

APPENDIX 3

**Equality Impact Assessment Form**



**Directorate: Transformation & Resources**      **Service: Legal and Democratic Services**

**Completed by: Thomas Lynan**      **Date: 25/03/2022**

**Subject Title: WEST LANCASHIRE ELECTORAL REVIEW – LGBCE FINAL RECOMMENDATIONS**

**1. DESCRIPTION**

Is a policy or strategy being produced or revised:      No

Is a service being designed, redesigned or cutback:      Yes

Is a commissioning plan or contract specification being developed:      No

Is a budget being set or funding allocated:      No

Is a programme or project being planned:      No

Are recommendations being presented to senior managers and/or Councillors:      No

Does the activity contribute to meeting our duties under the Equality Act 2010 and Public Sector Equality Duty (**Eliminating unlawful discrimination/harassment, advancing equality of opportunity, fostering good relations**):      No

Details of the matter under consideration:      Local Government Boundary Commission for England’s Final Recommendations for West Lancashire.

*If you answered **Yes** to any of the above **go straight to Section 3**  
If you answered **No** to all the above **please complete Section 2***

**2. RELEVANCE**

Does the work being carried out impact on service users, staff or Councillors (stakeholders):      -

If **Yes**, provide details of how this impacts on service users, staff or Councillors (stakeholders):      -  
*If you answered **Yes** go to **Section 3***

If you answered **No** to both Sections 1 and 2 provide details of why there is no impact on these three groups:      -

<b>3. EVIDENCE COLLECTION</b>	
Who does the work being carried out impact on, i.e. who is/are the stakeholder(s)?	There is a direct impact on members of the public, employees, elected members and or other stakeholders.
If the work being carried out relates to a universal service, who needs or uses it most? (Is there any particular group affected more than others)?	All groups are equally affected.
Which of the protected characteristics are most relevant to the work being carried out?  Age Gender Disability Race and Culture Sexual Orientation Religion or Belief Gender Reassignment Marriage and Civil Partnership Pregnancy and Maternity	All equally affected.  No No No No No No No No No
<b>4. DATA ANALYSIS</b>	
In relation to the work being carried out, and the service/function in question, who is actually or currently using the service and why?	Members of the public, employees, elected members and or other stakeholders currently use the service because it is a universal service integral to the function of the Borough Council.
What will the impact of the work being carried out be on usage/the stakeholders?	Changes to the West Lancashire Borough Wards within which they reside and vote.
What are people's views about the services? Are some customers more satisfied than others, and if so what are the reasons? Can these be affected by the proposals?	There have been several periods of consultation over the last 18 months.
What sources of data including consultation results have you used to analyse the impact of the work being carried out on users/stakeholders with protected characteristics?	The LGBCE's report on the Final Recommendations for West Lancashire.
If any further data/consultation is needed and is to be gathered, please specify:	-
<b>5. IMPACT OF DECISIONS</b>	
In what way will the changes impact on people with particular protected characteristics (either positively or negatively or in terms of disproportionate impact)?	Changes to the West Lancashire Borough Wards within which they reside and vote.

<b>6. CONSIDERING THE IMPACT</b>	
If there is a negative impact what action can be taken to mitigate it? (If it is not possible or desirable to take actions to reduce the impact, explain why this is the case (e.g. legislative or financial drivers etc.).	N/A
What actions do you plan to take to address any other issues above?	N/A  <i>If no actions are planned state no actions</i>
<b>7. MONITORING AND REVIEWING</b>	
When will this assessment be reviewed and who will review it?	N/A