

# Equality Impact Relevance Check Form



The Public Sector Equality Duty requires us to eliminate discrimination, advance equality of opportunity and foster good relations with protected groups. This tool will identify the equalities relevance of a proposal, and establish whether a full Equality Impact Assessment will be required.

What is the proposal?	
Name of the proposal	SSDC Trading Company: Elleston Service Ltd
Type of proposal (new or changed Strategy, policy, project, service or budget):	Commercial Services Project
Brief description of the proposal:	Suspension of the Trading Company operations: Elleston Services Ltd
Name of lead officer:	James Divall

You should consider whether the proposal has the potential to negatively impact on citizens or staff in the following ways:

- Access to or participation in a service,
- Levels of representation in our workforce, or
- Reducing quality of life (i.e. health, education, standard of living)

A negative impact is any change that could be considered detrimental. If a negative impact is imposed on any citizens or staff with protected characteristics, the Council has a legal duty to undertake a full Equality Impact Assessment.

Could your proposal negatively impact citizens with protected characteristics? (This includes service users and the wider community)	<b>NO</b>
Could your proposal negatively impact staff with protected characteristics? (i.e. reduction in posts, changes to working hours or locations, changes in pay)	<b>NO</b>

<b>Is a full Equality Impact Assessment required?</b>	<b>NO</b>
<b>If Yes,</b> Please provide a brief description of where there may be negative impacts, and for whom. Then complete a full Equality Impact assessment Form	
N/a	
<b>If No,</b> Please set out your justification for why not.	
As this is a high level Commercial Services Project focused on land management and landscape services, it is unlikely to result in any negative impacts on any of the Protected Characteristics. Following any lifting of the suspension and subsequent review and updating of the the company's business plan (post pandemic), a full EIA will be undertaken to identify any potential negative impacts and the necessary associated mitigations.	
Service Director / Manager sign-off and date	Clare Pestell 28 04 21
Equalities Officer sign-off and date	Dave Crisfield 30 <sup>th</sup> April 2021