

Initial equality impact assessment screening form			
This form records an equality screening process to determine the relevance of equality to a proposal, and a decision whether or not a full EIA would be appropriate or proportionate.			
Directorate	Central Services		
Service area	Strategic Resources		
Proposal being screened	Approval of the Implementation Plan		
Officer(s) carrying out screening	Barry Khan		
What are you proposing to do?	Approve the Implementation Plan to create a unitary council for North Yorkshire.		
Why are you proposing this? What are the desired outcomes?	Following Government's decision to create North Yorkshire Council, officers and Members need to work together to create a smooth transition for the operation of North Yorkshire Council from 1 st April 2023.		
Does the proposal involve a significant commitment or removal of resources? Please give details.	Yes as identified in the report.		
Impact on people with any of the following protected characteristics as defined by the Equality Act 2010, or NYCC's additional agreed characteristics			
As part of this assessment, please consider the following questions:			
<ul style="list-style-type: none"> To what extent is this service used by particular groups of people with protected characteristics? Does the proposal relate to functions that previous consultation has identified as important? Do different groups have different needs or experiences in the area the proposal relates to? 			
If for any characteristic it is considered that there is likely to be an adverse impact or you have ticked 'Don't know/no info available', then a full EIA should be carried out where this is proportionate. You are advised to speak to your Equality rep for advice if you are in any doubt.			
Protected characteristic	Potential for adverse impact		Don't know/No info available
	Yes	No	
Age		✓	
Disability		✓	
Sex		✓	
Race		✓	
Sexual orientation		✓	
Gender reassignment		✓	
Religion or belief		✓	
Pregnancy or maternity		✓	
Marriage or civil partnership		✓	
NYCC additional characteristics			
People in rural areas		✓	
People on a low income		✓	
Carer (unpaid family or friend)		✓	
Does the proposal relate to an area where there are known inequalities/probable	The proposal covers all areas of North Yorkshire and seeks to create a new unitary council for the		

<p>impacts (e.g. disabled people's access to public transport)? Please give details.</p>	<p>area. The current policies and processes for eight Councils will need to be reviewed and realigned over time to ensure the successful operation of the new Council.</p>			
<p>Will the proposal have a significant effect on how other organisations operate? (e.g. partners, funding criteria, etc.). Do any of these organisations support people with protected characteristics? Please explain why you have reached this conclusion.</p>	<p>The decision has already been made to create one single unitary council from the existing seven District Councils and the County Council. The decision in this report is detailing the Implementation Plan on how to achieve the successful transition.</p>			
<p>Decision (Please tick one option)</p>	<p>EIA not relevant or proportionate:</p>	<p>✓</p>	<p>Continue to full EIA:</p>	
<p>Reason for decision</p>	<p>The decision to create one single unitary council has already been made and the Implementation Plan provides the overarching view of how to achieve a smooth transition. Each of the individual workstreams within the Plan will have its own Equality Impact Assessment.</p>			
<p>Signed (Assistant Director or equivalent)</p>	<p><i>Barry Khan</i></p>			
<p>Date</p>	<p>13 May 2022</p>			