

<b>Appendix B - Initial equality impact assessment screening form</b>			
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.			
<b>Directorate</b>	Central Services – Legal & Democratic		
<b>Service area</b>	Electoral Services		
<b>Proposal being screened</b>	Decision on whether to, and on what basis to recharge parish councils for scheduled and uncontested elections across North Yorkshire		
<b>Officer(s) carrying out screening</b>	Barry Khan, Assistant Chief Executive (Legal and Democratic Services)		
<b>What are you proposing to do?</b>	Recharge all parish councils for <b>all</b> elections (rather than just by-elections), scheduled or unscheduled, from 01 April 2026, including uncontested, for fees incurred. Communicate the recharge basis with parishes across North Yorkshire in Autumn 2025 before any parish budget setting activity.		
<b>Why are you proposing this? What are the desired outcomes?</b>	To ensure that electors in parishes are fairly treated in respect of costs incurred locally for parish elections in relevant areas rather than all electors bearing the costs for specific parish elections.  Contribution to the Councils financial stability.		
<b>Does the proposal involve a significant commitment or removal of resources?</b> Please give details.	No. Impact will be on parish council budgets, rather than NYC budgets, and will vary from parish to parish.		
<b>Impact on people with any of the following protected characteristics as defined by the Equality Act 2010, or NYC's additional agreed characteristics</b>			
As part of this assessment, please consider the following questions:			
<ul style="list-style-type: none"> <li>To what extent is this service used by particular groups of people with protected characteristics?</li> <li>Does the proposal relate to functions that previous consultation has identified as important?</li> <li>Do different groups have different needs or experiences in the area the proposal relates to?</li> </ul>			
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 <a href="#">Equality rep</a> 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		✓	
People in rural areas		✓	
People on a low income		✓	
Carer (unpaid family or friend)		✓	

<p><b>Does the proposal relate to an area where there are known inequalities/probable impacts</b> (e.g. disabled people's access to public transport)? Please give details.</p>	<p>No – all areas affected</p>			
<p><b>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?</b> Please explain why you have reached this conclusion.</p>	<p><b>No.</b> The impact will be on parish budgets, which will impact parish precept setting.</p>			
<p><b>Decision (Please tick one option)</b></p>	<p>EIA not relevant or proportionate:</p>	<p>✓</p>	<p>Continue to full EIA:</p>	<p>✗</p>
<p><b>Reason for decision</b></p>	<p>This proposal is not likely to have any adverse impact in relation to equalities on organisations or individuals.</p>			
<p><b>Signed (Assistant Director or equivalent)</b></p>	<p>Jennifer Norton</p>			
<p><b>Date</b></p>	<p>02/09/2025</p>			