

Decision Report

Committee: Executive

Meeting or Proposed Decision Date –
26/02/2025

Key Decision – yes



Executive Decision in relation to Somerset Council's role as Host Authority and Accountable Body to the Somerset Rivers Authority partnership.

Chair of Committee: Cllr Bill Revans

Executive Member(s): Cllr Graham Oakes Lead Member for Public Health, Climate Change and Environment

Local Member(s) and Division(s) affected: All members and divisions affected

Executive Director: Chris Hall, Executive Director for Economic Development Skills and Climate

Executive Summary

This decision is to approve Somerset Council continuing as Host Authority and Accountable Body for the Somerset Rivers Authority (SRA) partnership. The decision also approves the passing on of funds raised through council tax for the purposes of the SRA.

The SRA, established in 2015 following the devastating floods of 2013/14, is a partnership organisation hosted by Somerset Council¹. Its purpose is to reduce the risks and impacts of flooding across Somerset by enabling its partner organisations to do extra work based on local priorities.

The partnership includes Somerset Council, the Environment Agency, the Axe Brue Internal Drainage Board, the Parrett Internal Drainage Board, Wessex Regional Flood and Coastal Committee, Natural England and Wessex Water.

The SRA is a unique partnership in that it is funded directly by Somerset residents through a small additional charge per household on council tax. This charge was established in 2016/17 explicitly to fund the activities of the SRA. In 2025-26 this will amount to £3.113m.

By agreeing to be the Host Authority and Accountable Body for the SRA Somerset Council is enabling the partnership to continue funding extra activities across the county.

The SRA operates under a governance framework set up by Somerset County Council and is overseen by a Board that includes 6 Somerset Council Councillors. The Board is Chaired by Cllr Mike Stanton. All SRA decisions must, where

¹ Somerset County Council before 1 April 2023

necessary, also follow Somerset Council decision making processes to conform with the Accountable Body Standing Orders and Financial Regulations.

Recommendations

The Executive agrees:

- a. To Somerset Council continuing in the role of Host Authority and Accountable Body for the Somerset Rivers Authority for financial year 2025/26.
- b. To review the revised 2025-26 Local Memorandum of Understanding and Constitution set out in Appendix 1 and authorise the Lead Member for Public Health, Climate Change and Environment to sign this on behalf of Somerset Council.
- c. To review the proposed SRA Budget and SRA Enhanced Programme for 2025-26, (Appendix 2) in accordance with the recommendations to be considered by the SRA Board at its meeting on 7th March 2025.
- d. Subject to Full Council confirming the raising of the SRA's 2025-26 shadow precept on 5 March 2025, to the release of funding committed from all sources in 2025-26 for the purposes of the SRA as set out in Appendix 2.
- e. That the detailed management of the 2025-26 SRA Budget and Enhanced Programme within the control total allocated to the SRA is undertaken in accordance with the constitutional, financial regulations and decision-making arrangements of Somerset Council as Accountable Body.

Reasons for Proposals

The recommendations, once approved, will confirm Somerset Council will continue as the accountable legal body for the Somerset Rivers Authority. This will enable the SRA partnership to continue to deliver projects that provide an extra level of flood protection, mitigation and resilience across Somerset.

The funding raised will be used to fund an Enhanced Programme of activities to reduce the risk and impacts of flooding with the remainder covering SRA staff costs and overheads and contingency funds.

The Local Memorandum of Understanding (MoU) and Constitution which sets the context for the work of the SRA has been revised to reflect changes relevant to the 2025-26 financial year. The MoU has been revised to reflect that the SRA Board will be responsible for oversight of a new Community Flood Action Fund through 2025-26.

The MoU must be formally agreed by all Partners to ensure the ongoing support of those Partners in delivering the SRA Enhanced Programme of work and to provide a clear governance structure for setting and overseeing that work. SRA funds are not

disbursed until the MoU has been signed by all parties. The MoU will be signed on behalf of Somerset Council by the Lead Member for Public health, Climate Change and Environment.

