

EQUALITY IMPACT ASSESSMENT

TITLE: Non-immediate Article 4 Direction(s) for small houses in multiple occupation in parts of Crewe

VERSION CONTROL

October 2019	Version 1	Author	Description of Changes
18 th October 2019	1.0	Charlotte Rous/ Claire Coombs	Draft
22 nd October 2019	1.01	Kathryn Bradley	Minor changes and approval for ongoing journey.
26 th February 2021	2.0	Claire Coombs	Update following receipt of representations
3 rd March 2021	2.0	Sarah Walker	EDI officer sign off

EQUALITY IMPACT ASSESSMENT

CHESHIRE EAST COUNCIL - EQUALITY IMPACT ASSESSMENT

Stage 1 Description

Department	Strategic Planning		Lead officer responsible for assessment		Jeremy Owens Development Planning Manager	
Service	Environment and Neighbourhood Services		Other members of the team undertaking assessment		Claire Coombs Principal Planning Officer	
Date	26th February 2021		Version 2.0			
Type of document (mark as appropriate)	Strategy	Plan	Function	Policy	Procedure	Service
Is this a new/ existing/ revision of an existing document (please mark as appropriate)	<u>New</u>		Existing		Revision	
Title and subject of the impact assessment (include a brief description of the aims, outcomes , operational issues as appropriate and how it fits in with the wider aims of the organisation) Please attach a copy of the strategy/ plan/ function/ policy/ procedure/ service	<p>Non-immediate Article 4 Direction(s) for small houses in multiple occupation (HMO's) in parts of Crewe.</p> <p><u>Background</u></p> <p>HMO's are defined as single dwellings occupied by a number of separate households/ unrelated individuals. Under the Town & Country Planning (Use Classes) Order 1987 (as amended) a small HMO (Class C4) accommodates between 3 and 6 unrelated individuals and a large HMO's (Sui Generis – outside of any use class) accommodates 7 or more unrelated individuals.</p> <p>The Town and Country Planning (General Permitted Development) Order 1995 (as amended) (GPDO) provides permitted development rights for the change of use of a dwelling (Class C3) to a small HMO (Class C4) without the need to apply to the council for planning permission. The change of use of a dwelling to a larger HMO (Sui Generis) requires the submission of a planning application.</p> <p>Article 4 of the GPDO enables local planning authorities to withdraw specified permitted development rights in a defined area. This provision exists so that, where justified, additional control can be exercised over development in the public interest. Article</p>					

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	<p>4 Directions (“A4D”) can be immediate or non-immediate. Non-immediate A4D normally come into effect one year after notice being given of them being made.</p> <p>Once an A4D comes into effect, a planning application is then required for the specific permitted development withdrawn. The withdrawal of permitted development rights does not infer that planning applications will automatically be refused if they are submitted. The submission of a planning application simply gives the local planning authority opportunity to consider a proposal against relevant planning policies, supplementary planning documents (where available) and any other material planning considerations. If approved, planning conditions can be also imposed to ensure that sufficient waste storage is provided for example.</p> <p>Whilst HMO’s are recognised as an important source of low cost, private sector housing for those on lower incomes, students and those seeking temporary accommodation, a concentration of HMOs in a particular area can change its character, increase demand on services and infrastructure and can lead to conflict with the existing community. A4D can therefore be used as a tool to monitor and manage the number of new HMO’s created within a defined area in order to support and retain balanced communities.</p> <p><u>Article 4 Directions in Crewe</u></p> <p>On the 3rd December 2019, Cheshire East Council (“the Council”) authorised the making of three non-immediate A4Ds for the Nantwich Road, Hungerford Road and West Street areas of Crewe.</p> <p>This decision was based on evidence of high concentrations of HMOs within the three areas together with a coincidence of other environmental, economic and social issues. The Directions were justified on the grounds of amenity and well-being of those areas.</p> <p>The Directions were made on the 6th October 2020. Subject to confirmation, they will come into force on the 1 November 2021.</p> <p>The making of the A4Ds will fits into wider aims of the Council to address amenity and well-being issues within the areas of the Directions and contribute to the Council’s strategic outcome of protecting and enhancing ‘quality of place’ in the Borough, ensuring that Cheshire East is a green and sustainable place.</p>
<p>Who are the main stakeholders and have they been engaged with?</p>	<p>Those living and working within the area of the proposed direction(s). Property owners, landlords and developers.</p>

