

Name of project, policy, function, service or proposal being assessed:	Corporate Code of Governance				
The main objective of (please insert the name of accessed document stated above):	To provide assurance on the Council's 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"> External (e.g. stakeholders, residents, local businesses etc.) Internal (staff) 					
Please use only 'Yes' where applicable		Negative	Positive	Neutral	Comments
Gender	External		x		Code provides appropriate policy arrangements in place to prevent discrimination on the grounds of gender, collates data on gender pay gap which is published. Has provided training to officers on EDI and has updated harassment policy in respect of sexual harassment. See further comments below
	Internal		x		

Gender Reassignment	External		x		
	Internal		x		
Age	External		x		
	Internal		x		

Equality Impact Assessment



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

Please state the group/s: <hr/> <hr/>					
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Is there is any evidence of a high disproportionate adverse or positive impact on any groups?	Yes	No	Comment <p>The Code of Governance sets out the actions the Council has and will take to ensure good governance. Equality Diversity and Inclusion training has been rolled out across the organisation and will continue into 2026/27 for officers and Members in order to improve awareness and understanding in respect of EDI. The Council has a staff and public facing EDI Policy, Strategic equality and Diversity group to monitor performance on EDI actions. The Council records EDI related complaints and monitors them separately.</p> <p>The Council is updating its Whistleblowing Policy to ensure any behaviour contrary to the equality Act 2010 can be safely called out.</p> <p>The actions in the Corporate Code are to ensure compliance with the equality Act 2010 and the public sector equality duty.</p> <p>There is an employee inclusion group which seeks to support an inclusive environment for staff and reports any areas for improvement or concern to the strategic group and SLT.</p>
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Is there an opportunity to mitigate or alleviate any such impacts?	Yes	No	Comment N/A
Are there any gaps in information available (e.g. evidence) so that a complete assessment of different impacts is not possible?	Yes	No	Comment N/A
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
Review of the Code of Governance in early 2026/27		Reduction in equality related complaints and better awareness and understanding of officers through training	Monitoring officer

Authorisation and Review

Completing Officer	Fran Whyley
Authorising Head of Service/Director	Deputy Chief Executive
Date	4 February 2026
Review date (if applicable)	4 February 2027

