

# Equality impact Assessment

Project Information	
<b>Project Name</b> <i>This should clearly explain what service / policy / strategy / change you are assessing</i>	Corporate Peer Challenge Action Plan
<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>	Katie Stacey – Corporate Services Manager Rebecca Young – Head of Strategy & Partnerships
<b>Date EIA drafted</b>	19/05/2026
<b>ID number</b> <i>This will be added by the Strategy and Partnerships Team</i>	

Executive summary	
<b>Focus of EIA</b> <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"> <li>• <i>If the EIA is attached to a report, summarise the report.</i></li> <li>• <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></li> <li>• <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></li> </ul>	<p>The Local Government Association Corporate Peer Challenge (CPC) is a valued improvement and assurance tool the LGA offers to councils which is built on the principles of sector-led improvement.</p> <p>CPC is a tried and trusted method of improvement; it provides councils with a robust and effective improvement tool which is owned and delivered by the sector, for the sector.</p> <p>The CPC covered the following five core areas:</p> <ul style="list-style-type: none"> <li>• Local priorities and outcomes</li> <li>• Organisational and place leadership</li> <li>• Governance and culture</li> <li>• Financial planning and management</li> <li>• Capacity for improvement</li> </ul> <p>This action plan has been created following the peer team's findings. It provides the council with a set of high-level recommendations alongside further recommendations under each of the CPC's core areas. There is an expectation the council will publish a clear action plan to respond to all the recommendations highlighted in the action plan.</p>

<b>Mitigations</b>		
<b>Protected Characteristic</b>	<b>Potential Issue</b> <i>Against each protected characteristics, make a frank and realistic assessment of what issues may or do occur</i>	<b>Mitigating Actions</b> <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	Positive impact.	The action plan aims to promote inclusive communities.
Disability	Positive impact.	The action plan aims to promote inclusive communities.
Gender reassignment (or affirmation)	Positive impact.	The action plan aims to promote inclusive communities.
Pregnancy or maternity	No negative impact.	
Race	Positive impact.	The action plan aims to promote inclusive communities.
Religion or belief	Positive impact.	This action plan aims to celebrate local culture, art and heritage.
Sex	Positive impact.	The action plan aims to promote inclusive communities.
Sexual Orientation	Positive impact.	The action plan 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,	Positive impact.	The action plan aims to promote inclusive communities.

people experiencing domestic abuse, substance misusers, homeless people, looked after children and care leavers, (ex) armed forces personnel.		
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<b>Actions Planned</b>
<p>Whilst the Corporate Peer Challenge Action Plan does not cause any direct negative impacts, ongoing monitoring of the implementation of the actions 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.</p>

<b>Additional Information</b>
<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

