

## Somerset Equality Impact Assessment

The [EIA guidance notes](#) will help you complete this assessment.

If you need help or advice please contact Paul Harding. [P.harding@somersetwestandtaunton.gov.uk](mailto:P.harding@somersetwestandtaunton.gov.uk)

<b>Organisation prepared for</b>	<b>Somerset West and Taunton Council</b>		
<b>Version</b>	<b>1.1</b>	<b>Date Completed</b>	<b>14.02.2022</b>
<b>Description of what proposed change or policy is being impact assessed</b>			
Community governance review of the unparished area of Taunton and adjoining parishes – results of first stage consultation and draft recommendations			
<b>Evidence</b>			
<b>What data/information have you used to assess how this policy/service might impact on protected groups?</b> Sources such as the <a href="#">Office of National Statistics</a> , <a href="#">Somerset Intelligence Partnership</a> , <a href="#">Somerset's Joint Strategic Needs Analysis (JSNA)</a> , Staff and/ or <a href="#">area profiles</a> ,, should be detailed here			
<ul style="list-style-type: none"> <li>• Area profiles,</li> <li>• Census 2011</li> <li>• ONS Neighbourhood Statistics</li> </ul>			
<b>Who have you consulted with to assess possible impact on protected groups?</b> If you have not consulted other people, please explain why?			
N/A – these groups will be consulted through the consultation taking place over 6 weeks after the May Election. <p>Consultation should happen in advance of the proposed service change or policy being submitted for decision. You should allow at least 2 weeks for those you have consulted with to provide their response. <a href="#">This directory</a> provides contact details for groups who</p>			

represent people with protected characteristics, to help you choose who to consult (you do not need to consult all of the groups but should make sure that those groups which have greatest likelihood of negative impact are covered).

**Analysis of impact on protected groups**

The Public Sector Equality Duty requires us to eliminate discrimination, advance equality of opportunity and foster good relations with protected groups. Consider how this policy/service will achieve these aims. In the table below, using the evidence outlined above and your own understanding, detail what considerations and potential impacts against each of the three aims of the Public Sector Equality Duty. Based on this information, make an assessment of the likely outcome, before you have implemented any mitigation.

Protected group	Summary of impact	Negative outcome	Neutral outcome	Positive outcome
<b>Age</b>	<p>There will be no negative impact on any particular age group as a result of the Community Governance Review.</p> <p>Should the creation of a new council go ahead, only those of voting age (18 years and over) will be able to take part in elections in line with current legislation, although the new council will represent the whole population of their area (including young and older people). In addition to be eligible to stand for election the person must be 18 or over on the day of nomination.</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<b>Disability</b>	<p>There will be no impact on anyone with a disability as a result of the Community Governance Review. Public engagement and consultation for the Review will be carried out using a wide variety of methods and locations to ensure everyone has access to the same information and equal opportunities to engage and respond including:</p> <ul style="list-style-type: none"> <li>• Information as well as being online will be published in local media.</li> <li>• Printed copies of the consultation will be made available at Council offices for collection, and can also be posted to customers on request</li> </ul>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

	<ul style="list-style-type: none"> <li>People with disabilities will be contacted through established routes via local groups to ensure inclusion and engagement with the review.</li> </ul>			
<b>Gender reassignment</b>	No adverse impact	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<b>Marriage and civil partnership</b>	No adverse impact	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<b>Pregnancy and maternity</b>	No adverse impact	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<b>Race and ethnicity</b>	No adverse impact, the establishment of a new town or parish council should give a greater focus on local issues affecting specific communities and this should be a positive impact. Provision for documentation other languages. People of different race/ethnicity will be contacted through established local groups to ensure inclusion and engagement with the review.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<b>Religion or belief</b>	No adverse impact, the establishment of a new town or parish council should give a greater focus on local issues affecting specific communities and this should be a positive impact.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

<b>Sex</b>	No adverse impact	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<b>Sexual orientation</b>	No adverse impact	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<b>Other, e.g. carers, veterans, homeless, low income, rurality/isolation, etc.</b>	<ul style="list-style-type: none"> <li>• Public engagement and consultation for the Review will be carried out using a wide variety of methods and locations to ensure everyone has access to the same information and equal opportunities to engage and respond including;</li> <li>• Information as well as being online will be published in local media and radio</li> <li>• Printed copies of the consultation will be made available at Council offices for collection, and can also be posted to customers on request</li> <li>• The creation of a new Town or Parish Council is likely to introduce an additional precept which would be added to annual council tax bills. The amount payable per household would be dependent on the council tax band of the property concerned and households in receipt council tax reductions would pay a reduced amount, as well as those in receipt of other reductions such as single person.</li> <li>• The establishment of a new Town or Parish Council would increase local representation for local issues, and could bring funding into the local area which would be directed at local issues. An establishment of a local Town or Parish Council is likely to provide a great opportunity to focus on specific deprivation challenges in Taunton.</li> </ul>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

**Negative outcomes action plan**

Where you have ascertained that there will potentially be negative outcomes, you are required to mitigate the impact of these. Please detail below the actions that you intend to take.

Action taken/to be taken	Date	Person responsible	How will it be monitored?	Action complete
Prepare a comprehensive consultation and engagement plan ensuring that everyone wishing to engage with and/or comment on the Community Governance Review is able to do so through a wide variety of mechanisms eg online, in writing, in person. This is to ensure no one is disenfranchised from the process.	10/06/2021	Marcus Prouse/A. Tregellas	Ongoing basis	<input checked="" type="checkbox"/>
	Select date			<input type="checkbox"/>
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	Select date			<input type="checkbox"/>
	Select date			<input type="checkbox"/>
	Select date			<input type="checkbox"/>

**If negative impacts remain, please provide an explanation below.**

The proposed Community Governance Review will have no adverse impact on any specific equality strands.

<b>Completed by:</b>	<b>Marcus Prouse</b>
<b>Date</b>	<b>14.02.2022</b>
<b>Signed off by:</b>	
<b>Date</b>	
<b>Equality Lead/Manager sign off date:</b>	
<b>To be reviewed by: (officer name)</b>	
<b>Review date:</b>	