



Equality Impact Assessments 2025-26

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Equality Impact Assessments for Saving Proposals 2025-26 to 2029-30

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Equality Impact Assessment (EIA) Form

Purpose of this form is to ensure that the Council's equality duty can be shown to have been properly considered in the decision-making process. An EIA should be completed and attached to any reports or proposals put forward for decision by the Council.

Proposal being assessed	ASC2526-A - Annual Administration Charge - Adult Social Care Self Funders
Directorate and Service Area	Adult Social Care and All-Age Commissioning
Date Completed	13/11/2024
Lead Officer	Kate Phillips
Contact Number	01782 235895

Identifying the aims of the proposal

What is the main purpose and scope of the proposal?

To start charging existing self-funders, who's homecare service has been arranged by and managed under the City Councils commissioning arrangements, a monthly maintenance charge and for all new self-funders who make use of the commissioning arrangements, a one-off set-up fee in addition to the maintenance charge.

The proposal would impact the 372 self-funders current receiving the service.

What are the intended outcomes of the proposal, and what could contribute to/detract from the delivery of these outcomes?

The intended outcome is to raise additional income for the City Council. Self-funders could refuse to pay the charges and choose to purchase their care directly from the care providers. However, self-funders benefit from only paying the commissioned rate for their care, even with the proposed charges, the majority of self-funders would be pay more if buying their care privately.

Who is intended to benefit from this proposal, how and why?

The City Council will benefit by raising additional income. Self-funders choosing to pay the charges will continue to benefit from paying the commissioned rate and knowing that their care providers are regularly quality monitored and assured by Commissioners.

Assessment of Impact

List available evidence, including consultations, regarding the impact that the proposal may have on people with differing protected characteristics

This proposal is included in the adult social care charging policy for non-residential care, which was open to a 12-week public consultation in December 2023.

If monitoring data is not available for the people who are potentially affected or impacted by the proposal please provide reasons why not, and explain how (if at all) the potential equalities impact of the proposal has been assessed.

Taking into account all the evidence available indicate where you think that the proposal could have an intended or unintended **negative impact** on a particular group: i.e. it could cause some

disadvantage or leave out from its benefits some people with or without a particular protected characteristic. Where the proposal is intended to benefit any particular group, this should be recorded as a **positive impact** and the reasons for this should be stated or included in the appropriate section above. Where the proposal will affect a particular group no differently from any other indicate this as **neutral impact**. Please give reasons for each outcome and explain which particular groups with which particular protected characteristics will be affected by the proposal and how:

	Negative Impact	Positive Impact	Neutral Impact	Reason(s)
Age	✓			Self-funders will be required to pay additional costs towards their homecare care arranged and managed by the City Council on their behalf.
Disability	✓			Self-funders will be required to pay additional costs towards their homecare care arranged and managed by the City Council on their behalf.
Gender (including sex, transgender and issues relating to pregnancy and maternity)	✓			Self-funders will be required to pay additional costs towards their homecare care arranged and managed by the City Council on their behalf.
Race/Ethnicity	✓			Self-funders will be required to pay additional costs towards their homecare care arranged and managed by the City Council on their behalf.
Religion or belief	✓			Self-funders will be required to pay additional costs towards their homecare care arranged and managed by the City Council on their behalf.
Sexual Orientation (including issues relating to marriage and civil partnerships)	✓			Self-funders will be required to pay additional costs towards their homecare care arranged and managed by the City Council on their behalf.

Are there any other groups (e.g. travellers, single parents, those on low income etc) who may be disadvantaged by the proposal's operation, or who may not benefit equally from it?

N/A

Negative Impact

If an adverse negative impact has been identified, why is this necessary, and what actions are being taken to mitigate the impact?

It is necessary to charge for this service to increase income coming into City Council and to ensure the non-residential charging policy is fully implemented. Engagement will be had with those impacted and those who choose to buy their care privately will be signposted to services and resource that can support them to do so.

Follow-up Equality Impact Assessment

Should there be a Follow-up Equality Impact Assessment if this proposal is implemented?

Yes

If a follow-up EIA is not required, explain why:

The EIA assesses the impact of the proposal as neutral and it will not have any impact on services or service-users which could be assessed.

Signed (lead officer):

Signed (lead manager): Kate Phillips

Date: 13/11/2024

The completed and signed Equality Impact Assessment must be attached to the CO or relevant report and mailed to equalities@stoke.gov.uk



Equality Impact Assessment (EIA) Form

Purpose of this form is to ensure that the Council’s equality duty can be shown to have been properly considered in the decision-making process. An EIA should be completed and attached to any reports or proposals put forward for decision by the Council.

Proposal being assessed	ASC2526-B - Front Door Strengths - Adult Social Care
Directorate and Service Area	Adult Social Care and All-Age Commissioning / Adult Social Care
Date Completed	25/10/2024
Lead Officer	Donna Elsmore
Contact Number	01782 234087

Identifying the aims of the proposal

What is the main purpose and scope of the proposal?

