

**Can any differences be justified as appropriate or necessary?**

Unknown at this stage

**Are any remedial actions required?**

Unknown at this stage

**Once implemented, how will you monitor the actual impact?**

Unknown at this stage

<b>Policy review date</b>	N/A
<b>Assessment completed by</b>	Charlotte Palmer
<b>Date Initial EqIA completed</b>	27/11/23
<b>Signed by Head of Service</b>	N/A

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## Building Control

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### Initial assessment

**What are the proposed outcomes of the policy?**

This proposal looks to increase the income generated by Building Control as well as improving the health and safety of people in and around buildings in the Peterborough area.

There will be no direct impact on equality groups.

We will look to put a robust marketing program in place to promote the service, target illegal works, increase the current customer base and awareness of Peterborough Building Control.

The department is looking at increasing capacity (recruitment) to accommodate the additional work.

**Which individuals or groups are most likely to be affected?**

No group will be adversely affected by this proposal

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

<b>Equality Group</b>	<b>Note any positive or negative effects</b>
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?**

**Who will be the beneficiaries of the policy?**

The residents and users of buildings within the area of Peterborough and Building Control department.

**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?**

No

**Once implemented, how will you monitor the actual impact?**

The impact will be monitored through the budgetary control process

<b>Policy review date</b>	N/A
<b>Assessment completed by</b>	John Stubley
<b>Date Initial EqIA completed</b>	29/01/24
<b>Signed by Head of Service</b>	

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## Cash Collection

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### Initial assessment

**What are the proposed outcomes of the policy?**

Reduce the amount spent on cash collections from pay and display ticket machines, by encouraging payment using different methods such as phone app and card.

**Which individuals or groups are most likely to be affected?**

Affects drivers using PCC car parks and on-street pay and display bays.

**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?**

**Who will be the beneficiaries of the policy?**

N/A

**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?**

N/A

<b>Policy review date</b>	N/A
<b>Assessment completed by</b>	Clair George
<b>Date Initial EqIA completed</b>	29/1/2024
<b>Signed by Head of Service</b>	N/A

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## Citizens Advice

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### Initial assessment

**What are the proposed outcomes of the policy?**

This proposal relates to changes to the Citizens Advice grant set by the council and proposes a payment by results model whereby the council benefits from a reduction of demand to its services, due to the preventative engagement of the charity.

**Which individuals or groups are most likely to be affected?**

Neutral – no specific impacts identified at this stage

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

<b>Equality Group</b>	<b>Note any positive or negative effects</b>
Particular age groups	Neutral – no specific impacts identified at this stage
Disabled people	Neutral – no specific impacts identified at this stage
Married couples or those entered into a civil partnership	Neutral – no specific impacts identified at this stage
Pregnant women or women on maternity leave	Neutral – no specific impacts identified at this stage
Particular ethnic groups	Neutral – no specific impacts identified at this stage
Those of a particular religion or who hold a particular belief	Neutral – no specific impacts identified at this stage
Male/Female	Neutral – no specific impacts identified at this stage
Those proposing to undergo, currently undergoing or who have undergone gender reassignment	Neutral – no specific impacts identified at this stage
Sexual orientation	Neutral – no specific impacts identified at this stage

**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?**

Neutral – no specific impacts identified at this stage

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

Neutral – no specific impacts identified at this stage



**Can any differences be justified as appropriate or necessary?**

Neutral – no specific impacts identified at this stage

**Are any remedial actions required?**

Neutral – no specific impacts identified at this stage

**Once implemented, how will you monitor the actual impact?**

Neutral – no specific impacts identified at this stage

<b>Policy review date</b>	N/A
<b>Assessment completed by</b>	Ian Phillips
<b>Date Initial EqIA completed</b>	26/1/24
<b>Signed by Head of Service</b>	N/A

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## City Enforcement Team

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### Initial assessment

**What are the proposed outcomes of the policy?**

Increase the number of officers in the city centre enforcement team, to increase coverage in the city centre
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**Which individuals or groups are most likely to be affected?**

None – impacts will be positive due to more patrols taking place in the city centre, which will provide reassurance to residents, visitors and businesses.
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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	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?**

**Who will be the beneficiaries of the policy?**

Businesses, visitors, and residents of the city centre
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**Has the policy been explained to those it might affect directly or indirectly?**

N/A
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**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

<b>Policy review date</b>	N/A
<b>Assessment completed by</b>	Clair George
<b>Date Initial EqIA completed</b>	06/12/23
<b>Signed by Head of Service</b>	N/A

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## City Centre Events and Lights

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### Initial assessment

**What are the proposed outcomes of the policy?**

To remove core revenue funding for city centre decorative lights, Christmas tree and switch on event in the city and to seek sponsorship to cover all costs

**Which individuals or groups are most likely to be affected?**

None

**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?**

**Who will be the beneficiaries of the policy?**

N/A

**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?**

N/A

<b>Policy review date</b>	N/A
<b>Assessment completed by</b>	Clair George
<b>Date Initial EqIA completed</b>	06/12/23
<b>Signed by Head of Service</b>	N/A

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## Disability Related Expenditure Review

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### Initial assessment

#### What are the proposed outcomes of the policy?

##### Disability Related Expenditure review

The Council recently reviewed a specific aspect of its Adult Social Care charging policy to look for ways to raise revenue fairly and affordably from care charges to help to provide and pay for care and support services. Increased income from charges will help the council to protect, sustain, and extend the range of care services it offers to those that are assessed as needing them. Care charges are calculated by the completion of a financial assessment for the person receiving care, which considers their income, capital, and a range of other financial circumstances to ensure that the charge they are to pay is reasonable and affordable. Peterborough's charging policy complies with the statutory requirements of the Care Act 2014 and associated charging regulations and guidance and includes some discretionary elements which the Council has chosen to adopt.

Disability related expenses (DRE) are extra costs that a person may have to pay because of their disability or care need and are included as an element in their financial assessment calculation. Currently Peterborough's financial assessment calculation includes the provision of three standard DRE allowances of £10, £15, and £25 which are allocated to clients based upon the level of disability benefit they receive and an individual discussion of their actual disability related expenditure. If a person's actual expenditure is higher than their standard DRE allowance, then the level of DRE included in their assessment is increased to reflect this.

