

Equality impact assessment (EIA) form: evidencing paying due regard to protected characteristics

(Form updated October 2025)

Scarborough Pride in Place funding programme

An Equality Impact Assessment (EIA) form is a document that proves paying due regard by considering protected characteristics. EIAs that accompany reports presented to Councillors for decision-making are published with the committee papers on our website and are also available in hard copy at the relevant meetings.

Section 1: Initial Equality Impact Assessment Screening

This section documents the equality screening process of actual or potential impacts of the proposed activity on a specific protected characteristic, along with NYC's additional agreed-upon characteristics, to determine whether a full Equality Impact Assessment (EIA) is necessary or appropriate.

Basic Details

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|--|---|
| Directorate | Community Development |
| Service area | Regeneration Services |
| Proposal being screened | Scarborough Pride in Place – funding allocations |
| Officer(s) carrying out screening | Kerry Levitt |
| Lead Officer and contact details | Kerry Levitt Kerry.levitt@northyorks.gov.uk |
| Date of the assessment | 17/04/2026 |
| Please describe briefly what this EIA is about. (e.g. are you starting a new service, changing how you do something, or stopping doing something?) | <p>The proposal seeks approval to allocate Pride in Place funding to a programme of projects selected by the Scarborough Neighbourhood Board for delivery within the first four years of the Pride in Place programme.</p> <p>These projects form part of the delivery of a ten-year Regeneration Plan for Scarborough, developed following extensive community engagement and appraisal, with North Yorkshire Council acting as the accountable body.</p> |
| What does the authority hope to achieve by it? (E.g. to save money, meet increased demand, do things in a better way.) | <p>The proposal aims to support long-term regeneration in Scarborough through investment in projects that respond to locally identified priorities and contribute to inclusive economic, social and environmental outcomes. The desired outcomes include improved access to services and infrastructure, stronger community wellbeing, enhanced town centre vitality, and opportunities that support greater inclusion for residents and visitors.</p> <p>The programme aligns with Government objectives for thriving places, stronger communities and increased local</p> |

empowerment, while directly addressing areas of higher deprivation within Scarborough.

Further Details

1.1 How have stakeholders been involved in this policy/ decision/ proposal? (e.g. a consultation exercise)

Open public engagement, and direct stakeholder involvement throughout the length of the Pride in Place programme has provided evidence as to which issues need addressing within Scarborough and which projects the community support. This proposal is aligned to that feedback.

1.2 Will the proposal have a significant effect on how other organisations operate? (e.g. partners, funding criteria, etc.). Please explain briefly

The proposal will not have a significant effect on how other organisations operate. A number of external organisations will receive grant funding to deliver agreed projects which are expected to provide positive benefits for people with protected characteristics. This includes accessibility improvements at the Stephen Joseph Theatre; the Community Grant Fund, which has the potential to support a range of initiatives benefiting disadvantaged or disabled residents; and targeted interventions such as the Men's Wellbeing Hub and the Turning Tides youth support programme, which focus on male carers and young people respectively.

1.3 Impact on people with any of the following protected characteristics as defined by the Equality Act 2010, or NYC's additional agreed characteristics

As part of this assessment, please consider the following questions:

- 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 directorate representative for advice if you are in any doubt.

Tick and indicate which protected characteristics are identified as relevant to the proposal (positive, negative, neutral or don't know).

| Protected characteristic | Impact | | | | Comments |
|--------------------------|----------|----------|---------|------------|--|
| | Positive | Negative | Neutral | Don't know | |
| Age | | | ✓ | | |
| Disability | ✓ | | | | The SJT project will see accessibility improvements installed within the theatre including a lift which will provide better access for those with physical limitations and disabilities. |
| Sex | | | ✓ | | |
| Race (including GRTS) | | | ✓ | | |
| Gender reassignment | | | ✓ | | |
| Sexual orientation | | | ✓ | | |
| Religion or belief | | | ✓ | | |
| Pregnancy or maternity | | | ✓ | | |