The Front Door will provide a strengths-based approach to social work practice, focusing on strengths and capacities rather than deficits. From this perspective there will be a higher outcome of support from other mechanisms within the persons support network and community, reducing the need for formal Care Act 2014 assessment.

The saving will be recognised from tracking the reduction in care packages as a result of lower rate of Care Act assessments completed. Resulting in lower growth requirements within domiciliary care.

What are the intended outcomes of the proposal, and what could contribute to/detract from the delivery of these outcomes?

To achieve saving from tracking the reduction in care packages as a result of lower rate of Care Act assessments completed. Resulting in lower growth requirements within domiciliary care.

Who is intended to benefit from this proposal, how and why?

This will allow the department to meet its statutory duty as identified by the Care Act, 2014. There will be no positive or negative consequence linked to this proposal.

Assessment of Impact

List available evidence, including consultations, regarding the impact that the proposal may have on people with differing protected characteristics

Meeting our statutory duty and does not involve the department implementing any new processes and as such will not target any individuals with protected characteristics.

If monitoring data is not available for the people who are potentially affected or impacted by the proposal please provide reasons why not, and explain how (if at all) the potential equalities impact of the proposal has been assessed.

The principles will be applied to all individuals who refer to adult social care

Taking into account all the evidence available indicate where you think that the proposal could have an intended or unintended **negative impact** on a particular group: i.e. it could cause some

disadvantage or leave out from its benefits some people with or without a particular protected characteristic. Where the proposal is intended to benefit any particular group, this should be recorded as a **positive impact** and the reasons for this should be stated or included in the appropriate section above. Where the proposal will affect a particular group no differently from any other indicate this as **neutral impact**. Please give reasons for each outcome and explain which particular groups with which particular protected characteristics will be affected by the proposal and how:

	Negative Impact	Positive Impact	Neutral Impact	Reason(s)
Age			✓	Is in line with the Local Authorities statutory duty and does not reflect any changes or implementing of new processes.
Disability			✓	Is in line with the Local Authorities statutory duty and does not reflect any changes or implementing of new processes.
Gender (including sex, transgender and issues relating to pregnancy and maternity)			✓	Is in line with the Local Authorities statutory duty and does not reflect any changes or implementing of new processes.
Race/Ethnicity			✓	Is in line with the Local Authorities statutory duty and does not reflect any changes or implementing of new processes.
Religion or belief			✓	Is in line with the Local Authorities statutory duty and does not reflect any changes or implementing of new processes.
Sexual Orientation (including issues relating to marriage and civil partnerships)			✓	Is in line with the Local Authorities statutory duty and does not reflect any changes or implementing of new processes.

Are there any other groups (e.g. travellers, single parents, those on low income etc) who may be disadvantaged by the proposal’s operation, or who may not benefit equally from it?

None.

Negative Impact

If an adverse negative impact has been identified, why is this necessary, and what actions are being taken to mitigate the impact?

N/A

Follow-up Equality Impact Assessment

Should there be a Follow-up Equality Impact Assessment if this proposal is implemented?

No.

If a follow-up EIA is not required, explain why:

The EIA assesses the impact of the proposal as neutral and it will not have any impact on services or service-users which could be assessed.

Signed (lead officer):

Signed (lead manager): Donna Elsmore

Date: 24/10/2024

The completed and signed Equality Impact Assessment must be attached to the CO or relevant report and mailed to equalities@stoke.gov.uk

Equality Impact Assessment (EIA) Form

Purpose of this form is to ensure that the Council's equality duty can be shown to have been properly considered in the decision-making process. An EIA should be completed and attached to any reports or proposals put forward for decision by the Council.

Proposal being assessed	ASC2526-C - Extra Care Housing
Directorate and Service Area	Adult Social Care and All-Age Commissioning / Adult Social Care – Commissioning
Date Completed	31/10/2024
Lead Officer	Kate Phillips
Contact Number	01782 235895

Identifying the aims of the proposal

What is the main purpose and scope of the proposal?

To ensure that the 8 Extra Care Housing (ECH) schemes across the City are being utilised effectively, as an alternative to long term residential care and that the contracted care providers working in the schemes are meeting the terms and conditions of their contracts with the City Council. This will be achieved by moving care delivered by care providers on 'spot' purchase based over to the contracted provider for each of the schemes.

To ensure that Adult Social Care operational teams and Commissioners are aware of new extra care schemes being developed across the City and ensure these schemes are fully explored before considered long term residential placements.

What are the intended outcomes of the proposal, and what could contribute to/detract from the delivery of these outcomes?

The intended outcomes are ensuring that the contracted providers deliver all the care and support required for the individual's residing in the 8 ECH schemes who has been assessed by the City Council and have eligible care needs.

To ensure that the least restrictive option for meetings individuals care and support needs, as well ensuring best value for the City Council are consider for all new referrals into the service.