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Consultation/ involvement carried out?	Yes
What consultation method(s) did you use?	<p>The previous EIA (v1.01) concluded that the introduction of an Article 4 Direction was unlikely to affect or unfairly disadvantage any particular group however it stated that this would be reviewed through the consultation process. Given the specific characteristics of the areas being considered for Article 4 Directions, the assessment stated that the consultation process should take into account the range of groups and individuals affected by it are aware of what is being proposed. Consultation methods could include notifying community groups with the area of the Direction and consideration should be given to the presentation of information to ensure that those who are categorised as having “protected characteristics” of age, race and disability are all able to access the information.</p> <p>A draft list of organisations and groups operating within Crewe that work alongside groups with protected characteristics was prepared. Regard was also had to the recent ‘Alley Gates’ consultation which covered similar geographical areas of Crewe and included the translation of consultation materials into alternative languages. Prior to finalising the consultation, giving notice of the directions and inviting representations to be made, the advice of the Equality, Diversity and Inclusion Officer and the Research and Consultation team was also sought.</p> <p><u>Statutory requirements</u></p> <p>The GPDO prescribes the consultation required for the making and notification of non-immediate A4D. In accordance with the GPDO, notice of the making of the directions was given by:</p> <ul style="list-style-type: none"> • local advertisement – public notices were placed in the Crewe Chronicle on the 21 October 2020 and on the 25th November 2020; • site notices erected in each direction area on the 19 October 2020. Each site notice (just under 200 erected across all direction areas) also included a short translation to Romanian, Polish, Slovakian and Portuguese (consistent with the languages referred to in the recent Alley Gates consultation). <p>The GPDO stipulates the information to be included on the notice – for example the location where the documents can be viewed (online/ Crewe Library/ by post on request), the timescale for inviting representations (19 October 2020 – 11 January 2021) and the date that the directions will come into effect (1 November 2021).</p>

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Other

In addition to the statutory requirements, 200 printed letters and 88 emails were sent on the 19th October to a number of local organisations in Crewe, including those who work alongside groups with protected characteristics, licenced landlords, letting/estate agents and national landlords associations. Emails were also sent to those ward members affected by the directions, the town council and MP.

The A4Ds were also referred to in the notification letters and emails sent in relation to other planning policy consultations that were taking place at a similar time. Notifications consisted of 282 printed letters and 2,651 emails sent on 23rd October 2020 to all active stakeholders on the council's local plan consultation database. These stakeholders include residents of Cheshire East, landowners and developers, as well as planning consultants, businesses and organisations, including statutory consultees. Letters and emails were also sent to all town and parish councils in Cheshire East, elected members and MPs.

A number of pages on the Cheshire East website provided information and links to the consultation. These pages included:

- The homepage (in the 'have your say' section): www.cheshireeast.gov.uk
- The Article 4 Directions page for Houses in Multiple Occupation in parts of Crewe: www.cheshireeast.gov.uk/A4D - this included a link to the online survey and translating the page to different languages
- The private sector housing/licencing webpage also included a link to the SPD consultation:

www.cheshireeast.gov.uk/housing/private_sector_housing/houses_in_multiple_occupation/houses_in_multiple_occupation.aspx

Two media releases were issued informing people of the consultation.

Representations were initially invited for a period of 6 weeks (the statutory minimum is 21 days) but this was later extended to the 11 January 2021. Copies of the Directions were placed on the council's website and in Crewe Library. Due to temporary restrictions due to the Covid-19 pandemic, Crewe Library was closed between the 5 November 2020 and 2 December 2020 and from 30 December 2020 onwards. Posted paper copies of the Directions were made available on request.

Representations could be submitted by email, letter or by completing the online survey (prepared in conjunction with the Research and Consultation team). Further details can be found in the consultation statement (available separately).