The review of this aspect of charging has highlighted that Peterborough is now in the minority of local authorities that allocates DRE payments in this way; therefore, it is proposed that from the 2025/26 year these standard allowances are removed, and disability related expenditure is calculated based only on an individual assessment of expenditure, with no lower limits to the allowance made for this in the financial assessment. This means that for some clients with very little or no disability related expenditure, their weekly care charge could increase.

If this proposal is approved for further consideration, an extensive consultation exercise will be required to obtain the views of a wide range of stakeholders before it can be considered for adoption as a formal change to the Council's care charging policy.

#### Which individuals or groups are most likely to be affected?

People who have eligible care needs and receive care and support services in the community that are subject to a means-tested charge payable from their own financial resources.

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

Equality Group	Note any positive or negative effects
Particular age groups	<p>A greater proportion of care service users in Peterborough are over pension age (approximately 60% of people receiving care and support in the community are over pension age). Older people are clearly therefore the largest single group of care and support service users and are also more likely to have accumulated savings and investments in their lifetimes. The proposed changes that may increase some peoples care charges are therefore more likely to affect older people. Younger adults under pension age with a range of disabilities and care needs may also be affected by the charging policy changes that are proposed, although numbers will be proportionally lower than for people over pension age.</p> <p>Increasing the revenue from care charges will assist the council to maintain and extend the range of care and support services it provides to people in need and help people of all age groups to live safely and independently in their own communities for as long as possible. Only those who have the means to pay increased charges at an affordable rate will be affected by these changes.</p>
Disabled people	<p>All people eligible for Adult Social Care support will have some form of disability or long-term condition affecting their daily living that has been identified within their care assessment. The assessment is undertaken on an equitable and consistent basis across all client groups and compared uniformly against national eligibility criteria. Charges apply to all types of care services, irrespective of an individual's level of need, or type / severity of disability – and the financial assessment takes account of a person's finances and their individual level of disability related expenditure. Those with a higher level of disability that impacts on their personal expenditure will not therefore be financially disadvantaged by this in the calculation of their charge. Those with a lower level of disability related expenditure could however pay a higher charge if the proposal to abolish standard DRE allowances is adopted, however their charge will still be affordable as their remaining incomes will not fall below national minimum protected levels.</p>
Married couples or those entered into a civil partnership	<p>It is not anticipated that the proposal will have a disproportionately negative or positive impact on this group.</p>
Pregnant women or women on maternity leave	<p>It is not anticipated that the proposal will have a disproportionately negative or positive impact on this group.</p>
Particular ethnic groups	<p>It is not anticipated that the proposal will have a disproportionately negative or positive impact on this group.</p>
Those of a particular religion or who hold a particular belief	<p>Care and support services are universally available for all adults who have an identified assessed need for care – regardless of religious or other belief, and any personal requirements that may incur</p>

	additional costs, for example cultural needs or dietary requirements, are met at an individual, personalised level and considered and accounted for within both the care assessment and the financial assessment. It is not expected therefore that there will be any impact from the proposed charging policy changes on people with a particular religion, or those who hold a particular belief.
Male/Female	The charging policy and the changes proposed to it are gender-neutral, however a greater proportion of older people in receipt of care and support services are women because of the difference in life expectancy between men and women. For that reason only therefore, the changes proposed to the charging policy may disproportionately affect women.
Those proposing to undergo, currently undergoing or who have undergone gender reassignment	It is not anticipated that the proposal will have a disproportionately negative or positive impact on this group.
Sexual orientation	It is not anticipated that the proposal will have a disproportionately negative or positive impact on this group.

**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?**

Increased revenue from care charges will help to ensure that the Council makes best use of its limited resources in a fair, equitable and consistent way, and will help to protect, sustain and extend the range of care services it offer to meet its statutory requirements.

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

If the proposal is approved, an extensive consultation exercise will be required to explain the change and its impact and obtain the views of a wide range of stakeholders before it can be considered for adoption as a formal change to the Council's care charging policy.

**Can any differences be justified as appropriate or necessary?**

The revised charging policy will help to ensure that Adult Social Care services continue to be accessible to all sections of the local population, including those with fewer financial resources and lower incomes, but will be more consistent by treating service users with lower outgoings more equitably.

**Are any remedial actions required?**

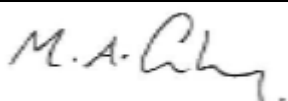
N/A



**Once implemented, how will you monitor the actual impact?**

The impact of any charging policy changes will be monitored through the financial assessment process for individuals, and by the monitoring of care activity and uptake within the information reporting of Peterborough's Adult Social Care service. It will also be monitored via feedback received from individuals affected by these changes.

Disability related expenditure operational guidance will be refreshed and updated – with close reference to the National Association of Financial Assessment Officers practice guides.

<b>Policy review date</b>	N/A
<b>Assessment completed by</b>	Mark Gedney
<b>Date Initial EqIA completed</b>	January 2024
<b>Signed by Head of Service</b>	

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## **Disability Resource Centre**

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### **Initial assessment**

#### **What are the proposed outcomes of the policy?**

##### **Dementia Resource Centre**

The Dementia Resource Centre (DRC) was first commissioned by Peterborough City Council in February 2014. The current service is provided by the Alzheimer's Society which delivers a specialist service supporting people living with dementia and their carers and families.

The aim of the service is to help to enable people living with dementia and their carers to have a good quality of life and live as independently as possible in the community. This includes the person diagnosed with dementia being able to function more effectively – emotionally, mentally and physically - and their carers and families having access to the information, advice and support they need to continue caring for as long as possible. This supports achievement of the key outcomes for people living with dementia and their carers, and prevents avoidable escalation of need reducing demand on health and social care services so that resources can be targeted at those who most need them.

The utilisation of Day Services is relatively poor and therefore does not offer value for money, consideration is given to removing the costs associated with delivering the Dementia Resource Centre through redesigning the way in which Day Services are provided in the City.

