Equality impact Assessment

THREE RIVERS
DISTRICT COUNCIL

Project Information	
Project Name *This should clearly explain what service / policy / strategy / change you are assessing*	*Corporate Social Responsibility Policy*
Service Area *Main team responsible for the policy, practice, service or function being assessed*	*Strategy & Partnerships*
EIA Author *Name and Job Title*	*Freddy Chester, Partnerships Officer*
Date EIA drafted	28/01/2026
ID number *This will be added by the Strategy and Partnerships Team*	*SP010*

Executive summary	
Focus of EIA *A member of the public should have a good understanding of the policy or service and any proposals after reading this section.* *Please use plain English and write any acronyms in full first time - eg: 'Equality Impact Assessment (EIA)'* *This section should explain what you are assessing:* • *If the EIA is attached to a report, summarise the report.* • *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?* • *(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.*	This Corporate Social Responsibility (CSR) policy outlines Three Rivers District Council's (TRDC) commitment to operating ethically and sustainably to benefit society and the environment The policy acts to bring together existing council strategies regarding social and environmental responsibility into a single overarching policy. The council acknowledges its significant effect on the local community and environment and aims to lead by example, working towards sustainable development to improve the quality of life. The policy is structured around four main themes, each with specific aims: • Community • People • Environment • Procurement Monitoring and Reporting will be conducted through a performance report published within the Key Performance Indicators (KPIs) Annual report.

Mitigations		
Protected Characteristic	**Potential Issue** *Against each protected characteristics, make a frank and realistic assessment of what issues may or do occur*	**Mitigating Actions** *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?*
Age	No specific issues identified. Policy benefits apply to all residents/employees.	Continue to engage with different age groups through diverse communication channels.
Disability	No specific issues identified. Staff wellbeing initiatives (mental health first aiders, flexible working) are positive. Policy aims to create a workplace that encourages diversity and equal opportunities.	Ensure all communication and engagement (e.g., volunteering opportunities) are accessible to people with diverse disabilities. Maintain "Disability Confident Leader" status.
Gender reassignment (or affirmation)	No specific issues identified. Policy promotes an inclusive and diverse workforce	Ensure language used in all communications is inclusive of trans and non-binary people and challenge stereotypes
Pregnancy or maternity	No specific issues identified.	Ensure services support breastfeeding mothers and parents with children.
Race	No specific issues identified. Policy aims to address inequalities and barriers to inclusion for all	Build positive relationships with ethnic minority community organisations to facilitate involvement and address specific needs.
Religion or belief	No specific issues identified. Policy promotes an inclusive workforce	Ensure service access times and other requirements are sensitive to different religious needs.
Sex	No specific issues identified. The policy aims to create a workplace that encourages diversity and equal opportunities for all. The policy promotes an inclusive workforce and seeks to address general inequalities	Upholding the Public Sector Equality Duty and fostering a respectful workplace for all individuals

Sexual Orientation	No specific issues identified. The policy promotes diversity and inclusion generally within the workforce and community engagement efforts	"Inclusion and Wellbeing Working Group" and promotes a workplace where all employee's belong
Marriage and Civil Partnership	No specific issues identified.	Ensure all communication reflects the council's ethos of valuing diversity and ensuring services are accessible to everyone regardless of their circumstances
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.	No specific issues identified. The policy aims to strengthen community ties and social impact through local engagement and initiatives that address inequality and improve quality of life for residents and the community including vulnerable groups.	Prioritising projects that address inequalities and barriers to inclusion for marginalised groups

Actions Planned
Continuation of the Inclusion and Wellbeing Working Group, Mandatory Equality and Diversity training for staff. Staff volunteer policy of 2 paid volunteer days a year.

Additional Information
N/A

Sign off:

Equalities Lead Officer	Date
Shivani Davé	28/01/2026