

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	Legal and Democratic Services		
Proposal being screened	To consider the draft new Constitution for the new unitary authority.		
Officer(s) carrying out screening	Barry Khan, Assistant Chief Executive (Legal and Democratic Services), North Yorkshire County Council and LGR Corporate Governance Workstream sponsor		
What are you proposing to do?	Approve the constitution for North Yorkshire Council		
Why are you proposing this? What are the desired outcomes?	To enable safe and legal decision making for the New Council it is necessary to approve a revised Constitution.		
Does the proposal involve a significant commitment or removal of resources? Please give details.	Not directly. The decision to create a single unitary Council for North Yorkshire has previously been made and this decision is to ensure there is the appropriate governance documentation and structure for the new authority to operate.		
<p>Impact on people with any of the following protected characteristics as defined by the Equality Act 2010, or NYCC's additional agreed characteristics</p> <p>As part of this assessment, please consider the following questions:</p> <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? <p>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.</p>			
Protected characteristic	Potential for adverse impact		Don't know/No info available
	Yes	No	
Age		No	
Disability		No	
Sex		No	
Race		No	
Sexual orientation		No	
Gender reassignment		No	
Religion or belief		No	
Pregnancy or maternity		No	
Marriage or civil partnership		No	
NYCC additional characteristics			
People in rural areas		No	
People on a low income		No	
Carer (unpaid family or friend)		No	

Does the proposal relate to an area where there are known inequalities/probable impacts (e.g. disabled people's access to public transport)? Please give details.	The decision relates to the whole area and applies equally.			
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.	The previous decision in creating a single unitary authority has an impact on the way other organisations operate and deal with the Council. This decision is to create the constitution for the new authority.			
Decision (Please tick one option)	EIA not relevant or proportionate:	✓	Continue to full EIA:	
Reason for decision	The approval of a new constitution will not have an adverse impact on any protected characteristic and therefore a full EIA would be disproportionate in this case. EIAs will continue to be needed for appropriate decisions for the new Council.			
Signed (Assistant Director or equivalent)	<i>Barry Khan</i>			
Date	9 th January 2023			