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Background and purpose of report

1. Somerset Council took on the role of Host Authority and Accountable Body for the Somerset Rivers Authority (SRA) in 2023, carrying on the role that Somerset County Council had performed since 2015. Once approved, this decision will ensure that the residents of Somerset continue to benefit from extra funding and extra actions that reduce the risk and impacts of flooding across the county.
2. Winter 2013-14 was the wettest in Somerset for 250 years. Around 150km² of land was submerged for weeks, 165 homes flooded, 7,000 businesses affected, 81 roads closed. An Economic Impact Study estimated the cost to Somerset as being up to £147.5m. The SRA was launched in January 2015 to provide an extra level of flood protection and resilience for Somerset. Through the SRA an additional £29m has already been raised locally to tackle flooding across the county. Approximately 250 schemes and activities have been funded.
3. The SRA is a partnership of Somerset Council, the Environment Agency, the Axe Brue Internal Drainage Board, the Parrett Internal Drainage Board, Wessex Regional Flood and Coastal Committee, Natural England and Wessex Water. Somerset is unique in having the SRA and the ability to raise funds in the way it does.
4. A key decision is taken each year by the Host Authority to approve the allocation of the funds, raised through an Alternative Notional Amount on Council Tax and contributions from Somerset Internal Drainage Boards, for use in the coming financial year by the SRA. For 2025-26 the charge per band D property will be £14.65. This is no increase from previous years and is to be confirmed at 5 March Full Council Budget setting meeting. This results in approximately £3.113m being raised from council tax. The Axe Brue and Parrett Internal Drainage Boards also contribute £10,000 each.
5. The Alternative Notional Amount (ANA) is the formal name for the process used by central government to allow Somerset councils to make a small increase to council tax charges in the 2016-17 financial year solely for the purpose of funding the activities of the Somerset Rivers Authority. This mechanism ensured that funding the SRA did not reduce funding for other council services. This ANA is rolled forward each year to fund the SRA.
6. The SRA Board each year approves a series of projects which are collectively referred to as the Enhanced Programme. The £3.133m of funds raised will be spent on 14 projects and activities, plus staff and overheads, which stretch across the county. Full details are provided in Appendix 3.

7. The Executive is asked to review the 2025-26 SRA Memorandum of Understanding (MOU) and Constitution and approve its signing by the Lead Member for Public health, Climate Change and Environment on behalf of the council.

Links to Council Plan and Medium-Term Financial Plan

8. SRA schemes and activities support the priorities of Somerset Council
9. The work of the SRA addresses several of the priorities in the adopted Somerset Council Plan and the “Vision” for Somerset Council. The vision states:

“Somerset Council will build a fairer, greener, more flourishing, Somerset that cares for the most vulnerable and listens to you.”

10. SRA activity delivers against the priorities of:
 - A greener, more sustainable Somerset
 - A flourishing and resilient Somerset
11. The work of the SRA directly supports achieving Goal 3 of the Climate Strategy – ‘To have a Somerset which is prepared for, and resilient to, the impacts of Climate Change’. The work of the SRA helps Somerset prepare for, mitigate the impacts of, become more resilient to and ultimately adapt to, the impacts of climate change.

Other options considered

12. The only alternative option is for Somerset Council not to take on the role of the Host Authority and Accountable Body for the SRA and not to approve the funding for use by the SRA. This would result in the SRA being unable to proceed in its current form, or at all. The funding raised through the Alternative Notional Amount is explicitly for the funding of SRA activities. If the funds are not used for the SRA they will be lost to the county and the extra benefits the SRA brings will also be lost. This is not considered to be a viable option. As SRA funding is raised through Council Tax no other organisation can fulfil the role that the council can.

Key considerations for the Council

Scrutiny comments / recommendations:

13. A draft version of this report was shared with the Climate and Place Scrutiny Chair on 5 February. No queries were raised.
14. Climate and Place Scrutiny Committee received a detailed presentation on the work of the SRA on 11 November 2024. A productive discussion was had with many questions asked on topics including, the funding position of the SRA, Community Flood Action Fund and how performance is monitored of SRA funded schemes. The Committee thanked the SRA for its work.

Consultation and feedback

15. The Somerset Rivers Authority partnership holds its meetings in public and publishes all papers in advance so that members of the public have the opportunity to review and comment on the work of the partnership. The draft 2025-26 Enhanced Programme and SRA budget were considered on 24 January 2025. No public questions were submitted on this topic. The SRA Board reviewed the proposals and approved it without recommending any changes. The final programme will be confirmed by the SRA Board on 7 March, after Full Council budget setting.
16. Several amendments were made to the report as a result of officer feedback. The need for confidentiality of grant amounts was removed. Recommendation a. was changed to make it specific to the 2025/26 financial year. HR responsibilities for SRA staff was clarified. Legal recommended the MoU and Constitution be subject to a full review in advance of the 2026/27 financial year.