If this proposal is approved for further consideration, an extensive consultation exercise will be required to obtain the views of a wide range of stakeholders.

#### **Which individuals or groups are most likely to be affected?**

People living with pre and post diagnosed dementia 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	Outright closure of the service may disproportionately impact older people, particularly those living with dementia, who heavily rely on the services provided by the resource centre. The impact on mental health and well-being must be carefully considered. However, the opportunity is ripe to consider alternative options to deliver a more efficient and effective service which provides a broader support through integration with other day services, this will provide opportunities for increased peer support groups for carers without causing disruption to routine for people with a pre or post dementia diagnosis.
Disabled people	It is not anticipated that the proposal will have a disproportionate negative or positive impact on this group.
Married couples or those entered into a civil partnership	It is not anticipated that the proposal will have a disproportionately negative or positive impact on this group.
Pregnant women or women on maternity leave	It is not anticipated that the proposal will have a disproportionately negative or positive impact on this group.
Particular ethnic groups	It is not anticipated that the proposal will have a disproportionately negative or positive impact on this group.
Those of a particular religion or who hold a particular belief	Care and support services are universally available for all adults who have an identified assessed need for care – regardless of religious or other belief, and any personal requirements that may incur additional costs, for example cultural needs or dietary requirements, are met at an individual, personalised level and considered and accounted for within both the care assessment and the financial assessment. It is not expected therefore that there will be any impact on people with a particular religion, or those who hold a particular belief.
Male/Female	The proposal is gender neutral as such it is not anticipated that the proposal will have a disproportionately negative or positive impact on this group.
Those proposing to undergo, currently undergoing or who have undergone gender reassignment	It is not anticipated that the proposal will have a disproportionately negative or positive impact on this group.
Sexual orientation	It is not anticipated that the proposal will have a disproportionately negative or positive impact on this group.

**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's important to note that the closure of a dementia resource centre generally isn't framed as a measure that directly benefits specific individuals or groups. The decision to close is to financial constraints and changes in service delivery models rather than as a means of providing direct benefits.

However, there are plans in place for the reallocation of resources through the development of the day services offer, as well as partnerships with the ICB to address the pre and post diagnostic needs individuals from a health perspective. affected by the closure, those individuals could potentially benefit indirectly. For example:

1. Efficiency and Resource Reallocation: The closure allows the Council to reallocate resources more efficiently, leading to improved services in other areas or the development of new programs that can benefit a broader range of individuals.

2. Adaptation to Changing Needs: The closure might signal a shift in strategy to address evolving needs in dementia care. This could result in the development of innovative approaches or partnerships that benefit the community over the long term.

It's crucial to communicate transparently with stakeholders, including those directly affected by the closure, and to involve them in the planning process to ensure that any potential benefits are realised and that the impact on individuals with dementia and their carers is minimised.

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

If the proposal is approved, an extensive consultation exercise will be required to explain the change and its impact and obtain the views of a wide range of stakeholders before it can be considered.

**Can any differences be justified as appropriate or necessary?**

The impact on older people will be considered as necessary in light of overarching review of day services and essentially delivery a more efficient and effective service.

**Are any remedial actions required?**

N/A

**Once implemented, how will you monitor the actual impact?**

The impact of any changes will be monitored through the annual review process for individuals, and by the monitoring of care activity and uptake within the information reporting of Peterborough's Adult Social Care service. It will also be monitored via feedback received from individuals affected by these changes.

<b>Policy review date</b>	N/A
<b>Assessment completed by</b>	Oliver Hayward
<b>Date Initial EqIA completed</b>	January 2024
<b>Signed by Head of Service</b>	



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## Energy Efficiency Programme

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### Initial assessment

**What are the proposed outcomes of the policy?**

To reduce the council's energy consumption (gas and electricity) across its portfolio of sites. This includes operational buildings such as Town Hall and Sand Martin House as well as sites used by the public including libraries, community centres and leisure assets such as the Regional Pool and Lido. Each site will be reviewed with a priority of identifying ways to reduce energy consumption ideally without the need for any capital outlay.

**Which individuals or groups are most likely to be affected?**

Operators and users of the sites including staff and members of the public.

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

Equality Group	Note any positive or negative effects
Particular age groups	No disproportionate impact.
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 savings achieved will be used to support the councils MTFS objectives, therefore the beneficiaries will be the public in general.

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

No

**Can any differences be justified as appropriate or necessary?**

The main change may be where sites have a change in service provision such as opening times and heating schedules.

**Are any remedial actions required?**

No

**Once implemented, how will you monitor the actual impact?**

By reviewing revised energy usage against previous year to track benefits.

<b>Policy review date</b>	30/01/24
<b>Assessment completed by</b>	Simon Lewis
<b>Date Initial EqIA completed</b>	30/01/24
<b>Signed by Head of Service</b>	Simon Lewis

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## Fly Tipping Increase Income

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### Initial assessment

**What are the proposed outcomes of the policy?**

To increase number of FPNs issued for Environmental Crime, by using new technology and review of fine rates
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**Which individuals or groups are most likely to be affected?**

None – only groups impacted will be those that offend.
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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	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?**

**Who will be the beneficiaries of the policy?**

N/A
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**Has the policy been explained to those it might affect directly or indirectly?**

N/A
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**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

<b>Policy review date</b>	N/A
<b>Assessment completed by</b>	Clair George
<b>Date Initial EqIA completed</b>	06/12/23
<b>Signed by Head of Service</b>	N/A

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## Gladstone

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### Initial assessment

**What are the proposed outcomes of the policy?**

This proposal seeks to transfer the management and operations of Gladstone Park Community Centre from the Council to a third-party organisation. It is expected that the centre will continue to operate as a community facility.

**Which individuals or groups are most likely to be affected?**

Users of the facility should not be affected by the change of management of the building.

