

<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>	Environment
<b>Service area</b>	Highways and Infrastructure – Highway Operations & environment and Transport – Waste Operations & Street Scene
<b>Proposal being screened</b>	North Yorkshire Council (NYC) / NY Highways (NYH) – Highway Officer Integration and Transfer of >7.5t Mechanical Sweeping responsibility to NY Highways
<b>Officer(s) carrying out screening</b>	Nigel Smith –Head of Highway Operations NYC Harry Briggs – Head of Waste Operations and Street Scene NYC
<b>What are you proposing to do?</b>	To transfer Highway Officers, Assistant Highway Officers and some Maintenance Managers from North Yorkshire Council's (NYC's) Highway Operations Area teams to NY Highways (NYH).  To move the operational responsibility for road cleansing using our larger mechanical sweeper fleet from NYC to NYH.
<b>Why are you proposing this? What are the desired outcomes?</b>	To authorise the transfer and vehicle disposal arrangements necessary to allow NYH to undertake this responsibility across North Yorkshire from 1 July 2026 re street sweepers and Highway Officer / Asst. Highway Officer and some Maintenance Managers
<b>Does the proposal involve a significant commitment or removal of resources? Please give details.</b>	No, however it does comprise a transfer of people and resources from North Yorkshire Council to NY Highways
<p><b>Impact on people with any of the following protected characteristics as defined by the Equality Act 2010, or NYCC's additional agreed characteristics.</b></p> <p>As part of this assessment, please consider the following questions:</p> <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> <p><b>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.</b></p> <p>There will be no detrimental impact on service delivery which would impact any people with protected characteristics.</p>	

In terms of staff transferring the staff group includes men and women of varying ages, but all transferring terms and conditions will be protected under TUPE legislation and so there will be no additional detrimental impact on any protected characteristic at the point of transfer.			
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		✓	
<b>NYCC additional characteristics</b>			
People in rural areas		✓	
People on a low income		✓	
Carer (unpaid family or friend)		✓	
<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.	There are no proposals to reduce service provision that would impact on people with protected characteristics.		
<b>Will the proposal have a significant effect on how other organisations operate?</b> (e.g. partners, funding criteria, etc.). Do any of these organisations support people with protected characteristics? Please explain why you have reached this conclusion.	No		
<b>Decision (Please tick one option)</b>	EIA not relevant or proportionate:	<input type="checkbox"/> Yes	Continue to full EIA: <b>No</b>
Reason for decision	There are no adverse impacts on any of the protected characteristics.		
<b>Signed (Assistant Director or equivalent)</b>	Barrie Mason		
<b>Date</b>	2 April 2026		