Who is intended to benefit from this proposal, how and why?

Residents of the City will benefit from this proposal as the contracted care provider will have a greater onsite presence in the ECH schemes.

Residents of the City will benefit by having greater choice to remain independent and in their 'own home' rather than having to move into a care home prematurely.

The Contracted Care Providers for the 8 ECH schemes will benefit as their contracts will be more financially viable.

The City Council will benefit from the ECH contracts being more cost effective as 'spot' purchased care is commissioned at a higher hourly rate than that paid to the commissioned providers at each of the 8 schemes.

The City Council will benefit financially by placing more people into ECH rather than long term care home placements.

Assessment of Impact

List available evidence, including consultations, regarding the impact that the proposal may have on people with differing protected characteristics

N/A

If monitoring data is not available for the people who are potentially affected or impacted by the proposal please provide reasons why not, and explain how (if at all) the potential equalities impact of the proposal has been assessed.

There will be no changes to the level of care and support residents of the ECH schemes receive as a result of changing the care provider, therefore the impact on individuals is neutral.

Taking into account all the evidence available indicate where you think that the proposal could have an intended or unintended **negative impact** on a particular group: i.e. it could cause some disadvantage or leave out from its benefits some people with or without a particular protected characteristic. Where the proposal is intended to benefit any particular group, this should be recorded as a **positive impact** and the reasons for this should be stated or included in the appropriate section above. Where the proposal will affect a particular group no differently from any other indicate this as **neutral impact**. Please give reasons for each outcome and explain which particular groups with which particular protected characteristics will be affected by the proposal and how:

	Negative Impact	Positive Impact	Neutral Impact	Reason(s)
Age			✓	<p>All individuals in receipt of care and support from a 'spot' provider will receive the same level of care and support from the contracted ECH provider.</p> <p>All new referrals to the department will continue to have their eligibility assessed in line with the Care Act and will be supported to access services as appropriate.</p>
Disability			✓	<p>All individuals in receipt of care and support from a 'spot' provider will receive the same level of care and support from the contracted ECH provider.</p> <p>All new referrals to the department will continue to have their eligibility assessed in line with the Care Act and will be supported to access services as appropriate.</p>
Gender (including sex, transgender and issues relating to pregnancy and maternity)			✓	<p>All individuals in receipt of care and support from a 'spot' provider will receive the same level of care and support from the contracted ECH provider.</p> <p>All new referrals to the department will continue to have their eligibility assessed in line with the Care Act and will be supported to access services as appropriate.</p>

Race/Ethnicity			✓	<p>All individuals in receipt of care and support from a 'spot' provider will receive the same level of care and support from the contracted ECH provider.</p> <p>All new referrals to the department will continue to have their eligibility assessed in line with the Care Act and will be supported to access services as appropriate.</p>
Religion or belief			✓	<p>All individuals in receipt of care and support from a 'spot' provider will receive the same level of care and support from the contracted ECH provider.</p> <p>All new referrals to the department will continue to have their eligibility assessed in line with the Care Act and will be supported to access services as appropriate.</p>
Sexual Orientation (including issues relating to marriage and civil partnerships)			✓	<p>All individuals in receipt of care and support from a 'spot' provider will receive the same level of care and support from the contracted ECH provider.</p> <p>All new referrals to the department will continue to have their eligibility assessed in line with the Care Act and will be supported to access services as appropriate.</p>

Are there any other groups (e.g. travellers, single parents, those on low income etc) who may be disadvantaged by the proposal's operation, or who may not benefit equally from it?

No

Negative Impact

If an adverse negative impact has been identified, why is this necessary, and what actions are being taken to mitigate the impact?

N/A

Follow-up Equality Impact Assessment

Should there be a Follow-up Equality Impact Assessment if this proposal is implemented?

No

If a follow-up EIA is not required, explain why:

The EIA assesses the impact of the proposal as neutral and it will not have any impact on services or service-users which could be assessed.

Signed (lead officer):

Signed (lead manager): Kate Phillips

Date: 31/10/2024

The completed and signed Equality Impact Assessment must be attached to the CO or relevant report and mailed to equalities@stoke.gov.uk



Equality Impact Assessment (EIA) Form

Purpose of this form is to ensure that the Council’s equality duty can be shown to have been properly considered in the decision-making process. An EIA should be completed and attached to any reports or proposals put forward for decision by the Council.

Proposal being assessed	PHLTH2526-A - Income Generation across Leisure and Wellbeing Services and Public Protection
Directorate and Service Area	Public Health, Protection and Wellbeing
Date Completed	18/11/2024
Lead Officer	Neal Morrell and Alistair Fisher
Contact Number	01782 237736

Identifying the aims of the proposal

What is the main purpose and scope of the proposal?

The proposal aims to increase earned income for Leisure and Wellbeing Services (LWS) and the Pest Control Service through price adjustments, new service offerings, and service growth, helping move towards full cost recovery while maintaining service quality.

