# Equality impact Assessment

THREE RIVERS DISTRICT COUNCIL

| Project Information | |
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| **Project Name**<br>*This should clearly explain what service / policy / strategy / change you are assessing* | Equality, Diversity and Inclusion Policy |
| **Service Area**<br>*Main team responsible for the policy, practice, service or function being assessed* | Strategy and Partnerships |
| **EIA Author**<br>*Name and Job Title* | Shivani Davé, Partnerships and Inclusion Manager |
| **Date EIA drafted** | 22/10/2026 |
| **ID number**<br>*This will be added by the Strategy and Partnerships Team* | SP011 |

| Executive summary | |
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| **Focus of EIA**<br>*A member of the public should have a good understanding of the policy or service and any proposals after reading this section.*<br><br>*Please use plain English and write any acronyms in full first time - eg: 'Equality Impact Assessment (EIA)'*<br><br>*This section should explain what you are assessing:*<br>• *If the EIA is attached to a report, summarise the report.*<br>• *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?*<br>• *(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 EIA related to the final Equality, Diversity and Inclusion Policy 2026-2030 and the Equality Objectives for 2026-2030.<br><br>The Policy outlines the council's responsibilities under the Public Sector Equality Duty and provides information on how the council, it's officers and councillors with deliver this. This version takes into consideration the feedback received from public consultation on the policy.<br><br>It presents the Equality Objectives and examples of how this will be delivered.<br><br>The Policy includes a new section on Reasonable Adjustments |

| Mitigations | | |
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| **Protected Characteristic** | **Potential Issue**<br>*Against each protected characteristics, make a frank and realistic assessment of what issues may or do occur* | **Mitigating Actions**<br>*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 | Knowledge of reasonable adjustment process | Clear guidance for council staff and councillors to share with residents.<br><br>Promotion through local community organisations |
| Disability | Knowledge of reasonable adjustment process | Promotion through local community organisations |
| Gender reassignment (or affirmation) | | |
| Pregnancy or maternity | | |
| Race | Barriers relating to understanding the content of the policy due to language or literacy barriers<br>Knowledge of reasonable adjustment process | Use of Recite me tool on council's website<br>Promotion through local community organisations |
| Religion or belief | | |
| Sex | | |
| Sexual Orientation | | |

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| Marriage and Civil Partnership | | |
| 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. | Knowledge of reasonable adjustment process | Promotion through local community organisations |

| **Actions Planned** |
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| *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.*<br>*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.* |

| **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 |
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| Rebecca Young | 22/10/2026 |

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