

EQUALITY IMPACT ASSESSMENT (EIA)

Project Information	
Project Name <i>This should clearly explain what service / policy / strategy / change you are assessing</i>	<i>Primate Licensing</i>
Service Area <i>Main team responsible for the policy, practice, service or function being assessed</i>	<i>Waste & Environment</i>
EIA Author <i>Name and Job Title</i>	<i>Jennie Probert, Environmental Services Manager</i>
Date EIA drafted	13/05/2026
ID number <i>This will be added by the Strategy and Partnerships Team</i>	EP005

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>It is proposed to implement a process for people to apply for a license to keep primates and set a fee accordingly.</p> <p>This is statutory.</p> <p>This Equality Impact Assessment (EIA) provides assurance that protected characteristics have been taken into account.</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	Understanding the licensing requirements and following online application systems	Provide clear information on the website and the Animal Welfare and Licensing Inspector can answer specific queries – contact details are available on the website and from the Customer Service Centre via telephone.
Disability	Following online application systems	Provide clear information on the website and the Animal Welfare and Licensing Inspector can answer specific queries – contact details are available on the website and from the Customer Service Centre via telephone. Promote use of recite me to translate information on our website.
Gender reassignment (or affirmation)	Not applicable	
Pregnancy or maternity	Not applicable	
Race	Applicants whose first language is not English may experience difficulty understanding legal requirements.	Provide clear information on the website and the Animal Welfare and Licensing Inspector can answer specific queries – contact details are available on the website and from the Customer Service Centre and via telephone. Promote use of recite me to translate information on our website.
Religion or belief	Not applicable	
Sex	Not applicable	
Sexual Orientation	Not applicable	
Marriage and Civil Partnership	Not applicable	
The council	Not applicable	

<p>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.</p>		
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Actions Planned
<p><i>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.</i></p> <p><i>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.</i></p> <p>Ensuring the website is kept up to date with clear information. Promotion of recite me tool Communication and promotion that the Animal Welfare and Licensing Inspector can answer specific queries – and that contact details are available on the website and via the Customer Service Centre via telephone.</p>

Additional Information
<p><i>Space to provide any additional information in relation to protected characteristics or equity, diversity, equality and inclusion.</i></p>

Sign off:

Equalities Lead Officer	Date
Shivani Dave	02/06/2026