What are the intended outcomes of the proposal, and what could contribute to/detract from the delivery of these outcomes?

Intended outcomes:

Achieve annual savings of £297k starting in financial year 2025/26.

Maintain financial sustainability of leisure services.

Expand the customer base for Pest Control services.

Contributors to success:

Competitor pricing data and demand forecasts.

Public understanding of the need for price increases to sustain services.

Detractors from success:

Resistance from price-sensitive customers.

Potential drop in demand due to price increases.

Who is intended to benefit from this proposal, how and why?

Council: Improved financial sustainability.

Residents: Continued availability of high-quality leisure and pest control services.

Assessment of Impact

List available evidence, including consultations, regarding the impact that the proposal may have on people with differing protected characteristics

Demand analysis and competitor pricing data.

Income and usage data for affected services (e.g. swimming lessons, gym memberships, pest control treatments).

Previous customer feedback regarding price sensitivity and service satisfaction.

If monitoring data is not available for the people who are potentially affected or impacted by the proposal please provide reasons why not, and explain how (if at all) the potential equalities impact of the proposal has been assessed.

Monitoring data is available for most services; ongoing data collection will assess the impact of price adjustments on service usage post-implementation.

Taking into account all the evidence available indicate where you think that the proposal could have an intended or unintended **negative impact** on a particular group: i.e. it could cause some disadvantage or leave out from its benefits some people with or without a particular protected characteristic. Where the proposal is intended to benefit any particular group, this should be recorded as a **positive impact** and the reasons for this should be stated or included in the appropriate section above. Where the proposal will affect a particular group no differently from any other indicate this as **neutral impact**. Please give reasons for each outcome and explain which particular groups with which particular protected characteristics will be affected by the proposal and how:

	Negative Impact	Positive Impact	Neutral Impact	Reason(s)
Age			✓	Price increases may disproportionately impact young families accessing LWS activities. To off that the impact a concessionary card scheme has been developed offering reduced cost to those involved.
Disability			✓	Proposal does not reduce access or accommodations for disabled users.
Gender (including sex, transgender and issues relating to pregnancy and maternity)			✓	No specific gender-based impacts identified.
Race/Ethnicity			✓	Proposal is not anticipated to impact users based on ethnicity or race.
Religion or belief			✓	No religion-specific impacts identified.
Sexual Orientation (including issues relating to marriage and civil partnerships)			✓	Proposal does not disproportionately affect users based on sexual orientation.

Are there any other groups (e.g. travellers, single parents, those on low income etc) who may be disadvantaged by the proposal's operation, or who may not benefit equally from it?

Customers on low incomes may be impacted by price increases, especially for essential services like swimming lessons or pest control.

Negative Impact

If an adverse negative impact has been identified, why is this necessary, and what actions are being taken to mitigate the impact?

Necessity:

Financial constraints require income increases to maintain service delivery.

Mitigation:

Targeted discounts for vulnerable groups (e.g. concessionary rates for low-income families).

Maintaining affordable options for essential services like pest control and swimming lessons.

Follow-up Equality Impact Assessment

Should there be a Follow-up Equality Impact Assessment if this proposal is implemented?

No

If a follow-up EIA is not required, explain why:

The EIA assesses the impact of the proposal as neutral and it will not have any impact on services or service-users which could be assessed.

Ongoing monitoring and evaluation will evaluate how price increases affect usage patterns and customer demographics, ensuring no unintended disproportionate impacts.

Signed (lead officer):

Signed (lead manager):



Neal Morrell

Date: 18/11/2024

The completed and signed Equality Impact Assessment must be attached to the CO or relevant report and mailed to equalities@stoke.gov.uk

Equality Impact Assessment (EIA) Form

Purpose of this form is to ensure that the Council's equality duty can be shown to have been properly considered in the decision-making process. An EIA should be completed and attached to any reports or proposals put forward for decision by the Council.

Proposal being assessed	PHLTH2526-B – Expenditure savings via transfer of New Horizons Leisure Centre to Ormiston Academy Trust
Directorate and Service Area	Public Health, Protection and Wellbeing / Leisure and Wellbeing Services
Date Completed	18/11/2024
Lead Officer	Neal Morrell
Contact Number	01782 237736

Identifying the aims of the proposal

What is the main purpose and scope of the proposal?

The proposal involves a collaborative approach to the management of New Horizons Leisure Centre in partnership with the Ormiston Academy Trust (OAT) via a long-term lease, supported by a robust Community Use Agreement. It enables OAT to align the facility with its educational and community objectives whilst the Council continues providing a swimming lesson and public swim offer through a Service Level Agreement (SLA), preserving access for local residents and schools.

What are the intended outcomes of the proposal, and what could contribute to/detract from the delivery of these outcomes?

Intended outcomes:

Achieve annual savings of £69,000 for the Council.

