

# **EQUALITY IMPACT ASSESSMENT (EIA) SEPTEMBER 2026**

| Project Information                                                                                                   |                                                         |
|-----------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------|
| <b>Project Name</b><br><i>This should clearly explain what service / policy / strategy / change you are assessing</i> | Watersmeet Review presentation – September 2026         |
| <b>Service Area</b><br><i>Main team responsible for the policy, practice, service or function being assessed</i>      | Communications, Customer & Culture                      |
| <b>EIA Author</b><br><i>Name and Job Title</i>                                                                        | Josh Sills – Head of Communications, Customer & Culture |
| <b>Date EIA drafted</b>                                                                                               | 25 August 2026                                          |
| <b>ID number</b><br><i>This will be added by the Strategy and Partnerships Team</i>                                   | WT004                                                   |

| Executive summary                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                                                                                                                                                                                                                                                                                                                                                     |
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| <b>Focus of EIA</b><br><i>A member of the public should have a good understanding of the policy or service and any proposals after reading this section.</i><br><br><i>Please use plain English and write any acronyms in full first time - eg: 'Equality Impact Assessment (EIA)'</i><br><br><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>This is a review presentation to update the committee on Watersmeet's progress for the year 2025-26.</p> <p>Operational decisions are outlined in the previously approved business plan 2024-27.</p> <p>An Equality Impact Assessment will be completed in advance of the approval of the new business plan being prepared for 2027 onwards.</p> |

| Mitigations                                                                                                                                                                                                                                     |                                                                                                                                        |                                                                                                                                                                                                                                                                   |
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| Protected Characteristic                                                                                                                                                                                                                        | Potential Issue<br><i>Against each protected characteristics, make a frank and realistic assessment of what issues may or do occur</i> | Mitigating Actions<br><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                                                                                                                                                                                                                                             | n/a                                                                                                                                    | n/a                                                                                                                                                                                                                                                               |
| Disability                                                                                                                                                                                                                                      | n/a                                                                                                                                    | n/a                                                                                                                                                                                                                                                               |
| Gender reassignment (or affirmation)                                                                                                                                                                                                            | n/a                                                                                                                                    | n/a                                                                                                                                                                                                                                                               |
| Pregnancy or maternity                                                                                                                                                                                                                          | n/a                                                                                                                                    | n/a                                                                                                                                                                                                                                                               |
| Race                                                                                                                                                                                                                                            | n/a                                                                                                                                    | n/a                                                                                                                                                                                                                                                               |
| Religion or belief                                                                                                                                                                                                                              | n/a                                                                                                                                    | n/a                                                                                                                                                                                                                                                               |
| Sex                                                                                                                                                                                                                                             | n/a                                                                                                                                    | n/a                                                                                                                                                                                                                                                               |
| Sexual Orientation                                                                                                                                                                                                                              | n/a                                                                                                                                    | n/a                                                                                                                                                                                                                                                               |
| Marriage and Civil Partnership                                                                                                                                                                                                                  | n/a                                                                                                                                    | n/a                                                                                                                                                                                                                                                               |
| 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. | n/a                                                                                                                                    | n/a                                                                                                                                                                                                                                                               |

| Actions Planned                                                              |
|------------------------------------------------------------------------------|
| <ul style="list-style-type: none"> <li><i>No actions required</i></li> </ul> |
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| Additional Information                                                                                                             |
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| Space to provide any additional information in relation to protected characteristics or equity, diversity, equality and inclusion. |

Sign off:

| Equalities Lead Officer | Date       |
|-------------------------|------------|
| Shivani Davé            | 25/08/2026 |