Financial and Risk Implications

17. Subject to confirmation of budget setting at Full Council on 5 March, funding amounting to £3,988,787 is available to the SRA for 2025-26, of which £3,112,887 is from council tax receipts, £10,000 is from the Axe Brue and £10,000 the Parret Internal Drainage Boards. £855,900 is from SRA reserves.
18. SRA funding is raised as a result of an 'Alternative Notional Amount' (ANA) added to council tax bills in 2016-17. This will be £14.65 on a Band D property for 2025-26. The funds raised are in addition to that raised for core Somerset Council functions. Funds raised for the SRA cannot be used for other reasons as this would be in contravention of why the Alternative Notional Amount was originally approved by central government.
19. Somerset Council, as the Accountable Body, will be responsible for the proper oversight, management and accounting of all funds raised for, and spent by the SRA. All SRA funds are overseen by a Somerset Council Finance Manager. The SRA Board allocates SRA funding as grants. The SRA's constitution defines the Board's purpose and authority of the Board and sets out delegations for financial decisions. All SRA Board decisions must align with Somerset Council Standing Orders and, where necessary, a key or non-key decision will be taken by the relevant council officer or Executive Member to ratify decisions of the SRA Board.
20. The flexibility afforded to Somerset Council to raise funds through Council Tax for SRA activities will continue for as long as Somerset Council chooses to raise it.

21. Without funding, the SRA would be unable to deliver its purpose of reducing the risks and impacts of flooding across Somerset.
22. If funding is not approved there would be 6 staff at risk of redundancy within the SRA partnership team and a potential financial liability for Somerset Council from redundancy payments. This financial liability is mitigated by an agreement to use any remaining SRA funds to settle this liability in the first instance.
23. The SRA provides funding to grant recipients, paid in arrears, upon evidence of agreed and eligible works being completed. Partner organisations delivering SRA-funded projects must first settle any charges and then claim funds back from the SRA by submitting a grant claim. Claim forms must be signed off by a suitably qualified officer from the delivery organisation giving the SRA assurance that any claim is for eligible spend. Somerset Council retains the right to undertake audits of the SRA expenditure if required.
24. In December 2024 the SRA launched a Community Flood Action Fund. The maximum grant will be £20,000. Town and Parish Councils, charities and other suitably constituted groups will be able to apply for funds. Grant payments will generally be made in arrears. Evidence will be required to support each grant claim before payment is made. Where there is an unauthorised project over spend the grant applicant will be responsible for this.
25. Some SRA projects occasionally face cost increases. In such a case, there is a risk that an SRA delivery partner may be unable or unwilling to absorb those costs. In this instance the SRA may be asked to fund the cost increase. When this occurs the delivery partner must seek approval for additional funding from the SRA Board in advance or risk being liable for the overspend. Any decision taken by the SRA Board must also follow council Standing Orders and regulations and, where necessary, a key or non-key decision will be taken to ratify the SRA Board decision.
26. The Local Enterprise Partnership (LEP) granted £13.049m of Growth Deal funding to the 'Somerset Flooding' project in 2015. This project is overseen by the SRA Board. These LEP funds are now fully claimed but some project delivery is still underway using match funding. Until projects are fully completed there is a low risk that the LEP could claw back previously granted funds if a project is not fully completed.
27. Somerset County Council agreed to 'own' the risks associated with spending of LEP funding on behalf of the SRA. This commitment has now passed to Somerset Council (SC). This risk is mitigated by the fact that SC has signed 'strategic grant agreements' with SRA delivery partners which makes the delivery partner liable for the risk of LEP funding clawback. All LEP funds have now been claimed from the LEP, further reducing this risk.
28. Due to the measures and procedures set out above, financial risk to Somerset Council as Host Authority and Accountable Body for the SRA is deemed to be

low. The SRA follows strict processes for the allocation and management of the grant funding that it provides. These processes mean there is a low likelihood that the SRA will exceed its available funds.

