

EQUALITY IMPACT ASSESSMENT (EIA)

Environmental Forum Refresh

14/01/2026

Project Information	
Project Name <i>This should clearly explain what service / policy / strategy / change you are assessing</i>	Environmental Forum Refresh
Service Area <i>Main team responsible for the policy, practice, service or function being assessed</i>	Environment (Climate Change and Sustainability)
EIA Author <i>Name and Job Title</i>	Elen Dolder – Climate, Sustainability and Recycling Officer
Date EIA drafted	06/11/2025
ID number <i>This will be added by the Strategy and Partnerships Team</i>	

Executive summary	
Focus of EIA <i>A member of the public should have a good understanding of the policy or service and any proposals after reading this section.</i> <i>Please use plain English and write any acronyms in full first time - eg: 'Equality Impact Assessment (EIA)'</i> <i>This section should explain what you are assessing:</i> <ul style="list-style-type: none"> <i>If the EIA is attached to a report, summarise the report.</i> <i>Provide information on whether any of the following communities could be affected by the policy, practice, service or function, or by how it is delivered?</i> <i>(age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex, sexual orientation, and marriage and civil partnership) in addition, TRDC recognises other communities may be vulnerable to disadvantage, this includes carers, people experiencing domestic abuse, substance misusers, homeless people, looked after children, (ex) armed forces personnel.</i> 	<p>The Environmental Forum Refresh report details how the Environmental Forum will be renewed and updated along with new Terms of Reference (TOR) in order to increase attendance, engagement, breadth of discussion topics, and provide greater benefit to Members, attendees, and Officers.</p> <p>This involved moving the meeting back to in person to encourage networking and discussion, which attendees felt was missing from online meetings.</p> <p>We will continue to engage with current and potential attendees and take into consideration any other barriers that are present and work to remove them where possible. However, the online format has not proved viable, and has a significantly negative impact on the forum, reducing opportunities for discussion and networking with is invaluable for this work.</p>

Mitigations		
Protected Characteristic	Potential Issue <i>Against each protected characteristics, make a frank and realistic assessment of what issues may or do occur</i>	Mitigating Actions <i>How can the negative impacts be reduced or avoided by the mitigating measures? Is further engagement with specific communities needed? Is more research or monitoring needed? Does there need to be a change in the proposal itself?</i>
Age		
Disability	Those with disability limiting travel may find it more difficult to attend in person meetings.	<p>We will ensure any venue used is accessible with accessible facilities.</p> <p>We will hold events and talks online where possible under the banner of the newly proposed Three Rivers Environmental Network, and continue to make notes available online to allow engagement from home.</p>
Gender reassignment (or affirmation)		
Pregnancy or maternity		
Race		
Religion or belief		
Sex		
Sexual Orientation		

Marriage and Civil Partnership		
The council recognises other communities may be vulnerable to disadvantage, this includes carers, people experiencing domestic abuse, substance misusers, homeless people, looked after children and care leavers, (ex) armed forces personnel.	Those experiencing economic deprivation may find it more difficult to travel to attend.	<p>Holding it in different parts of the district encourages residents who may be experiencing economic deprivation, and therefore can't afford to travel across the district, have the option to attend one closer to them.</p> <p>We will hold events and talks online where possible under the banner of the newly proposed Three Rivers Environmental Network, and continue to make notes available online to allow engagement from home.</p>

Actions Planned

In this section you can add information on additional or proactive steps you are taking that enhance equity, engagement or equality of access to services, as well as those mitigating actions identified in the section above that will be undertaken.

The Equality Duty is an ongoing duty: policies must be kept under review, continuing to give 'due regard' to the duty. If an assessment of a broad proposal leads to more specific proposals, then further equality assessment and consultation are needed.

- *Ensure all venues are accessible with accessible facilities.*
- *Move the meetings around the District.*
- *Hold talks online and make notes of meetings accessible online.*

Additional Information

Space to provide any additional information in relation to protected characteristics or equity, diversity, equality and inclusion.

Holding the meetings in person improves access for those who may be digitally isolated, due to cost, age, or any other factor.

Sign off:

Equalities Lead Officer	Date