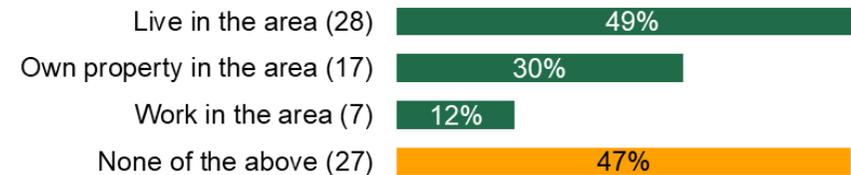
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Stage 2 Initial Screening

Who is affected and what evidence have you considered to arrive at this analysis? (This may or may not include the stakeholders listed above)

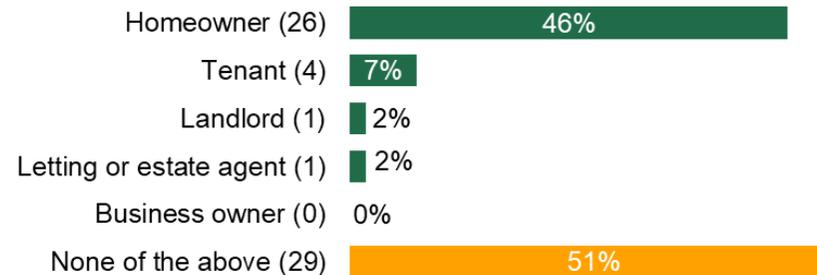
Ward councillors. Those living and working within the area of the proposed Direction(s). Landlords and property developers. Representations were received via the online survey from these groups:

Do you currently...



Number of responses in brackets

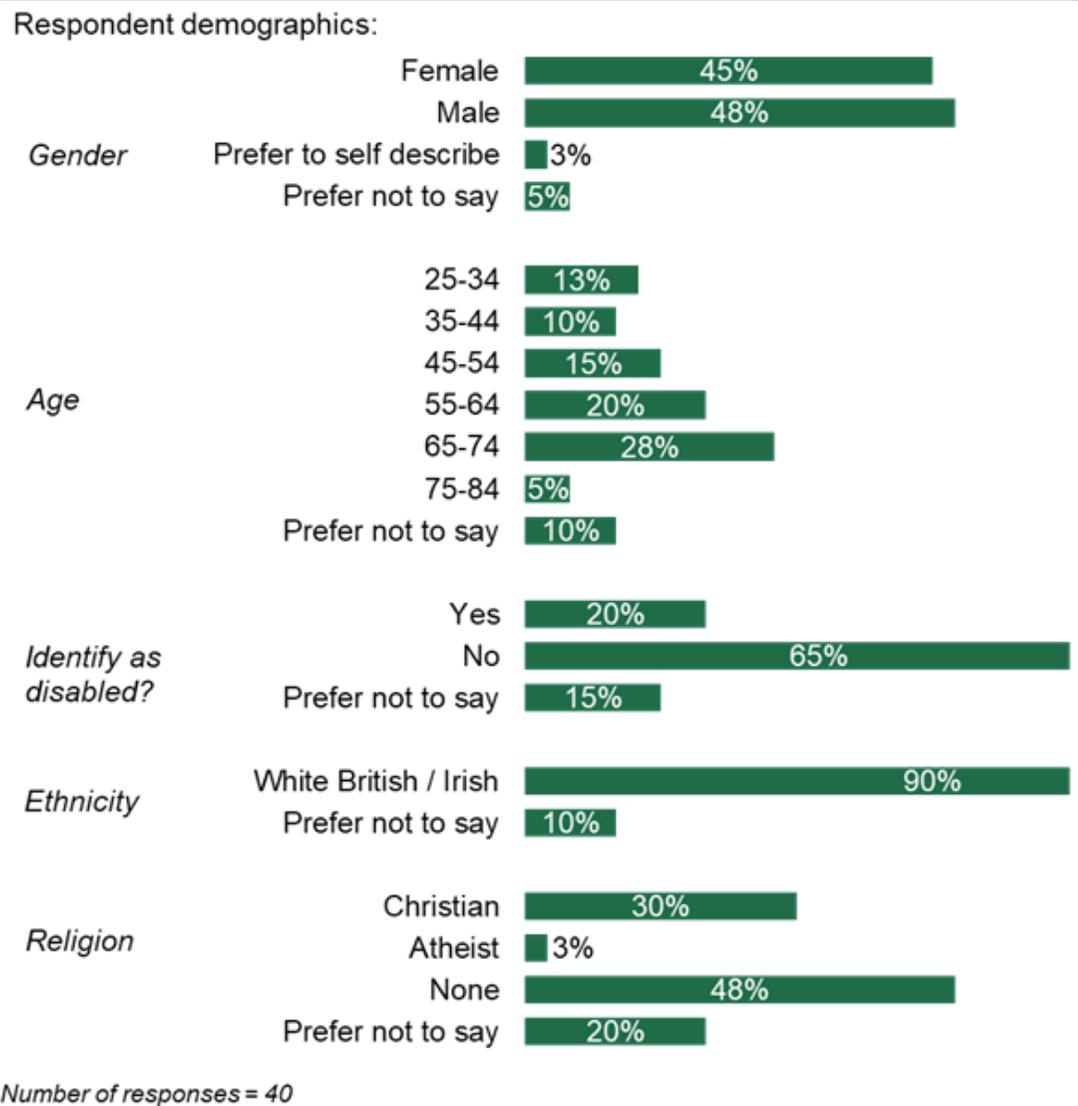
What interest(s) do you have in the area?