Current Risk Score:

Likelihood	3	Impact	3	Risk Score	9
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Projected risk score if recommended actions are agreed and delivered:

Likelihood	1	Impact	3	Risk Score	3
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Legal and Procurement Implications

29. If Somerset Council agrees to be the Accountable Body for the SRA, then all decisions will be taken in accordance with Somerset Council's Standing Orders and procedures. This means that SRA Board decisions, where relevant, will be decisions in principle until ratified by the Accountable Body. For example, if the SRA Board takes a significant financial decision, this will be accompanied by a key or non-key decision by the Accountable Body.
30. The 2025-26 amendments to the SRA's Memorandum of Understanding (MoU) and Constitution do not carry any legal implications for Somerset Council or any of the SRA partners. The SRA is an Unincorporated Association. The MoU confirms organisational support for the SRA and codifies the governance arrangements for the proper operation of the SRA Board.

HR / Workforce Implications

31. The SRA Board agrees the staffing requirement and associated budget for the operation of the SRA. As the Host Authority for the SRA Somerset Council will be responsible for employing SRA staff - 6 permanent staff, and 1 part-time (2 days per week) worker engaged through an agency. As such Somerset Council will be responsible for all HR-related matters for the directly employed SRA team.

Equalities Implications

32. No negative impacts on groups with protected characteristics are anticipated as a result of this decision.
33. This decision relates to the role that Somerset Council will fulfil as Host Authority and Accountable Body for the Somerset Rivers Authority (SRA). In this role the council will take a formal decision to allocate the funds raised through Council Tax for the activities of the SRA as set out within the SRA's Enhanced Programme. Enhanced Programme and Community Flood Action Fund (CFAF) activities are delivered by organisations using grant funding

provided by the SRA. Grant funding recipients are required to have due regard to equalities issues when planning and undertaking work.

34. Applicants to the Main Grants process and applicants to the CFAF are required to undertake and submit an equalities impact assessment (EIA) for their projects. Where an organisation has its own EIA process this can be used but where no EIA process exists, we provide an EIA template that can be used. The current SRA process ensures that an EIA is undertaken when necessary. The SRA team review submitted EIAs and can provide feedback but ultimately it is the responsibility of the grant applicant to make sure due regard issues are appropriately considered and actioned.
35. The SRA Enhanced Programme of works, funded through the Main Grants process, is a series of mostly relatively small-scale interventions related to flood risk management. The works often have localised impacts and are developed in consultation with landowners, property, owners etc. by statutory bodies such as Somerset Council, Environment Agency, Internal Drainage Boards, Natural England and Wessex Water.
36. Where community-based work is undertaken as part of the Enhanced Programme, such as building community resilience, these will be undertaken in an inclusive manner and expected to meet Somerset Council requirements on equalities and inclusion.
37. Representation of the communities of Somerset, and their various characteristics, will be achieved through councillor representation on the SRA Board. SRA meetings are public meetings. SRA projects often involve stakeholder groups. The SRA funds two community engagement officers, employed by Somerset Council, who work in communities at risk of flooding across Somerset. These officers follow Somerset Council rules and guidelines on equalities and inclusion
38. The local Memorandum of Understanding sets out that the SRA shall, where relevant and unless otherwise agreed, operate in accordance with Somerset Council practices and procedures, relating to:
 - Equalities policies.
 - Policies for dealing with access to information and data protection.

Community Safety Implications

39. There are no implications regarding crime, but the aim of the funding is to improve community safety by reducing risks associated with flooding. Addressing flood risk also has quality of life and wellbeing benefits as it reduces stress and anxiety associated with the fear of, and impacts, of flooding.
40. SRA Community Engagement Officers work closely with the council's Emergency Planning Preparedness and Response Team and actively support the Somerset Prepared community resilience partnership.

Climate Change and Sustainability Implications

41. The SRA will directly support Somerset Council to respond to the challenges of climate change. SRA funds will invest in projects that support adaptation to climate change and help communities and businesses be resilient and sustainable into the future. Some SRA-funded projects deliver multiple benefits as well as flood risk such as water quality, improved biodiversity, carbon sequestration, etc.
42. SRA projects will directly support delivery of the Climate Emergency Strategy. SRA grant application forms expressly require proposers to say how their project will help tackle climate change.

