

**Equality Impact Assessment (EqIA) form: Initial impact assessment**

If an officer is undertaking a project, policy change or service change, then an initial impact assessment must be completed and attached alongside the Project initiation document.

**EqIA Titular information:**

Date:	20 <sup>th</sup> June 2021
Service:	Commercial Property
Project, policy or service EQIA relates to:	Creation of a Solar Farm
Completed by:	Craig Hoggeth
Has the EQIA been discussed at services team meeting:	Not yet.
Signed off by:	
Sign off date:	

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**1. Policy, Project or service information:**

This section should be used to identify the main purpose of the project, policy or service change, the method of delivery, including who key stakeholders are, main beneficiaries and any associated aims.

<b>What is the purpose of the project, policy change or service change , its expected outcomes and how does it relate to your services corporate plan:</b>
Purpose: <ul style="list-style-type: none"><li>• To develop a solar farm on Council owned farm land in Barkham.</li><li>• Expected outcomes:</li><li>• Increased revenue stream.</li></ul>

- Offsetting of Council's Carbon Emissions from its operational estate.

Services corporate plan:

- This aligns with the Council's Climate Emergency and Commerciality agendas.

**Outline how you are delivering your project, policy change or service change. What governance arrangements are in place, which internal stakeholders (Service managers, Assistant Directors, Members ect) have/will be consulted and informed about the project or changes:**

How is the project delivered:

- Creation of solar farm on council owned farm land in Barkham.

Governance:

- Commercial Property will be responsible for the development and management of the solar farm.

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**Outline who are the main beneficiaries of the Project, policy change or service change?**

- WBC residents.

**Outline any associated aims attached to the project, policy change or service change:**

- N/A

## 2. Protected characteristics:

There are 9 protected characteristics as defined by the legislation:

- Race
- Gender
- Disability
- Gender re-assignment
- Age
- Religious belief
- Sexual orientation
- Pregnancy/Maternity
- Marriage and civil partnership:

*To find out more about the protected groups, please consult the EQIA guidance.*

## 3. Initial Impact review:

In the table below, please indicate whether your project, Policy change or service change will have a positive or negative impact on one of the protected characteristics. To assess the level of impact, please assign each group a Positive, No, Low or High impact score:

*For information on how to define No, low or high impact, please consult the EQIA guidance document.*

If your project is to have a positive impact on one of the protected groups, please outline this in the table below.

*For details on what constitutes a positive impact, please consult the EQIA guidance.*

Protected characteristics	Impact score	Please detail what impact will be felt by the protected group:
Race:	No Impact	<ul style="list-style-type: none"> <li>• It is not considered any protected group will be impacted by this proposal.</li> </ul>
Gender:	No Impact	<ul style="list-style-type: none"> <li>• It is not considered any protected group will be impacted by this proposal.</li> </ul>

Disabilities:	No Impact	<ul style="list-style-type: none"> <li>It is not considered any protected group will be impacted by this proposal.</li> </ul>
Age:	No impact	<ul style="list-style-type: none"> <li>It is not considered any protected group will be impacted by this proposal.</li> </ul>
Sexual orientation:	No Impact	<ul style="list-style-type: none"> <li>It is not considered any protected group will be impacted by this proposal.</li> </ul>
Religion/belief:	No Impact	<ul style="list-style-type: none"> <li>It is not considered any protected group will be impacted by this proposal.</li> </ul>
Gender re-assignment:	No Impact	<ul style="list-style-type: none"> <li>It is not considered any protected group will be impacted by this proposal.</li> </ul>
Pregnancy and Maternity:	No impact	<ul style="list-style-type: none"> <li>It is not considered any protected group will be impacted by this proposal.</li> </ul>
Marriage and civil partnership:	No impact	<ul style="list-style-type: none"> <li>It is not considered any protected group will be impacted by this proposal.</li> </ul>

Based on your findings from your initial impact assessment, you must complete a full impact assessment for any groups you have identified as having a low of high negative impact. If No impact, or a positive impact has been identified, you do not need to complete a full assessment. However, you must report on this initial assessment and it must receive formal approval from the Assistant Director responsible for the project, policy or service change.

Initial impact assessment approved by....

Date:....