Number of responses in brackets

In addition, the following demographical information was captured through the online survey:

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Who is intended to benefit and how?

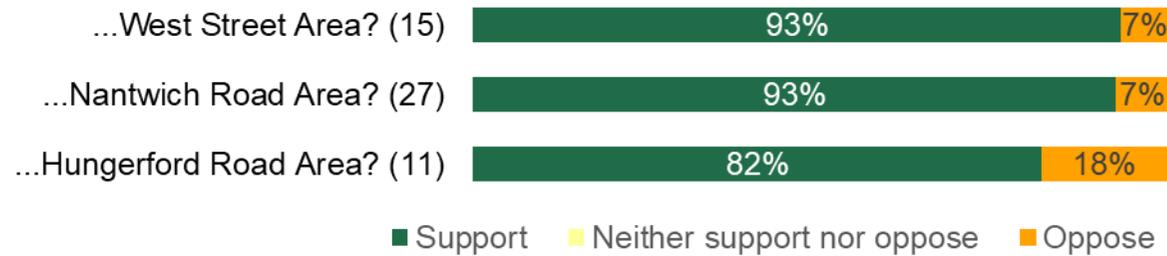
The representations received showed strong support for the introduction of the directions, including from Cheshire Police and Crewe Town Council. Full details can be found in the consultation statement (available separately).

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	<p>How strongly do you support or oppose the introduction of the Article 4 Direction in the...</p> <p>...West Street Area? (15) </p> <p>...Nantwich Road Area? (27) </p> <p>...Hungerford Road Area? (11) </p> <p>■ Support ■ Neither support nor oppose ■ Oppose</p> <p><i>Number of responses in brackets</i></p> <p>The A4D will benefit local communities. It will enable the local planning authority to give consideration to proposed new HMO's through the submission of a planning application. Regard will be had to any representations received and to evidence of concentrations within the area and any amenity and well-being issues. It also provides opportunity for the Council to impose conditions on any planning application approved such as waste storage requirements.</p>
<p>Could there be a different impact or outcome for some groups?</p>	<p>No, it is not anticipated that the introduction of an Article 4 Direction will affect or unfairly disadvantage any particular group. The making of an Article 4 Direction will simply mean that planning permission is required for the change of use. It does not infer that such applications will be refused. All applications will be considered on their own merits, having regard to relevant planning policies. Through the planning application process, consultation on any proposed HMO will be undertaken and any representations received will be taken into account.</p>

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How strongly do you support or oppose the introduction of the Article 4 Direction in the...



Number of responses in brackets

The consultation highlighted various environmental and social issues within the direction areas including waste management, fly-tipping, noise, anti-social behaviour, parking etc.

In addition, the following concerns were raised:

Impact upon the supply of HMO accommodation in the direction areas and rental values

Although A4Ds may have some effect on the supply of HMOs and possibly rental values, this is likely to be localised in its extent given that the directions cover three defined and limited areas. The introduction of an HMO A4D does not apply any sort of moratorium preventing HMOs being created. It requires a planning application to be made to convert homes into small HMOs. It does not change the situation with regard to the creation of larger HMOs, which could not be created through permitted development rights even in the absence of an A4D.

Impact of the directions upon persons with protected characteristics

A representation was received about the significant potential for the A4Ds to adversely affect persons who share Protected Characteristics by virtue of bias against sexual orientation or gender. This representation states that the creation of HMOs provides accommodation for homeless people and people escaping abuse due to gender, sexual orientation, and other vulnerabilities.

