

# Equality impact Assessment

Project Information	
<b>Project Name</b> <i>This should clearly explain what service / policy / strategy / change you are assessing</i>	Council Plan 2026 - 2029
<b>Service Area</b> <i>Main team responsible for the policy, practice, service or function being assessed</i>	Council Wide – No specific service area
<b>EIA Author</b> <i>Name and Job Title</i>	Jason Hagland – Strategic Housing Manager Katie Stacey – Policy and Performance Manager
<b>Date EIA drafted</b>	25/11/2025
<b>ID number</b> <i>This will be added by the Strategy and Partnerships Team</i>	

Executive summary	
<b>Focus of EIA</b>	<p>The Council Plan 2026-2029 sets out a clear vision for the future of the district, built around the four following strategic themes –</p> <ul style="list-style-type: none"> <li>- Healthy, safe and thriving communities</li> <li>- A green and sustainable future</li> <li>- A prosperous and vibrant district</li> <li>- A well-run council</li> </ul> <p>Sitting under each of these strategic themes, sits a set of aims, more specific to service areas of the council, that when delivered, will see the delivery of the plan and ensure that Three Rivers remains a great place to live, work and visit.</p> <p>By aiming to improve access to health facilities, leisure facilities and open spaces for all ages, encouraging equal access to all residents to council services and promoting inclusive communities, the Council Plan aims to provide a positive influence on all residents of the district, irrespective of whether they are members of a marginalised community or whether they have a protected characteristic.</p>

Mitigations		
<b>Protected Characteristic</b>	<b>Potential Issue</b>	<b>Mitigating Actions</b>

Age	Positive impact	The Plan aims to improve access to health facilities, leisure facilities and open spaces to all ages.
Disability	Positive Impact	The Plan aims to continue to encourage equal access to council services for all residents.  The Plan aims to promote inclusive communities.
Gender reassignment (or affirmation)	Positive Impact	The Plans aims to promote inclusive communities.
Pregnancy or maternity	No negative impact.	
Race	Positive impact	The Plans aims to promote inclusive communities.  The Plan aims to celebrate and invest in local culture, art and heritage.  The Plan aims for the council to collaborate with partners to advance shared economic, environmental and community goals.
Religion or belief	Positive impact	The Plan aims to celebrate and invest in local culture, art and heritage.
Sex	Positive impact	The Plan aims to continue to encourage equal access to council services for all residents.
Sexual Orientation	Positive impact	The Plans aims to promote inclusive communities.
Marriage and Civil Partnership	No negative impact.	

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.	Positive impact.	<p>The Plan aims to continue to encourage equal access to council services for all residents.</p> <p>The Plan aims to promote inclusive communities.</p> <p>The Plan aims to continue to prevent homelessness.</p> <p>The Plan aims for the council to actively pursue grant funding opportunities to fund major projects and services.</p> <p>The Plans aims for the council to work with our voluntary sector to support positive outcomes for vulnerable residents.</p>

Actions Planned	
<p>Whilst the Council Plan aims to provide a positive impact on the lives of all residents of the district, ongoing monitoring of the implementation of the aims within the Council Plan will be undertaken to ensure that there will continue to be no impact to those with protected characteristic. Should any negative impact be identified, action will be undertaken to mitigate this and will be detailed within this EIA.</p>	

Additional Information
<i>Nil</i>

**Sign off:**

Equalities Lead Officer	Date