Ensure continued community and school access to swimming facilities.

Secure the centre's future with a sustainable management model.

Contributors to success:

Concluding negotiations with OAT and agreeing Heads of Terms.

Effective SLA ensuring consistent access for community use.

Detractors from success:

Delays in negotiations.

Resistance from staff impacted by structural changes – as staff may be relocated in some instances

Who is intended to benefit from this proposal, how and why?

Council: Financial savings and risk mitigation.

Community and schools: Continued access to facilities.

OAT: Ability to align the centre with its educational objectives.

Assessment of Impact

List available evidence, including consultations, regarding the impact that the proposal may have on people with differing protected characteristics

The centre serves some of the most deprived wards (e.g. Tunstall, Little Chell and Stanfield), with a high proportion of children and families benefiting from school and private swimming programs and community swimming.

Staff impact data highlights that 1.55 FTE roles are occupied and will be relocated within Leisure and Wellbeing Services (LWS), minimising impact and there are no proposed redundancies.

If monitoring data is not available for the people who are potentially affected or impacted by the proposal please provide reasons why not, and explain how (if at all) the potential equalities impact of the proposal has been assessed.

Extensive user and staffing data are available to support this assessment. Dialogue with OAT ensures minimal service disruption.

Taking into account all the evidence available indicate where you think that the proposal could have an intended or unintended **negative impact** on a particular group: i.e. it could cause some disadvantage or leave out from its benefits some people with or without a particular protected characteristic. Where the proposal is intended to benefit any particular group, this should be recorded as a **positive impact** and the reasons for this should be stated or included in the appropriate section above. Where the proposal will affect a particular group no differently from any other indicate this as **neutral impact**. Please give reasons for each outcome and explain which particular groups with which particular protected characteristics will be affected by the proposal and how:

	Negative Impact	Positive Impact	Neutral Impact	Reason(s)
Age			✓	Retains access to swimming lessons for children and youth, plus community swim sessions.
Disability			✓	New management model will have no impact on accessibility.
Gender (including sex, transgender and issues relating to pregnancy and maternity)			✓	Proposal does not disproportionately affect any gender group.
Race/Ethnicity			✓	No specific impact identified for race or ethnicity.
Religion or belief			✓	Proposal does not affect religious observances.

Sexual Orientation (including issues relating to marriage and civil partnerships)			✓	No specific impact identified for sexual orientation.
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Are there any other groups (e.g. travellers, single parents, those on low income etc) who may be disadvantaged by the proposal’s operation, or who may not benefit equally from it?

The community-focused SLA ensures continued access to services for low-income families and vulnerable groups in deprived wards.

Negative Impact

If an adverse negative impact has been identified, why is this necessary, and what actions are being taken to mitigate the impact?

Necessity:

Financial pressures necessitate transferring the management of the centre to OAT.

Mitigation:

Relocate affected staff to vacant roles within LWS, avoiding redundancies.

Retain community and school swimming offers through a robust SLA.

Follow-up Equality Impact Assessment

Should there be a Follow-up Equality Impact Assessment if this proposal is implemented?

Yes - A follow-up is necessary to monitor the impact on community access to the facility. This should be captured in the lease agreement.

If a follow-up EIA is not required, explain why:

The EIA assesses the impact of the proposal as neutral and it will not have any impact on services or service-users which could be assessed.

Signed (lead officer):



Signed (lead manager): Neal Morrell

Date: 18/11/2024

The completed and signed Equality Impact Assessment must be attached to the CO or relevant report and mailed to equalities@stoke.gov.uk

Equality Impact Assessment (EIA) Form

Purpose of this form is to ensure that the Council's equality duty can be shown to have been properly considered in the decision-making process. An EIA should be completed and attached to any reports or proposals put forward for decision by the Council.

Proposal being assessed	PHLTH2526-C – New Service. Pet Garden of Remembrance and Memorial Sales
Directorate and Service Area	Public Health, Protection and Wellbeing / Bereavement Care
Date Completed	01/11/2024
Lead Officer	Paul Barlow
Contact Number	01782 234694

Identifying the aims of the proposal

What is the main purpose and scope of the proposal?

To provide a facility at Carmountside Cemetery for the placement of cremated pet ashes

What are the intended outcomes of the proposal, and what could contribute to/detract from the delivery of these outcomes?

The cost of development and implementation could outweigh the return. Demand could be lower than anticipated.

Who is intended to benefit from this proposal, how and why?

City residents who have had pets cremated and wish for their ashes to be placed in a purpose-built garden of remembrance

Assessment of Impact

List available evidence, including consultations, regarding the impact that the proposal may have on people with differing protected characteristics

Benchmarking has been undertaken with Sandwell Metropolitan Borough Council who provide a similar service. Uptake was not as anticipated and a revised, more realistic budgetary figure applied to the scheme.

The proposal is available to all residents of the city and does not compromise any protected characteristics.

