

Appendix 1

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 proposed decision to dissolve THE MERCURY HOUSING CO LTD.		
Officer(s) carrying out screening	Jennifer Norton, Assistant Director for Legal Operations		
What are you proposing to do?	To dissolve THE MERCURY HOUSING CO LTD.		
Why are you proposing this? What are the desired outcomes?	The company is not used. Dissolving it would remove the administrative duties of keeping it active.		
Does the proposal involve a significant commitment or removal of resources? Please give details.	No significant implications.		
<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	
NYC 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.		

<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>No significant implications.</p>		
<p>Decision (Please tick one option)</p>	<p>EIA not relevant or proportionate:</p>	<p><input checked="" type="checkbox"/></p>	<p>Continue to full EIA:</p>
<p>Reason for decision</p>	<p>A decision to dissolve THE MERCURY HOUSING CO LTD would not have an adverse impact on any protected characteristic and therefore a full EIA would be disproportionate in this case.</p>		
<p>Signed (Assistant Director or equivalent)</p>	<p><i>Jennifer Norton</i></p>		
<p>Date</p>	<p>2 December 2025</p>		