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

<b>Equality Group</b>	<b>Note any positive or negative effects</b>
Particular age groups	Neutral – no specific impacts identified at this stage
Disabled people	Neutral – no specific impacts identified at this stage
Married couples or those entered into a civil partnership	Neutral – no specific impacts identified at this stage
Pregnant women or women on maternity leave	Neutral – no specific impacts identified at this stage
Particular ethnic groups	Neutral – no specific impacts identified at this stage
Those of a particular religion or who hold a particular belief	Neutral – no specific impacts identified at this stage
Male/Female	Neutral – no specific impacts identified at this stage
Those proposing to undergo, currently undergoing or who have undergone gender reassignment	Neutral – no specific impacts identified at this stage
Sexual orientation	Neutral – no specific impacts identified at this stage

**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?**

Neutral – no specific impacts identified at this stage

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

Unknown at this stage until an operator has been identified

**Can any differences be justified as appropriate or necessary?**

Unknown at this stage

**Are any remedial actions required?**

Unknown at this stage

**Once implemented, how will you monitor the actual impact?**

Unknown at this stage

<b>Policy review date</b>	N/A
<b>Assessment completed by</b>	Ian Phillips
<b>Date Initial EqIA completed</b>	26/1/24
<b>Signed by Head of Service</b>	N/A

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## Highways and Transport

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### Initial assessment

#### What are the proposed outcomes of the policy?

These proposals offer a range of savings relating to the Highways and Transport services, in the main it looks to maximise the contract we have with Milestone to increase the revenue rebate that can be achieved. Correctly apportioning salaries against capital projects and increasing the income target for the Development Control team in line with the Cities growth.

There will be a reduction in the Highways revenue budget which we will look to fill through efficiency works with Milestone and increased government funding from 'Network North'.

Finally, the policy looks at restructuring the Highways and Transport team including looking at the long-term future of school crossing patrollers, to ensure we operate in the most economical and efficient manner.

#### Which individuals or groups are most likely to be affected?

Mainly young children who utilise the school crossing patrollers.

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

Equality Group	Note any positive or negative effects
Particular age groups	Mainly young children who use the routes operated by the school crossing patrollers. If these were removed an adequate safe crossing would need to be implemented.
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?**

**Who will be the beneficiaries of the policy?**

If the school crossing patrollers are removed safe replacement crossing such as zebra crossing will be installed.

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

Not at this stage.

**Can any differences be justified as appropriate or necessary?**


We can still maintain safe access to schools by installing safe crossing locations.

**Are any remedial actions required?**

No

**Once implemented, how will you monitor the actual impact?**

Monitor through our transport team and liaison with schools.

<b>Policy review date</b>	N/A
<b>Assessment completed by</b>	James Collingridge
<b>Date Initial EqIA completed</b>	29/11/23
<b>Signed by Head of Service</b>	

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## Highways Inflation

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### Initial assessment

**What are the proposed outcomes of the policy?**

This proposal is necessary in order to fund the contractual inflation costs associated with the Highways contract operated by Milestone.

**Which individuals or groups are most likely to be affected?**

None

**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?**

**Who will be the beneficiaries of the policy?**

N/A

**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?**

N/A

<b>Policy review date</b>	N/A
<b>Assessment completed by</b>	James Collingridge
<b>Date Initial EqIA completed</b>	29/11/23
<b>Signed by Head of Service</b>	

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## HRC Permit Income

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### Initial assessment

**What are the proposed outcomes of the policy?**

This proposal will involve restricting access to the HRC to residents who live within Peterborough.

**Which individuals or groups are most likely to be affected?**

This will affect those living outside of Peterborough who chose to access the HRC currently.

**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?**

**Who will be the beneficiaries of the policy?**

This will mean that the Council is not paying to treat waste arising outside of Peterborough and will ensure continuity of provision for Peterborough residents.

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

We will work with colleagues in comms to do as much as possible to ensure people are aware of this change. In addition processes will be agreed at the HRC to turn people away who do not reside within Peterborough.



**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

<b>Policy review date</b>	N/A
<b>Assessment completed by</b>	Charlotte Palmer
<b>Date Initial EqIA completed</b>	27/11/23
<b>Signed by Head of Service</b>	N/A

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## HRS

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### Full assessment

**Name/title of the policy area/strand or programme with which this assessment is concerned.**

Reduction in Housing Related Support Grants to Providers.

**Description/summary of the policy area/strand or programme**

Peterborough City Council historically has granted funding to registered providers of accommodation to contribute toward the support within the setting in order to provide units of Temporary Accommodation and work with the council and wider system to prevent homelessness.

The providers work together as part of the supported housing pathway and provide housing options to the housing needs service where a more supported setting is preferable.

The partnership work together to provide support to residents to move on into more permanent accommodation and therefore support the Housing Needs Service to maintain flow through the homelessness system and discharge its statutory responsibilities.

The reduction of the budget in this area is set out as part savings plans and proposes to cease the current grant giving arrangements and replace this with a procurement exercise that although will be of lesser budget will look to focus the delivery to those that need it most.

The proposed reduction in the Housing Related Support Grant is £900k but the mitigation plan will see an amount of c.£493k reinvested into the procurement exercise mentioned in the previous paragraph.

**The evidence base** (list the principal sources of relevant evidence, both quantitative and qualitative.)

At time of writing the following numbers are residing in supported accommodation:

67 Young People aged between (16 – 24) in specific settings (Timestop and Foyer)

150 Adults in other provision at (New Haven, Fairview Court, Cresset and Mayors Walk)

Of those our data shows those with potential protected characteristics as:

*Fig 1*

Characteristic	Adult	Young Person	Total
Number of clients currently being supported who are/have experiencing difficulties with mental health	77	20	97
Number of clients currently being supported who are experiencing /have experienced domestic abuse	5	6	11
Number of clients currently being supported who are also being supported by Adult's Social Care	22		22
Number of clients currently being supported who are also being supported by Children's Social Care		16	16
Number of clients currently being supported who have a physical disability	13	6	19
Number of clients currently being supported who have a learning disability	11	4	15

*Information taken from Quarterly Supported Accommodation Report (Q1+2)*

For further information and context, the present delivery is set out in the table below: -