| | | | | | |
|---|-------------------------------------|-------------------------------------|---|-------------------------------------|---|
| Marriage or civil partnership | | | ✓ | | |
| NYC's additional characteristics | | | | | |
| People in rural areas | | | ✓ | | |
| People on a low income | ✓ | | | | |
| Carer (unpaid family or friend) | ✓ | | | | The Men's wellbeing hub will provide support and advice for male carers of children with additional needs and disabilities. |
| Are from the Armed Forces Community (including veterans) | | | ✓ | | |
| 1.4 To which Part(s) of the Public Sector Equality Duties is the Policy/decision/proposal relevant? Tick and briefly describe. | | | | | |
| General Duties | Yes | No | Details | | |
| Eliminate unlawful discrimination, harassment and victimisation | <input type="checkbox"/> | <input checked="" type="checkbox"/> | | | |
| Advance equality of opportunity | <input checked="" type="checkbox"/> | <input type="checkbox"/> | The Pride in Place funding programme supports long-term regeneration in Scarborough through investment in projects that respond to locally identified priorities and contribute to inclusive economic, social and environmental outcomes advancing the equality of opportunity across the town. | | |
| Foster good relations between different groups | <input type="checkbox"/> | <input type="checkbox"/> | | | |
| 1.5 Decision (Please tick one option) | | | | | |
| Decision to recommend this policy/ decision for an Equality Impact Assessment? | Yes | <input type="checkbox"/> | No | <input checked="" type="checkbox"/> | |
| <p>If the answer is "Yes", or you indicate a negative impact on any of the characteristics mentioned in the table above, please continue to Section 2 and complete the full Equality Impact Assessment. If the answer is "No", please give a brief reason here.</p> | | | | | |
| Signed (Assistant Director or equivalent) | | | | | |
| Date | | | | | |

Section 2: Equality Impact Assessment

This section aims to provide a full assessment of the actual or potential impacts on specific protected characteristics, along with NYC's additional characteristics. It will also identify the proper actions to mitigate these impacts, if needed.

2.1 Evidence, Consultation and Data: What data or evidence source(s) has/ have been used to inform this assessment? Select the relevant source (s):

- Demographic data
- Service usage data
- Consultation feedback
- National/local research and report
- Expert opinion
- Others

2.2 Stakeholder Engagement: What engagement has been done regarding the proposal and what are the results?

- Who has been consulted?
- How were they consulted?
- What feedback was received?

2.3 What positive impact will this proposal have on the council budget, people, community, economic growth and environment, etc? Please explain briefly

2.4 Please briefly describe how will this proposal affect people with protected characteristics? Only those who are identified as relevant to the proposal in section 1.

| protected characteristics | Negative | Don't know | Why will it have this effect? Provide evidence from engagement, consultation and/or service user data or demographic information, etc. |
|---|----------|------------|--|
| Age | | | |
| Disability | | | |
| Sex | | | |
| Race (including GRTS) | | | |
| Gender reassignment | | | |
| Sexual orientation | | | |
| Religion or belief | | | |
| Pregnancy or maternity | | | |
| Marriage or civil partnership | | | |
| NYC's additional characteristics | | | |
| People in rural areas | | | |
| People on a low income | | | |

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|--|--|--|--|
| Carer (unpaid family or friend) | | | |
| Are from the Armed Forces Community (including veterans) | | | |

2.5 Geographic impact: Please detail where the impact will be (please tick all that apply)

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|----------------------|--|
| North Yorkshire wide | |
| Craven | |
| Hambleton | |
| Harrogate | |
| Richmondshire | |
| Ryedale | |
| Scarborough | |
| Selby | |

If you have ticked one or more areas, will specific town(s)/ village(s) be particularly impacted? If so, please specify below.

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2.6 Will the proposal affect anyone more because of a combination of protected characteristics? (e.g. older women or young gay men) State what you think the effect may be and why, citing evidence from Q2.1 & Q2.2, e.g. engagement, consultation and/or service user data or demographic information, etc.

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2.7 Mitigation and Actions: List the actions that will be taken to reduce or eliminate any negative impact identified above and how positive impacts will be enhanced. Briefly describe the action you defined.

| Actions | Lead | By when |
|---------|------|---------|
| | | |
| | | |
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2.8 Monitoring and Review: If the proposal is to be implemented, how will the impact be monitored? Briefly describe the monitoring arrangements/systems that will be put in place to find out how the expected outcomes have been achieved in practice.

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2.9 Conclusion: Please summarise the findings of your EIA, including impacts, recommendations in relation to addressing impacts, including any legal advice, and next steps. This summary should be used as part of the report to the decision maker.

2.10 Sign off section

This full EIA was completed by:

Name:

Job title:

Directorate:

Signature:

Completion date:

Authorised by relevant Assistant Director (signature): Kathryn Daly

Date: 23 April 2026

Once this has been signed off, please send it to webteam@northyorks.gov.uk for publication on the appropriate webpage.

Publication:

To help people find completed EIAs, we publish them in the Equality and Diversity section of the NY Council [website](#).

Contact details

If you need further support and guidance about carrying out EIA, please contact your directorate equality representative as listed in Stage 4 on our Intranet: [Paying due regard to equality using equality impact assessments](#)

Or contact North Yorkshire Council's equality team on email Equality@northyorks.gov.uk