



Equality Impact Assessment

Form v.2

September 2024

Version Control

Version	Responsible Officer	Review Date	Changes
V.1	Katy Allen	29/01/24	New
V.2	Katy Allen	9/9/24	Changes from initial training session

This tool helps West Lindsey District Council ensure that we fulfil legal obligations of the Public Sector Equality Duty to have due regard to the need to:

- a) Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by the Act.
- b) Advance equality of opportunity between people who share a relevant protected characteristic and those who do not.
- c) Foster good relations between people who share a protected characteristic and those who do not.

Guidance on completing this form can be found at [Equality and Diversity \(sharepoint.com\)](#) and for support please contact the Corporate Governance Officer on engagement@west-lindsey.gov.uk.

This form needs to be completed as part of a team as noted in the Equality Impact Assessment Guidance and once undertaken sent to engagement@west-lindsey.gov.uk.

Name and job title for the lead officer
Amy Potts, Programme Manager

Name and job titles for other members of the assessment team
Katy Allen – Corporate Governance Officer Lyn Marlow – Customer Services Manager

Date of assessment
28 th August 2028

Stage 1 – Scoping and Defining

1. Name of strategy, policy, plan, project or change to the service
Changing Places

2. What is the objective or purpose of the strategy, plan, project or change?
To deliver a Changing Places facility in West Lindsey. There is one facility in the district at Lincolnshire Showground, but none within the rest of the district which limits accessibility for those who need a facility.

3. Who will be affected by this strategy, policy, plan, project or change to the service?	
Residents	<input checked="" type="checkbox"/>
Visitors	<input checked="" type="checkbox"/>
Staff	<input checked="" type="checkbox"/>

Elected Members	<input checked="" type="checkbox"/>
<p>Please state any specific group or groups that may be affected:</p> <p>All groups, as disabilities can apply to any and the disability groups who would benefit from the use of a facility is vast.</p>	

4. What type of change is this?	
New	<input checked="" type="checkbox"/>
Major change	<input type="checkbox"/>
Minor change	<input type="checkbox"/>
Stopping service	<input type="checkbox"/>

Stage 2 - Information Gathering

5. What research methods/evidence have you used in order to identify equality impacts of your strategy, policy, plan, project or change to your service?
<ul style="list-style-type: none"> - Used information from the Changing Places Consortium - Working closely with local campaign group, Changing Places Gainsborough - Attended presentations and information sessions from disability groups and campaign groups - Social media feedback and commentary around lack of provision

6. What consultation has been used as part of the information gathering?
<ul style="list-style-type: none"> - Worked with the Changing Places Gainsborough group to liaise with their users and members to understand level of need, preference, etc - Engaged with key members following committee actions

7. Has there been any demographic changes or trends locally and if so what?

Stage 3 – Engagement and Consultation

8. Consultation	
a. Do you need to undertake any new consultation?	
Yes	<input type="checkbox"/>
No	<input checked="" type="checkbox"/>
b. If yes, what consultation is needed?	
Continuing work with Changing Places local groups but new consultation not required	

Stage 4 – Potential Impacts

For each category below, explain if the strategy, policy, plan or service change could have a positive or negative impact or no impact. Where an impact is identified from the information gathering and consultation, please explain what it is. Consider how this impact would affect each user (residents/visitors/staff/elected members/any other group).

9. Age
Positive – all ages with disabilities that would benefit from a Changing Places facility wanting to visit Gainsborough would be positively impacted in having this facility available to them to use, there is space for parents of children to use equipment etc, and for adults caring for other adults, there is privacy elements included

10. Disability
Positive – improves accessibility to Gainsborough attractions by providing the Changing Places facility. The campaign group tell us that at the moment, for some of them Gainsborough feels like a location they are unable to visit.

11. Sex

No impact

12. Gender reassignment
No impact

13. Race
No impact

14. Religion or belief
No impact

15. Sexual orientation
No impact

16. Pregnancy and maternity
No impact

--

17. Marriage and civil partnership
No impact

18. Member of Armed Forces Community
No impact

19. Care Experience
No impact

20. Any other factors that may lead to inequality such as low-income groups or those experiencing poverty or groups which have more than one protected characteristic
No impact – free to use

Stage 5 – Recommendation and potential actions

21. What course of action is recommended	
No major change needed	<input checked="" type="checkbox"/>
Adjust the strategy, policy, plan or service	<input type="checkbox"/>
Adverse impact but continue	<input type="checkbox"/>
Stop progress	<input type="checkbox"/>

22. What actions are needed?
Continue engagement with changing places group, review need as project develops. Work with P&A on cleaning regime.

Stage 6 – Sign off

23. Date of EIA sign off

24. Name and title of Director for sign off

These completed forms are important documents and the Equality and Human Rights Commission may request to examine them in the event of any challenge, therefore once sign off has taken place these forms but be forward to the Corporate Governance Officer on engagement@west-lindsey.gov.uk. These are to be taken into account for any relevant committee report and will be reported in the annual Equality, Diversity and Inclusion Report.