*Fig 2*

Setting	Provider	No of Units	Type of Client	Cost	Impact
New Haven	Longhurst	19	Single Adults – Short Stay – Ex-Rough sleepers	£113,520	Probable increase in Rough Sleepers and 80% return to service as Priority Need.
Mayors Walk	Futures	24	Single Adults	£67,589	Potential increase in Rough Sleepers and 80% return to service as Priority Need.
Timestop	YMCA	22	16 – 24yrs only – Young People – Short Stay – can take vulnerable young people.	£273,213	Potential risk of no accommodation for <u>16/17</u> year olds – if not commissioned - legally cant go in to B+B.
Cresset	YMCA	89	Single Adults		Potential increase in Rough Sleeping and 80% return to service as Priority Need
Foyer	Longhurst	56 (Including 7 self contained Young Parents Project)	18 – 24yrs only Vulnerable Young People	£291,918	Increase in YP who are homeless
Fairview Court	Longhurst	30 (13 in move on flats)	Vulnerable Single Adults Couples Provision	£151,362	Potential increase in Rough Sleepers and 80% return to service as Priority Need.
Changemaker House (not specifically funded but accessible as part of the grants we give)	Longhurst	15 Self Contained Units	Vulnerable Single Adults Couples Provision		Potential increase in Rough Sleepers and 80% return to service as Priority Need.

Through discussions with providers all have said that a reduction in the grants received may require them to reconsider the use of their settings as supported accommodation with options ranging from repurposing, closing, or seeking other funding streams.

It could be assumed that providers would continue to run settings and fund through supported exempt housing benefits payments, but they are unlikely to operate any schemes that are not financially viable.

## What the evidence shows – keys facts

Through consultation with all providers as well as internal and external partners with knowledge of the supported accommodation delivery evidence shows that there could be an impact on key groups with protected characteristics which could be disproportionate if not managed through any procurement process that would be undertaken as part of moving away from a grant funded model.

Namely:

- Those with a physical or learning disability.
- Young People aged 16 – 24.

There is no data which evidences other impact on protected characteristics, although there are other impacts for people with other vulnerabilities.

**Challenges and opportunities** (indicate the policy’s potential to reduce and remove existing inequalities)

The proposal to move to a fully procured model for Supported Accommodation in the future does give opportunities to ensure that specific client groups can be targeted and removes any ambiguity in this respect.

However, a reduction in the funding amount overall may mean that not all settings will remain accessible to homeless households through Peterborough City Council and there could be less flexibility, understanding and joint working with providers, and this could indirectly have an impact on those with protected characteristics.

## Summary of Equality Impact Assessment

E - Adverse impact is probable or certain, since certain groups will be disadvantaged, either proportionately or absolutely, or both. Remedial action is therefore necessary.

## Next steps

Remedial action needs to be put in place in respect of the key groups mentioned above. This can be done in the form of the tender process and specification for lots to be awarded as well as continued communication with key partners from Adults and Children’s Social Care.

A procurement timescale, and report for CLT (Corporate Leadership Team) to be produced as well as information conversations with ASC and CSC directors.

<b>Policy review date</b>	29 <sup>th</sup> Jan 2024
<b>Assessment completed by</b>	Matt Oliver
<b>Date Initial EqIA completed</b>	29 <sup>th</sup> Jan 2024
<b>Signed by Head of Service</b>	

# Locality Asset Review

## Initial assessment

### What are the proposed outcomes of the policy?

To propose the possible disposal, reinvestment, and redevelopment of Locality Sites as part of the Phase 1 investigations.

### Which individuals or groups are most likely to be affected?

Both groups and individuals may be impacted by the removal of the services within the buildings. However, this will be mitigated by working with remaining centres for those groups and individuals to use alternative centres within the City.

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

Equality Group	Note any positive or negative effects
Particular age groups	All age groups could be impacted however this will continue to be mitigated by the support of remaining centres. Where centres are identified for improvement, this will have a significant positive impact on the users.
Disabled people	Where possible, all remaining buildings will be reviewed to enable DDA access.
Married couples or those entered into a civil partnership	No impact – all users can continue to utilise remaining assets and where they are invested in this will be a positive impact.
Pregnant women or women on maternity leave	Any impact could be by any specific groups or individuals that support pregnant women or women on maternity leave but this will be mitigated by utilising alternative locations.
Particular ethnic groups	Any impact will be mitigated using retained assets and Officers continue to work with the committees etc of these assets to accommodate other users. It should be noted that the Community Assets and the recently updated Community Asset Transfer (CAT) Policy states that the buildings are for the benefit of the whole of the community.
Those of a particular religion or who hold a particular belief	Any impact will be mitigated using retained assets and Officers continue to work with the committees etc of these assets to accommodate other users. It should be noted that the Community Assets and the recently updated Community Asset Transfer (CAT) Policy states that the buildings are for the benefit of the whole of the community.
Male/Female	No impact – all users can continue to utilise remaining assets and where they are invested in this will be a positive impact.
Those proposing to undergo, currently undergoing or who have undergone gender reassignment	No impact – all users can continue to utilise remaining assets and where they are invested in this will be a positive impact.
Sexual orientation	No impact – all users can continue to utilise remaining assets and where they are invested in this will be a positive 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?**

All users of the facilities

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

Yes as the process has been appropriately communicated to the wider public

**Can any differences be justified as appropriate or necessary?**

Yes

**Are any remedial actions required?**

Not currently

**Once implemented, how will you monitor the actual impact?**

Continue to work with the users and committees running these establishments

<b>Policy review date</b>	12 <sup>th</sup> February 2024
<b>Assessment completed by</b>	Felicity Paddick
<b>Date Initial EqIA completed</b>	12 <sup>th</sup> February 2024
<b>Signed by Head of Service</b>	Simon Lewis

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## Market Income

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### Initial assessment

**What are the proposed outcomes of the policy?**

Generate additional income by increasing/complementing current city market

**Which individuals or groups are most likely to be affected?**

N/A

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

<b>Equality Group</b>	<b>Note any positive or negative effects</b>
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?**

**Who will be the beneficiaries of the policy?**

N/A

**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?**

N/A

<b>Policy review date</b>	N/A
<b>Assessment completed by</b>	Clair George
<b>Date Initial EqIA completed</b>	29/1/2024
<b>Signed by Head of Service</b>	N/A



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## National Highways Cleansing

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### Initial assessment

**What are the proposed outcomes of the policy?**

This proposal involves allocating funding to enable planned cleansing of the National Highways network within Peterborough to take place, ensuring efficiencies from advanced programming can be secured.