Health and Safety Implications

43. None identified linked to this decision.
44. The SRA provides grant funding for projects to organisations following an application process. Any health and safety implications associated with project delivery is the responsibility of the grant applicant.

Health and Wellbeing Implications

45. The health and wellbeing of residents impacted by flooding is improved through increasing resilience to flooding and protection from flooding. It is well established that being flooded or being at risk of flooding can negatively impact on mental health and wellbeing. All SRA funded activities aim to reduce the risks and impacts of flooding.
46. All population groups could be affected by flooding.

Social Value

47. This decision will not instigate any procurement directly but rather releases funds that can then be allocated as grants for SRA projects which are delivered by SRA partners. To date, SRA funds have been used to directly support local businesses on many projects – this will continue.
48. SRA funds support two community engagement officers who are helping local communities to increase the capacity they have to respond to the risk of flooding and adapt to likely future impacts of climate change.

Background Papers

49. Somerset Council Full Council March 2025 Budget Setting Papers


Appendices

- Appendix 1 DRAFT SRA 2025-26 Memorandum of Understanding and Constitution
- Appendix 2 DRAFT SRA Board paper 2025-26 Enhanced Programme and Budget
- Appendix 3 2025-26 SRA proposed Enhanced Programme action summaries with grant amounts

	Officer Name	Date Completed
Legal & Governance Implications	Scott Wooldridge / Jill Byron	19/02/2025
Finance & Procurement	Nicola Hix	19/02/2025
Workforce (*)	Dawn Bettridge	03/02/2025
Asset Management (*)	Simon Lewis	N/A
Executive Director	Chris Hall	03/02/2025
Executive Lead Member	Graham Oakes	17/02/2025
Consulted:	Councillor Name	
Local Division Members	List local members	
Opposition Spokesperson(s)	Cllr Dawn Denton	17/02/2025
Relevant Scrutiny Chair(s)	Cllr Martin Dimmery	17/02/2025

Somerset Equality Impact Assessment

Before completing this EIA please ensure you have read the EIA guidance notes – available from your Equality Officer or www.somerset.gov.uk/impactassessment

Organisation prepared for (mark as appropriate)	 Somerset Council	X					
Version	1		Date Completed		29/01/2025		
Description of what is being impact assessed							
<p>This impact assessment is for the Executive Decision to approve Somerset Council continuing as host authority and accountable body for the Somerset Rivers Authority (SRA) partnership. The decision also approves the passing on of funds raised through council tax for the purposes of the SRA.</p> <p>The SRA, established in 2015, is a partnership organisation hosted by Somerset Council². Its purpose is to reduce the risks and impacts of flooding across Somerset by enabling its partner organisations to do extra work based on local priorities.</p> <p>The SRA operates under a governance framework set up by Somerset County Council and is overseen by a Board that includes 6 Somerset Council Councillors. The SRA follows the council model of decision making, public meetings and access to information. All SRA decisions must, where necessary, also follow Somerset Council decision making processes to conform with the accountable body Standing Orders and Financial Regulations.</p>							

² Somerset County Council before 1 April 2023

There are no direct impacts on the population as a result of this decision. The decision is an administrative process to accord with Somerset Councils' decision making requirements to confirm its role as Host Authority and Accountable Body. However, as a result of this decision the SRA will continue with a programme of grant giving that enables its constituent partner organisations to take actions that will reduce the risk and impacts of flooding. The SRA also offers grants under the Community Flood Action Fun which is open to Town and Parish Councils and other suitably constituted organisations e.g. charities.. Applicants are asked to confirm they have the policies and processes in place for undertaking EIAs for their projects if required. EIAs will be requested as part of the application process. Where a grant is given for a project, the recipient is responsible for ensuring they comply with requirements under the Equality Act

Whilst this decision itself will not have direct implications for residents, consideration has been given to whether or not residents with protected characteristics are at a disadvantage with reference to access to information on what the SRA is doing now and in the future. For example, can everyone access SRA meeting papers and decisions equally and fairly to have the opportunity to engage with the SRA if required.

Evidence

What data/information have you used to assess how this policy/service might impact on protected groups? Sources such as the [Office of National Statistics](#), [Somerset Intelligence Partnership](#), [Somerset's Joint Strategic Needs Analysis \(JSNA\)](#), Staff and/ or [area profiles](#),, should be detailed here

Somerset Intelligence has been used to understand the profile of the Somerset population and consider whether there are specific considerations required to make sure all residents can access information about the SRA. The majority of the information the SRA provides is through the SRA website.

