

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	SWP Annual Action Plan and Business Case
Type of proposal (new or changed Strategy, policy, project, service or budget):	Update report / AP & BC presentation.
Brief description of the proposal:	A plan that sets out SSDCs priority projects and business case
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)	NO
Could your proposal negatively impact staff with protected characteristics? (i.e. reduction in posts, changes to working hours or locations, changes in pay)	NO

Is a full Equality Impact Assessment required?	NO
If Yes , Please provide a brief description of where there may be negative impacts, and for whom. Then complete a full Equality Impact assessment Form	
If No , Please set out your justification for why not.	
Many of the actions in the business plan relate to the implementation of decisions already taken by the Somerset Waste Board and Equalities Impact Assessments were undertaken at the time. EIA's will be carried out as appropriate as future review and actions arise. The decision to carry out an EIA in most cases will be delegated to the SWP's Managing Director, or if significant, then they will be returned to the Somerset Waste Board prior to commencing development.	
Service Director / Manager sign-off and date	Nicola Hix 01.02.2022
Equalities Officer sign-off and date	Dave Crisfield 1 st February 2022