

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	En Trade Phosphate Credit Market
Type of proposal (new or changed Strategy, policy, project, service or budget):	Project
Brief description of the proposal:	Establishing a legal framework the sale of 3 rd party phosphate credits
Name of lead officer:	John Hammond

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.	
This project relates to the facilitation of land use management proposals that would unlock "phosphate credits" that can be acquired by applicants and developers to enable the approval of housing proposals. The Council has no ownership of the market price for credits, nor does it have control over the identify or location of the applicants seeking to acquire mitigation. As such none of the protected characteristics are impacted by this decision which is about an approach to allowing developments to progress.	
Service Director / Manager sign-off and date	John Hammond 20/09/22
Equalities Officer sign-off and date	David Crisfield