If monitoring data is not available for the people who are potentially affected or impacted by the proposal please provide reasons why not, and explain how (if at all) the potential equalities impact of the proposal has been assessed.

Not applicable

Taking into account all the evidence available indicate where you think that the proposal could have an intended or unintended **negative impact** on a particular group: i.e. it could cause some disadvantage or leave out from its benefits some people with or without a particular protected characteristic. Where the proposal is intended to benefit any particular group, this should be recorded as a **positive impact** and the reasons for this should be stated or included in the

appropriate section above. Where the proposal will affect a particular group no differently from any other indicate this as **neutral impact**. Please give reasons for each outcome and explain which particular groups with which particular protected characteristics will be affected by the proposal and how:

	Negative Impact	Positive Impact	Neutral Impact	Reason(s)
Age			✓	No implications as the service is provided to all age groups.
Disability			✓	Not relevant, no targeted services or unique service delivery arrangements.
Gender (including sex, transgender and issues relating to pregnancy and maternity)			✓	Not relevant, no targeted services or unique service delivery arrangements.
Race/Ethnicity			✓	Not relevant, no targeted services or unique service delivery arrangements.
Religion or belief			✓	Not relevant, no targeted services or unique service delivery arrangements.
Sexual Orientation (including issues relating to marriage and civil partnerships)			✓	Not relevant, no targeted services or unique service delivery arrangements.

Are there any other groups (e.g. travellers, single parents, those on low income etc) who may be disadvantaged by the proposal's operation, or who may not benefit equally from it?

There are no groups who will be disadvantaged through the proposal

Negative Impact

If an adverse negative impact has been identified, why is this necessary, and what actions are being taken to mitigate the impact?

N/A

Follow-up Equality Impact Assessment

Should there be a Follow-up Equality Impact Assessment if this proposal is implemented?

No

If a follow-up EIA is not required, explain why:

The EIA assesses the impact of the proposal as neutral and it will not have any impact on services or service-users which could be assessed.

Signed (lead officer):

Signed (lead manager):  Paul Barlow

Date: 01/11/2024

The completed and signed Equality Impact Assessment must be attached to the CO or relevant report and mailed to equalities@stoke.gov.uk

Equality Impact Assessment (EIA) Form

Purpose of this form is to ensure that the Council's equality duty can be shown to have been properly considered in the decision-making process. An EIA should be completed and attached to any reports or proposals put forward for decision by the Council.

Proposal being assessed	HRO2526-A – Review and optimise indoor market provision to stimulate economic growth
Directorate and Service Area	Housing Regeneration and Operations / Operations and Regulatory Services
Date Completed	29/11/2024
Lead Officer	Rob Vernon
Contact Number	01782 234725

Identifying the aims of the proposal

What is the main purpose and scope of the proposal?

As stated in 'Service Context' within the main saving business case 'HRO2526-A Review and optimise indoor market provision to stimulate economic growth'

What are the intended outcomes of the proposal, and what could contribute to/detract from the delivery of these outcomes?

As stated in 'Description of Option' within the main saving business case

Who is intended to benefit from this proposal, how and why?

As stated in 'Description of Option' within the main saving business case

Assessment of Impact

List available evidence, including consultations, regarding the impact that the proposal may have on people with differing protected characteristics

None

If monitoring data is not available for the people who are potentially affected or impacted by the proposal please provide reasons why not, and explain how (if at all) the potential equalities impact of the proposal has been assessed.

There is no indication that the proposal (which is a remodelling of an existing service, with the service ultimately maintained) will have a detrimental impact on people with differing protected characteristics.

Taking into account all the evidence available indicate where you think that the proposal could have an intended or unintended **negative impact** on a particular group: i.e. it could cause some disadvantage or leave out from its benefits some people with or without a particular protected characteristic. Where the proposal is intended to benefit any particular group, this should be recorded as a **positive impact** and the reasons for this should be stated or included in the appropriate section above. Where the proposal will affect a particular group no differently from any other indicate this as **neutral impact**. Please give reasons for each outcome and explain which

particular groups with which particular protected characteristics will be affected by the proposal and how:

	Negative Impact	Positive Impact	Neutral Impact	Reason(s)
Age			✓	This proposal will not have any particular benefits or disadvantages for people with differing protected characteristics compared to the rest of the public. People with differing protected characteristics have not been identified as particularly disadvantaged or underrepresented in any areas relevant to this proposal or requiring any special assistance.
Disability			✓	As above.
Gender (including sex, transgender and issues relating to pregnancy and maternity)			✓	As above.
Race/Ethnicity			✓	As above.
Religion or belief			✓	As above.
Sexual Orientation (including issues relating to marriage and civil partnerships)			✓	As above.

Are there any other groups (e.g. travellers, single parents, those on low income etc) who may be disadvantaged by the proposal’s operation, or who may not benefit equally from it?

No

Negative Impact

If an adverse negative impact has been identified, why is this necessary, and what actions are being taken to mitigate the impact?