96% of the population of Somerset has English as their first language. Of the remaining 4% ,2% say they can speak English very well, 1.5% speak English well. 0.6% cannot speak English well and 0.1% state they do not speak English. This provides reassurance that for the majority of residents of Somerset language is not a barrier to accessing information. When producing information, we make every effort to present information in a way that conforms to accessibility guidelines and the best practice for

plain English. However, given the technical nature of much of what the SRA does it can be necessary to use technical language at times.

The Somerset Rivers Authority website is not part of the public sector's digital estate. It ends org.uk not gov.uk (because technically the SRA is an unincorporated association). However, the SRA wants people to be able to use its website and to be able to understand its communications, in line with the principles set out by the government. So, for example, recent tests of sample pages using the WAVE web accessibility evaluation tool detected no errors on the website. We regularly consult the public sector accessibility requirement pages on gov.uk with the aim of doing what is best for people. So for SRA Annual Reports, for example, text only versions are produced alongside more graphic-rich versions, and pages are set out in HTML, as well as being uploaded as PDFs. We write in plain English.

Internet access and usage is high amongst age groups between 16 to 64. Usage decreases between the ages of 65-74 with 67% reporting as recent users. Over 75 years there is a decrease in internet use with 47% reporting recent usage. Whilst the vast majority of residents report as being regular internet users, as Somerset has a higher than average older population we do need to be aware of this when communicating primarily only online.

Whilst providing the majority of our information through the SRA website may not reach all sectors of the Somerset population it can be seen that the vast majority of the population can potentially be reached via this means.

96.4% of the population identify as white. 1.5% identify as Asian and 0.4% of the population identify as black. Records from the 2011 census reported that the non-white groups tended to be located in the more urban areas of the county. Where community engagement activities are to be undertaken in the more urban areas, particular consideration will be given to engaging with and making these events accessible to ethnic minority groups. SRA funded Community Engagement Officers are employed by Somerset Council and follow the equalities and accessibility rules and guidance set by Somerset Council.

SRA meetings are held in public, and questions can be submitted to the Board in advance or, at the discretion of the chair, on the day of the meeting. Meetings are held across the county in each of the old district council areas.

Where necessary, when delivering a project in a specific location, we will work with parish and town councils and others to extend the reach of our information sharing. Where a project will directly impact on residents, e.g. construction works, the project delivery partner will be expected to make local residents aware of any disruption and undertake their own assessment on requirements for project specific EIAs.

Who have you consulted with to assess possible impact on protected groups and what have they told you? If you have not consulted other people, please explain why?

No specific consultation has been undertaken with protected groups as the decision this EIA relates to does not in itself result in actions or impacts.

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
Age	<ul style="list-style-type: none"> Neutral Impact 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Disability	<ul style="list-style-type: none"> Neutral Impact 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Gender reassignment	<ul style="list-style-type: none"> • Neutral Impact 	□	⊗	□
Marriage and civil partnership	<ul style="list-style-type: none"> • Neutral Impact 	□	⊗	□
Pregnancy and maternity	<ul style="list-style-type: none"> • Neutral Impact 	□	⊗	□
Race and ethnicity	<ul style="list-style-type: none"> • Neutral Impact 	□	⊗	□
Religion or belief	<ul style="list-style-type: none"> • Neutral Impact 	□	⊗	□
Sex	<ul style="list-style-type: none"> • Neutral Impact 	□	⊗	□

Sexual orientation	<ul style="list-style-type: none"> • Neutral Impact 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Armed Forces (including serving personnel, families and veterans)	<ul style="list-style-type: none"> • Neutral Impact 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Other, e.g. carers, low income, rurality/isolation, etc.	<ul style="list-style-type: none"> • Neutral Impact 	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Completed by:	David Mitchell			
Date	30/01/2025			
Signed off by:	David Mitchell			
Date	19/02/2025			
Equality Lead sign off name:	Tom Rutland			
Equality Lead sign off date:	19/02/2025			
To be reviewed by: (officer name)	November 2025			
Review date:	30/11/2025			