

Name of project, policy, function, service or proposal being assessed:	Gedling Borough Council – Council Plan 2026 - 2028									
The main objective of the Council Plan 2026 – 2028	To set clear priorities for the Council to deliver during its remaining term from April 2026 – March 2028.									
What impact will this proposal have on the following groups? Please note that you should consider both external and internal impact:										
<ul style="list-style-type: none"> External (e.g. stakeholders, residents, local businesses etc.) Internal (staff) 										
The unmitigated potential impacts are set out, along with comments that include mitigation where required.										
Please use only 'Yes' where applicable		Negative	Positive	Neutral	Comments					
<u>Gender</u>	External			Yes	There will be no differential impacts on gender as a result of the Plan. Any significant service changes as a result of planned activity will be subject to a separate Equality Impact Assessment prior to decisions being made.					
	Internal			Yes	There will be no differential impacts on gender as a result of the Plan. Any significant service changes as a result of planned activity will be subject to a separate Equality Impact Assessment prior to decisions being made.					
<u>Gender Reassignment</u>	External			Yes	There will be no differential impacts on gender reassignment as a result of the Plan. Any significant service changes as a result of planned					

					activity will be subject to a separate Equality Impact Assessment prior to decisions being made.
	Internal			Yes	There will be no differential impacts on gender reassignment as a result of the Plan. Any significant service changes as a result of planned activity will be subject to a separate Equality Impact Assessment prior to decisions being made.
<u>Age</u>	External		Yes		The plan includes activities that have a positive impact on older and younger people, including health and wellbeing provision, the management of air quality and considerations around spatial accessibility of the Borough's assets. There are no priorities that have an adverse impact based on age. Any significant changes as a result of planned activity will be subject to a separate Equality Impact Assessment.
	Internal			Yes	There will be no differential impact on our internal staff as a result of the Council Plan. Any significant changes that affect staff as a result of the Plan will be subject to a separate Equality Impact Assessment.

<u>Marriage and civil partnership</u>	External			Yes	There will be no differential impacts as a result of the Plan. Any significant changes as a result of planned activity will be subject to a separate Equality Impact Assessment.
	Internal			Yes	There will be no differential impacts as a result of the Plan. Any significant changes as a result of planned activity will be subject to a separate Equality Impact Assessment.
<u>Disability</u>	External		Yes		The Plan includes some priority activity that will benefit people with a disability, including considerations of accessibility in creating responsive and reliable services and in relation to the Local Plan. There are expected to be no averse, and likely positive impacts as a result of the Plan that can only be determined through later, detailed design. Any significant changes as a result of planned activity will be subject to a separate Equality Impact Assessment.
	Internal			Yes	There will be no differential impacts as a result of the Plan. Any significant changes to services that affect staff as a result of planned activity will be subject to a separate Equality Impact Assessment.
<u>Race & Ethnicity</u>	External			Yes	There will be no differential impacts to residents of different races and ethnicities as a result of the Plan. Any significant changes as a result of planned activity will be subject to a separate Equality Impact Assessment.
	Internal			Yes	There will be no differential impacts to staff of different races and ethnicities as a result of the Plan. Any significant changes as a result of planned activity will be subject to a separate Equality Impact Assessment.
<u>Sexual Orientation</u>	External			Yes	There will be no differential impacts to residents based on their sexual orientation as a result of the Plan. Any significant changes as a result of

					planned activity will be subject to a separate Equality Impact Assessment.
	Internal	Yes			There will be no differential impacts to staff based on their sexual orientation as a result of the Plan. Any significant changes as a result of planned activity will be subject to a separate Equality Impact Assessment.
<u>Religion or Belief (or no Belief)</u>	External			Yes	There will be no differential impacts to residents based on their religion as a result of the Plan. Any significant changes as a result of planned activity will be subject to a separate Equality Impact Assessment.
	Internal			Yes	There will be no differential impacts to staff based on their religion as a result of the Plan. Any significant changes as a result of planned activity will be subject to a separate Equality Impact Assessment.
<u>Pregnancy & Maternity</u>	External			Yes	There will be no differential impacts as a result of the Plan. Any significant changes as a result of planned activity will be subject to a separate Equality Impact Assessment.
	Internal	Yes			There will be no differential impacts as a result of the Plan. Any significant changes as a result of planned activity will be subject to a separate Equality Impact Assessment.
Other Groups (e.g. any other vulnerable groups, rural isolation, deprived areas, low income staff etc.) Please state the group/s:	External				N/A
	Internal				N/A

Is there any evidence of a high disproportionate adverse or positive impact on any groups?		No	There are no disproportionate impacts.
Is there an opportunity to mitigate or alleviate any such impacts?		No	Not applicable.
Are there any gaps in information available (e.g. evidence) so that a complete assessment of different impacts is not possible?		No	Not applicable.
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
For each activity within the Plan that involves a significant change to services and has an impact on residents and / or staff, a separate Equality Impact Assessment will be conducted prior to decisions being made.	In line with planned activity.	Accurate completion of Equality Impact Assessments where required.	The Senior Leadership Team is accountable for ensuring Equality Impact Assessments are conducted for all activities where changes may result in differential or disproportionate impacts based on one or more protected characteristics.

Authorisation and Review

Completing Officer	Kate Lindley
Authorising Head of Service/Director	
Date	26th January 2026
Review date (if applicable)	N/A