**Which individuals or groups are most likely to be affected?**

This will affect anyone using this network which includes people living, working or travelling through Peterborough.

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

<b>Equality Group</b>	<b>Note any positive or negative effects</b>
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?**

**Who will be the beneficiaries of the policy?**

N/A – this will positively affect anyone living, working or travelling through Peterborough.

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

N/A – this does not need further communication as the public would expect this work to take place. If any road closures or speed reduction measures are required advance notice would be given in line with standard practice.

**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

<b>Policy review date</b>	N/A
<b>Assessment completed by</b>	Charlotte Palmer
<b>Date Initial EqIA completed</b>	27/11/23
<b>Signed by Head of Service</b>	N/A

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## Parking Tariff Increases

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### Initial assessment

**What are the proposed outcomes of the policy?**

Increase a wide range of parking charges including PCC car parks, on street pay and display bays, residents bays and developing a number of dispensation schemes.

**Which individuals or groups are most likely to be affected?**

Impact all drivers using PCC car parks and on-street pay and display bays and residents in certain areas of the city who benefit from residents parking schemes.

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

<b>Equality Group</b>	<b>Note any positive or negative effects</b>
Particular age groups	None
Disabled people	Yes – although blue badge holders can still park for free on street, only impact will be when parking in pay and display car parks due to tariff increases.
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?**

**Who will be the beneficiaries of the policy?**

N/A

**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?**

N/A

<b>Policy review date</b>	N/A
<b>Assessment completed by</b>	Clair George
<b>Date Initial EqIA completed</b>	06/12/23
<b>Signed by Head of Service</b>	N/A

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## RECAP Membership

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### Initial assessment

#### What are the proposed outcomes of the policy?

This proposal involves reviewing our RECAP membership which is a consortium of local councils who have historically agreed to work together to achieve best value across the area.

#### Which individuals or groups are most likely to be affected?

None – PCC will continue to ensure that it fulfils its statutory waste requirements.

#### 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?

#### Who will be the beneficiaries of the policy?

N/A

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

N/A – conversations are ongoing with the lead officer for the RECAP partnership

**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

<b>Policy review date</b>	N/A
<b>Assessment completed by</b>	Charlotte Palmer
<b>Date Initial EqIA completed</b>	27/11/23
<b>Signed by Head of Service</b>	N/A

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## Reduction in G&R Studies

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### Initial assessment

**What are the proposed outcomes of the policy?**

This relates to a budget reduction in G&R Studies for the G&R department. There is no direct impact on equality groups.

**Which individuals or groups are most likely to be affected?**

None

**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?**

**Who will be the beneficiaries of the policy?**

Growth & Regeneration Team.

**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?**

N/A

<b>Policy review date</b>	
<b>Assessment completed by</b>	Karen Lockwood
<b>Date Initial EqIA completed</b>	29/01/24
<b>Signed by Head of Service</b>	Karen Lockwood, Head of Regeneration



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## Reduction in Housing Needs Staffing

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### Initial assessment

**What are the proposed outcomes of the policy?**

Vacancy savings in Housing Needs Service to meet target. (Continue to transform services but delete 3 vacant posts from the establishment) retain the structure and increase efficiency.

**Which individuals or groups are most likely to be affected?**

None

**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?**

**Who will be the beneficiaries of the policy?**

Housing Needs Service

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

Staff have been communicated with about the savings and impacts have been internally assessed with the management team

**Can any differences be justified as appropriate or necessary?**

Management will continue to monitor workloads as well as identify areas for efficiency improvement to mitigate the impacts.

**Are any remedial actions required?**

As above

**Once implemented, how will you monitor the actual impact?**

Through team and management meetings, KPIs and Audit.

<b>Policy review date</b>	29th Jan 2024
<b>Assessment completed by</b>	Matt Oliver
<b>Date Initial EqIA completed</b>	29 <sup>th</sup> Jan 2024
<b>Signed by Head of Service</b>	Matt Oliver

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## Refugee Resettlement

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### Initial assessment

**What are the proposed outcomes of the policy?**

This proposal relates to the reduction of grant income from Government within the Refugee Resettlement programme. It is not proposed that any service delivery is affected or changed.
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**Which individuals or groups are most likely to be affected?**

None
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**Now consider whether any of the following groups will be disproportionately affected:**

<b>Equality Group</b>	<b>Note any positive or negative effects</b>
Particular age groups	Neutral – no specific impacts identified at this stage
Disabled people	Neutral – no specific impacts identified at this stage
Married couples or those entered into a civil partnership	Neutral – no specific impacts identified at this stage
Pregnant women or women on maternity leave	Neutral – no specific impacts identified at this stage
Particular ethnic groups	Neutral – no specific impacts identified at this stage
Those of a particular religion or who hold a particular belief	Neutral – no specific impacts identified at this stage
Male/Female	Neutral – no specific impacts identified at this stage
Those proposing to undergo, currently undergoing or who have undergone gender reassignment	Neutral – no specific impacts identified at this stage
Sexual orientation	Neutral – no specific impacts identified at this stage

**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?**

Neutral – no specific impacts identified at this stage
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**Has the policy been explained to those it might affect directly or indirectly?**

Neutral – no specific impacts identified at this stage
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**Can any differences be justified as appropriate or necessary?**

Neutral – no specific impacts identified at this stage

**Are any remedial actions required?**

Neutral – no specific impacts identified at this stage

**Once implemented, how will you monitor the actual impact?**

Neutral – no specific impacts identified at this stage

<b>Policy review date</b>	N/A
<b>Assessment completed by</b>	Ian Phillips
<b>Date Initial EqIA completed</b>	26/1/24
<b>Signed by Head of Service</b>	N/A

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## Regulatory Services

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### Initial assessment

#### What are the proposed outcomes of the policy?

The proposed outcome of the policy is to reduce service delivery costs through a package of measures, these including reduced expenditure, and raising additional revenue.