N/A

Follow-up Equality Impact Assessment

Should there be a Follow-up Equality Impact Assessment if this proposal is implemented?

No

If a follow-up EIA is not required, explain why:

The EIA assesses the impact of the proposal as neutral and it will not have any impact on services or service-users which could be assessed.

Signed (lead officer):



Signed (lead manager):



Date: 29/11/2024

The completed and signed Equality Impact Assessment must be attached to the CO or relevant report and mailed to equalities@stoke.gov.uk

Equality Impact Assessment (EIA) Form

Purpose of this form is to ensure that the Council's equality duty can be shown to have been properly considered in the decision-making process. An EIA should be completed and attached to any reports or proposals put forward for decision by the Council.

Proposal being assessed	HRO2526-B - Partnership working with local charities to improve recycling rates
Directorate and Service Area	Housing Regeneration and Operations / Operations and Regulatory Services
Date Completed	29/11/2024
Lead Officer	Rob Vernon
Contact Number	01782 234725

Identifying the aims of the proposal

What is the main purpose and scope of the proposal?

As stated in 'Service Context' within the main saving business case 'HRO2526-B Partnership working with local charities to improve recycling rates'

What are the intended outcomes of the proposal, and what could contribute to/detract from the delivery of these outcomes?

As stated in 'Description of Option' within the main saving business case

Who is intended to benefit from this proposal, how and why?

As stated in 'Description of Option' within the main saving business case

Assessment of Impact

List available evidence, including consultations, regarding the impact that the proposal may have on people with differing protected characteristics

None

If monitoring data is not available for the people who are potentially affected or impacted by the proposal please provide reasons why not, and explain how (if at all) the potential equalities impact of the proposal has been assessed.

There is no indication that the proposal (which is a remodelling of an existing service, with the service ultimately maintained) will have a detrimental impact on people with differing protected characteristics.

Taking into account all the evidence available indicate where you think that the proposal could have an intended or unintended **negative impact** on a particular group: i.e. it could cause some disadvantage or leave out from its benefits some people with or without a particular protected characteristic. Where the proposal is intended to benefit any particular group, this should be recorded as a **positive impact** and the reasons for this should be stated or included in the appropriate section above. Where the proposal will affect a particular group no differently from any other indicate this as **neutral impact**. Please give reasons for each outcome and explain which

particular groups with which particular protected characteristics will be affected by the proposal and how:

	Negative Impact	Positive Impact	Neutral Impact	Reason(s)
Age			✓	This proposal will not have any particular benefits or disadvantages for people with differing protected characteristics compared to the rest of the public. People with differing protected characteristics have not been identified as particularly disadvantaged or underrepresented in any areas relevant to this proposal or requiring any special assistance.
Disability			✓	As above.
Gender (including sex, transgender and issues relating to pregnancy and maternity)			✓	As above.
Race/Ethnicity			✓	As above.
Religion or belief			✓	As above.
Sexual Orientation (including issues relating to marriage and civil partnerships)			✓	As above.

Are there any other groups (e.g. travellers, single parents, those on low income etc) who may be disadvantaged by the proposal’s operation, or who may not benefit equally from it?

No

Negative Impact

If an adverse negative impact has been identified, why is this necessary, and what actions are being taken to mitigate the impact?

N/A

Follow-up Equality Impact Assessment

Should there be a Follow-up Equality Impact Assessment if this proposal is implemented?

No

If a follow-up EIA is not required, explain why:

The EIA assesses the impact of the proposal as neutral and it will not have any impact on services or service-users which could be assessed.

Signed (lead officer):



Signed (lead manager):



Date: 29/11/2024

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Equality Impact Assessment (EIA) Form

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Proposal being assessed	HRO2526-C - Weedkilling service to be delivered within Service Level Agreement through Greenspace Team
Directorate and Service Area	Housing Regeneration and Operations / Operations and Regulatory Services
Date Completed	29/11/2024
Lead Officer	Rob Vernon
Contact Number	01782 234725

Identifying the aims of the proposal

What is the main purpose and scope of the proposal?

As stated in 'Service Context' within the main saving business case 'HRO2526-C Weedkilling service to be delivered within Service Level Agreement through Greenspace Team'

What are the intended outcomes of the proposal, and what could contribute to/detract from the delivery of these outcomes?

As stated in 'Description of Option' within the main saving business case

Who is intended to benefit from this proposal, how and why?

As stated in 'Description of Option' within the main saving business case

Assessment of Impact

List available evidence, including consultations, regarding the impact that the proposal may have on people with differing protected characteristics

None

If monitoring data is not available for the people who are potentially affected or impacted by the proposal please provide reasons why not, and explain how (if at all) the potential equalities impact of the proposal has been assessed.

There is no indication that the proposal (which is a remodelling of an existing service, with the service ultimately maintained) will have a detrimental impact on people with differing protected characteristics.

