

# Equality Impact Assessment

Name of project, policy, function, service or proposal being assessed:	Community Governance Review - St Albans Parish				
The main objective of (please insert the name of accessed document stated above):	Consider contents of petition in relation to governance of St Albans Parish and make decision on future governance arrangements				
<p>What impact will this (please insert the name) have on the following groups? Please note that you should consider both external and internal impact:</p> <ul style="list-style-type: none"> <li>• External (e.g. stakeholders, residents, local businesses etc.)</li> <li>• Internal (staff)</li> </ul>					
Please use only 'Yes' where applicable		<b>Negative</b>	<b>Positive</b>	<b>Neutral</b>	<b>Comments</b>
<b><u>Gender</u></b>	External			x	See comments below
	Internal			x	
<b><u>Gender Reassignment</u></b>	External			x	
	Internal			x	
<b><u>Age</u></b>	External			x	
	Internal			x	

<b><u>Marriage and civil partnership</u></b>	External			x	
	Internal			x	
<b><u>Disability</u></b>	External			x	
	Internal			x	
<b><u>Race &amp; Ethnicity</u></b>	External			x	
	Internal			x	
<b><u>Sexual Orientation</u></b>	External			x	
	Internal			x	
<b><u>Religion or Belief (or no Belief)</u></b>	External			x	
	Internal			x	
<b><u>Pregnancy &amp; Maternity</u></b>	External			x	
	Internal			x	
<b>Other Groups</b> (e.g. any other vulnerable groups, rural isolation, deprived areas, low income staff etc.)	External			x	
	Internal			x	
Please state the group/s:					

Is there is any evidence of a high disproportionate adverse or positive impact on any groups?	<del>Yes</del>	No	<p>Comment</p> <p>Data on the breakdown of specific protected characteristics within the proposed parishes is limited. Census and Ward data is more widely spread and reflective of a larger area no significant impacts noted. There was nothing specifically raised through consultation that referenced specific impacts.</p> <p>At this stage the financial impact of new precepts is unknown.</p>
Is there an opportunity to mitigate or alleviate any such impacts?	Yes	<del>No</del>	<p>Comment</p> <p>It will be for the new parishes to consider impacts on future operations and how impacts on protected characteristic groups can be minimised within the new parishes.</p>
Are there any gaps in information available (e.g. evidence) so that a complete assessment of different impacts is not possible?	Yes	<del>No</del>	<p>Comment</p> <p>There is limited data available on the specific make up of residents within the two new proposed parishes within protected characteristic groups. Once established, the two parishes will need to ensure they are considering the impacts of any decision/actions on their respective electorate having regard to any protected characteristics.</p>
In response to the information provided above please provide a set of proposed action including any consultation that is going to be carried out:			
Planned Actions	Timeframe	Success Measure	Responsible Officer

**Authorisation and Review**

<b>Completing Officer</b>	<b>Democratic Services Manager</b>
<b>Authorising Head of Service/Director</b>	
<b>Date</b>	<b>27/5/25</b>
<b>Review date ( if applicable)</b>	