The measures proposed are as follows:

#### Reduced Expenditure

£31,600 Part Saving on Licensing Manager Post

Having become vacant, the management of the licensing function has been incorporated into existing roles within Regulatory Services, this enhancing collaboration across functions, and providing an efficiency that does not negatively impact on front line service delivery.

£28,000 Supplies and Services savings across Regulatory Services

A review of all Regulatory Service cost centres identified areas where savings could be made without impacting on planned service delivery arrangement, the totality of the savings equating to £28,000. This does however reduce contingency provision, should unexpected costs or service requirements emerge.

#### Increased Revenue

£33,000 new revenue streams

There are several areas which collectively should help achieve this additional revenue stream. This includes replacing the mandatory safeguarding training for taxi drivers provided by the college with inhouse delivery. Focusing on bringing unlicensed businesses into the licensing regime in respect to animal welfare, there are known to be businesses yet to become licenced, this being a statutory requirement. Thirdly, ensuring novel foods placed on the UK market are safe to consume, as required by legislation, and use of civil sanctions (penalty charge notices) to achieve compliance where appropriate.

£10,000 Primary Authority Income

This scheme covers national businesses that have set up arrangements with a local authority to receive paid for business advice. Regulatory Services has grown this work from approximately 100 businesses in recent years to 129, and following a benchmarking exercise against competitors fees are increasing for 2024/25. Though there may be some volume increase, the additional revenue is based on the existing volume and associated fee increase.

**Which individuals or groups are most likely to be affected?**

Reduced Expenditure

There are no service users impacted upon by the two areas of reduced expenditure outlined above.

Increased Revenue

The proposed delivery of safeguarding training is a change of provider and has no impact on the level or scope of service provision, and consequently there is no new impact either positively or negatively.

Ensuring businesses within scope of animal welfare licences are inspected and licenced in accordance with the national licensing provisions largely affects the animals themselves. The provisions are in place to ensure the appropriate welfare arrangements for the animals before a businesses can legally offer services such as animal boarding, riding establishments, dog breeders, or to operate as pet shops etc.

This proposal has no impact on existing licenced businesses, though will apply to those that Intelligence and subsequent investigations reveals are required to be licenced. The Service adopts a proportionate approach to achieving compliance and will assist businesses through advice and information to be able to become licenced. This proposal has no specific impact on any specific protected group either positively or negatively.

A focus on the regulation of novel foods to ensure food is safe to consume, and using the civil sanctions available to help achieve legislative compliance where necessary has no specific impact on protected groups.

The additional Primary Authority revenue is derived by existing national businesses paying more for the advice they receive, there is no specific impact resulting from this proposal either negatively or positively.

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

<b>Equality Group</b>	<b>Note any positive or negative effects</b>
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?**

**Who will be the beneficiaries of the policy?**

The proposals outlined in this document relate to a range of small measures designed collectively to support the corporate budget position, they do not relate to any significant policy change. The main beneficiary will be the public at large as the council works towards achieving a balanced budget, efficiencies helping ensure the council can fund its wider responsibilities.

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

The measures will be communicated to those affected when appropriate, dependent on efficiencies having been adopted corporately, and the service ready to operationally implement them.

**Can any differences be justified as appropriate or necessary?**

No differences identified

**Are any remedial actions required?**

Non required

**Once implemented, how will you monitor the actual impact?**

Monthly reviews in line with BCR reporting.

<b>Policy review date</b>	27/11/2024
<b>Assessment completed by</b>	Peter Gell
<b>Date Initial EqIA completed</b>	28/11/2023
<b>Signed by Head of Service</b>	Peter Gell

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## Regulatory Services – Rutland County Council

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### Initial assessment

#### What are the proposed outcomes of the policy?

The proposed outcome is to ensure that Peterborough City Council (PCC) receives full cost recovery for the delivery of Regulatory Services for Rutland County Council (RCC) under a collaboration agreement.

The current collaboration agreement with RCC ends on the 31st of March 2024, and as part of the review of service provision, with a view to agreeing further collaboration the Service has reassessed service delivery costs using the costing tool developed by the consultant Ken Lyon.

Discussions are ongoing with ratification of final terms expected by Council at RCC in March 2024, and a Cabinet Member Decision Notice from PCC post that.

#### Which individuals or groups are most likely to be affected?

There is no impact of this proposal on residents living within the Peterborough City Council area, and no change to service delivery in Rutland resulting from this proposal.

There is no impact positively or negatively on protected groups.

#### 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?**

**Who will be the beneficiaries of the policy?**

The proposal benefits residents and businesses in Rutland in that RCC through collaboration with PCC will be able to fulfil its statutory responsibilities, it does not possess the resources to undertake the functions itself. In respect of PCC some of the revenue generated helps support the council achieve a balanced budget

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

Discussions between councils are taking place weekly to develop proposals for a new agreement. Internal stakeholders from a Governance, Finance, and management perspective are party to developments, as are staff engaged in service delivery in Rutland.

**Can any differences be justified as appropriate or necessary?**

No differences identified

**Are any remedial actions required?**

Non required

**Once implemented, how will you monitor the actual impact?**

Monthly reviews in line with BCR reporting.

<b>Policy review date</b>	27/11/2024
<b>Assessment completed by</b>	Peter Gell
<b>Date Initial EqIA completed</b>	28/11/2023
<b>Signed by Head of Service</b>	Peter Gell

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## Removal of Fountain Budget

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### Initial assessment

**What are the proposed outcomes of the policy?**

Removal of revenue budget to fund city centre fountains

**Which individuals or groups are most likely to be affected?**

None

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

<b>Equality Group</b>	<b>Note any positive or negative effects</b>
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?**

**Who will be the beneficiaries of the policy?**

N/A

**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?**

N/A

<b>Policy review date</b>	N/A
<b>Assessment completed by</b>	Clair George
<b>Date Initial EqIA completed</b>	06/12/23
<b>Signed by Head of Service</b>	N/A

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## Statutory Planning Fees

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### Initial assessment

#### What are the proposed outcomes of the policy?

The government increased the statutory planning fees for England and Wales on 6 December 2023. This means that major application fees have increased by 25% and non-major fees by 35%. The government's stated purpose for the increase in fees is to enable increased investment in Local Authority Planning Departments which is anticipated to lead to an increase in performance.