Taking into account all the evidence available indicate where you think that the proposal could have an intended or unintended **negative impact** on a particular group: i.e. it could cause some disadvantage or leave out from its benefits some people with or without a particular protected characteristic. Where the proposal is intended to benefit any particular group, this should be recorded as a **positive impact** and the reasons for this should be stated or included in the appropriate section above. Where the proposal will affect a particular group no differently from any other indicate this as **neutral impact**. Please give reasons for each outcome and explain which

particular groups with which particular protected characteristics will be affected by the proposal and how:

	Negative Impact	Positive Impact	Neutral Impact	Reason(s)
Age			✓	This proposal will not have any particular benefits or disadvantages for people with differing protected characteristics compared to the rest of the public. People with differing protected characteristics have not been identified as particularly disadvantaged or underrepresented in any areas relevant to this proposal or requiring any special assistance.
Disability			✓	As above.
Gender (including sex, transgender and issues relating to pregnancy and maternity)			✓	As above.
Race/Ethnicity			✓	As above.
Religion or belief			✓	As above.
Sexual Orientation (including issues relating to marriage and civil partnerships)			✓	As above.

Are there any other groups (e.g. travellers, single parents, those on low income etc) who may be disadvantaged by the proposal’s operation, or who may not benefit equally from it?

No

Negative Impact

If an adverse negative impact has been identified, why is this necessary, and what actions are being taken to mitigate the impact?

N/A

Follow-up Equality Impact Assessment

Should there be a Follow-up Equality Impact Assessment if this proposal is implemented?

No

If a follow-up EIA is not required, explain why:

The EIA assesses the impact of the proposal as neutral and it will not have any impact on services or service-users which could be assessed.

Signed (lead officer):



Signed (lead manager):



Date: 29/11/2024

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Equality Impact Assessment (EIA) Form

Purpose of this form is to ensure that the Council's equality duty can be shown to have been properly considered in the decision-making process. An EIA should be completed and attached to any reports or proposals put forward for decision by the Council.

Proposal being assessed	HRO2526-D - Smart streets – a model of responsive streetlighting provision
Directorate and Service Area	Housing Regeneration and Operations / Operations and Regulatory Services
Date Completed	29/11/2024
Lead Officer	Rob Vernon
Contact Number	01782 234725

Identifying the aims of the proposal

What is the main purpose and scope of the proposal?

As stated in 'Service Context' within the main saving business case 'HRO2526-D Smart streets – a model of responsive streetlighting provision'

What are the intended outcomes of the proposal, and what could contribute to/detract from the delivery of these outcomes?

As stated in 'Description of Option' within the main saving business case

Who is intended to benefit from this proposal, how and why?

As stated in 'Description of Option' within the main saving business case

Assessment of Impact

List available evidence, including consultations, regarding the impact that the proposal may have on people with differing protected characteristics

None

If monitoring data is not available for the people who are potentially affected or impacted by the proposal please provide reasons why not, and explain how (if at all) the potential equalities impact of the proposal has been assessed.

There is no indication that the proposal (which is a remodelling of an existing service, with the service ultimately maintained) will have a detrimental impact on people with differing protected characteristics.

Taking into account all the evidence available indicate where you think that the proposal could have an intended or unintended **negative impact** on a particular group: i.e. it could cause some disadvantage or leave out from its benefits some people with or without a particular protected characteristic. Where the proposal is intended to benefit any particular group, this should be recorded as a **positive impact** and the reasons for this should be stated or included in the appropriate section above. Where the proposal will affect a particular group no differently from any other indicate this as **neutral impact**. Please give reasons for each outcome and explain which

particular groups with which particular protected characteristics will be affected by the proposal and how:

	Negative Impact	Positive Impact	Neutral Impact	Reason(s)
Age			✓	This proposal will not have any particular benefits or disadvantages for people with differing protected characteristics compared to the rest of the public. People with differing protected characteristics have not been identified as particularly disadvantaged or underrepresented in any areas relevant to this proposal or requiring any special assistance.
Disability			✓	As above.
Gender (including sex, transgender and issues relating to pregnancy and maternity)			✓	As above.
Race/Ethnicity			✓	As above.
Religion or belief			✓	As above.
Sexual Orientation (including issues relating to marriage and civil partnerships)			✓	As above.

Are there any other groups (e.g. travellers, single parents, those on low income etc) who may be disadvantaged by the proposal’s operation, or who may not benefit equally from it?

No

Negative Impact

If an adverse negative impact has been identified, why is this necessary, and what actions are being taken to mitigate the impact?

N/A

Follow-up Equality Impact Assessment

Should there be a Follow-up Equality Impact Assessment if this proposal is implemented?

No

If a follow-up EIA is not required, explain why:

The EIA assesses the impact of the proposal as neutral and it will not have any impact on services or service-users which could be assessed.

Signed (lead officer):



Signed (lead manager):



Date: 29/11/2024

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