If the number and type of planning applications remain similar to the last 3 years, the fee increase will lead to an increase in statutory planning fee income for Peterborough City Council. The Council has decided to increase the base budget of the Development Management and Natural and Built Environment areas by £120k to provide for additional staff (additional Principal Planner and new Urban Designer).

#### Which individuals or groups are most likely to be affected?

Any individuals or groups who submit planning applications for new development. All residents residing close to new developments.

#### 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?**

**Who will be the beneficiaries of the policy?**

All individuals and groups should benefit from the improvement in service that is anticipated by the fee increase. Those who submit major applications will benefit from the additional Principal Planner (who will deal with major applications). All residents living close to new major development will benefit from the appointment of an Urban Designer who will help to drive up the quality of new schemes. The Council will benefit from the increase in statutory planning fee revenue.

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

The fee increase has been published on our website and on the Planning Portal via which the majority of planning applications are submitted. An Agents Forum is planned for Spring 2024 for local agents and architects where continuing improvements to the planning service will be explained.

**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?**

The government also intends to introduce a wider range of performance measures to monitor the impact of the increase in planning fees which will be a statutory requirement on the Council. The Development Management team will introduce improved performance management monitoring as part of the introduction of new planning IT software that is currently being procured as part of a separate project.

<b>Policy review date</b>	30 January 2025
<b>Assessment completed by</b>	Sylvia Bland
<b>Date Initial EqlA completed</b>	30 January 2024
<b>Signed by Head of Service</b>	

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## Tree Management Budget

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### Initial assessment

**What are the proposed outcomes of the policy?**

Reduction in the Tree Management Budget.

**Which individuals or groups are most likely to be affected?**

The proposals are considered to impact all groups and individuals within the community equally.

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

Equality Group	Note any positive or negative effects
Particular age groups	No
Disabled people	No
Married couples or those entered into a civil partnership	No
Pregnant women or women on maternity leave	No
Particular ethnic groups	No
Those of a particular religion or who hold a particular belief	No
Male/Female	No
Those proposing to undergo, currently undergoing or who have undergone gender reassignment	No
Sexual orientation	No

**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 City Council as it reduces revenue spend.

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

The budget cuts will be explained within the budget briefing narrative.

**Can any differences be justified as appropriate or necessary?**


The reduction in revenue expenditure is justified in respect of the Councils financial challenges.

**Are any remedial actions required?**

No

**Once implemented, how will you monitor the actual impact?**

Via enquires and complaints received.

<b>Policy review date</b>	30.01.24
<b>Assessment completed by</b>	Darren Sharpe
<b>Date Initial EqIA completed</b>	30.01.24
<b>Signed by Head of Service</b>	

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## Waste Inflation

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### Initial assessment

**What are the proposed outcomes of the policy?**

This proposal is necessary in order to fund the contractual inflation costs associated with the Council's waste treatment contracts.
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**Which individuals or groups are most likely to be affected?**

None
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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	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?**

**Who will be the beneficiaries of the policy?**

N/A
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**Has the policy been explained to those it might affect directly or indirectly?**

N/A
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**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

<b>Policy review date</b>	N/A
<b>Assessment completed by</b>	Charlotte Palmer
<b>Date Initial EqIA completed</b>	27/11/23
<b>Signed by Head of Service</b>	N/A

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## Wellington Street Car Park

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### Initial assessment

**What are the proposed outcomes of the policy?**

The project is for approval of the disposal of Wellington Street Car Park to a developer.

The proposed development is expected to be for retail and residential housing. The development would be managed by a Developer and not the direct responsibility of PCC.

**Which individuals or groups are most likely to be affected?**

Communities of Peterborough and visitors to Peterborough City Centre.

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

<b>Equality Group</b>	<b>Note any positive or negative effects</b>
Particular age groups	Any impact would be known when the development use was planned.
Disabled people	Wellington Street has 2 disabled parking bays. The nearest alternative disabled parking would be on-street at Brook Street (290 yards walk on google maps) or Crawthorne Road (0.2 miles on google maps). There are also disabled bays on St Johns Street near Bishops Road.
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?**

**The policy is related to the disposal of car parks. Any future development would depend on planning application(s). Therefore, any future beneficiaries would depend on the future developments.**

There is currently a car boot sale which occurs on the land under licence, that will cease with the sale of the land. PCC would seek to offer an alternative site for this.

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

This is a project for the disposal of the car park. Any future developments would not be the direct responsibility of the council.

**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?**

N/A

<b>Policy review date</b>	
<b>Assessment completed by</b>	Karen Lockwood
<b>Date Initial EqIA completed</b>	29/01/24
<b>Signed by Head of Service</b>	Karen Lockwood, Head of Regeneration

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## Westcombe

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### Initial assessment

**What are the proposed outcomes of the policy?**

This proposal looks to increase the income generated by Westcombe Engineering, at present the company does not promote or advertising their services and all work currently is through word of mouth.

We will look to put a robust marketing program in place to promote the company and increase the current customer base.

We have capacity within the current resource and schedules to accommodate this additional work.

**Which individuals or groups are most likely to be affected?**

No group will be adversely affected by this proposal

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

<b>Equality Group</b>	<b>Note any positive or negative effects</b>
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?**

**Who will be the beneficiaries of the policy?**

Employees of the company, as increased income will help the company to have a long term robust operating model.

**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?**

No

**Once implemented, how will you monitor the actual impact?**

The impact will be monitored through the budgetary control process

<b>Policy review date</b>	N/A
<b>Assessment completed by</b>	James Collingridge
<b>Date Initial EqIA completed</b>	26/01/24
<b>Signed by Head of Service</b>	

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