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	<p>It is not considered that the A4Ds would have any significant overall adverse impact on people who share these Protected Characteristics, or any other Protected Characteristic. Although A4Ds of this nature may have some effect on the supply of HMOs, this is likely to be quite limited and localised in its extent. The Directions cover three defined and limited areas. As noted earlier, the introduction of a HMO A4D does not apply any sort of moratorium preventing HMOs being created. It requires a planning application to be made to convert homes into small HMOs. It does not change the situation with regard to the creation of larger HMOs, which could not be created through permitted development rights even in the absence of an A4D. The A4Ds also have no effect upon the supply of existing HMOs.</p> <p>The key aims of the A4Ds are to manage the concentration and quality of new HMOs in specific locations. It is also important to bear in mind too that bringing all HMOs in the A4D areas under planning control provides an opportunity to improve their standards and consider the need to protect the amenity of the neighbourhoods in which they would be situated. It is considered that this could have a positive effect on the people who occupy new HMOs including those people who share Protected Characteristics.</p>							
<p>Does it include making decisions based on individual characteristics, needs or circumstances?</p>	<p>No, the decision to make an Article 4 Direction is based on the use of the building and concentrations of existing HMO's within the area rather than individual characteristics.</p>							
<p>Are relations between different groups or communities likely to be affected? (eg will it favour one particular group or deny opportunities for others?)</p>	<p>No, it is not anticipated that the introduction of an Article 4 Direction will affect or unfairly disadvantage any particular group. The making of an Article 4 Direction will simply mean that planning permission is required for the change of use. It does not infer that such applications will be refused. All applications will be considered on their own merits, having regard to relevant planning policies. Through the planning application process, consultation on any proposed HMO will be undertaken and any representations received will be taken into account.</p>							
<p>Is there any specific targeted action to promote equality? Is there a history of unequal outcomes (do you have enough evidence to prove otherwise)?</p>	<p>The objective of an Article 4 Direction is to support amenity and well-being in an area through supporting balanced communities. This procedure will promote equality for residents who may have experienced adverse effects from high concentrations of HMOs.</p>							
<p>Is there an actual or potential negative impact on these specific characteristics? (Please tick) The consultation has the potential to affect those of these characteristics</p>								
Age	Y	N	Marriage & civil partnership	Y	N	Religion & belief	Y	N

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Disability	Y	N	Pregnancy & maternity	Y	N	Sex	Y	N
Gender reassignment	Y	N	Race	Y	N	Sexual orientation	Y	N
What evidence do you have to support your findings? (quantitative and qualitative) Please provide additional information that you wish to include as appendices to this document, i.e., graphs, tables, charts							Consultation/ involvement carried out	
The Cabinet Report and evidence paper support the making of the Article 4 Direction.								
							Yes	No
Age	<p>It is anticipated that the A4D will have a positive impact. HMO accommodation provides for the accommodation needs of all ages and A4D enables conventional planning controls to be introduced so that the suitability of the facilities and amenities provided by such accommodation can be assessed. This is in the interests of all future HMO occupiers irrespective of age.</p> <p>Equally such planning controls will take account of the amenity interests of those people living near such proposed premises which will include people with protected characteristics. That would for example include older residents and/or long-term households. This creation of greater transparency of planning process will enable submission of representations on future planning applications and public access to the statutory information required as part of a planning application,</p> <p>In doing so the introduction of these Article 4 directions would thereby be likely to help reduce the likelihood of discrimination, harassment and victimisation caused when members of society lack information about changes affecting them or feeling that they are powerless to have any influence or engagement with them. The A4D may improve equality of opportunity resulting for example from the creation of higher standards of HMO accommodation within the borough, foster improved relations between those persons who occupy HMOs and those who occupy properties close to them especially as the latter will have opportunity to engage with and enjoy rights of representation within the statutory planning process.</p>							
Disability	<p>It is anticipated that the A4D will have a positive impact. HMO accommodation provides for the accommodation needs of all people, including those with disabilities. A4D will enable conventional planning controls to be introduced so that the suitability of the facilities and amenities provided by such accommodation can be assessed. This is in the interests of all future HMO occupiers irrespective of disability.</p>							

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	<p>Equally such planning controls will take account of the amenity interests of those people living near such proposed premises which will include people with protected characteristics. That would for example include long-term households. This creation of greater transparency of planning process will enable submission of representations on future planning applications and public access to the statutory information required as part of a planning application,</p> <p>In doing so the introduction of these Article 4 directions would thereby be likely to help reduce the likelihood of discrimination, harassment and victimisation caused when members of society lack information about changes affecting them or feeling that they are powerless to have any influence or engagement with them. The A4D may improve equality of opportunity resulting for example from the creation of higher standards of HMO accommodation within the borough, foster improved relations between those persons who occupy HMOs and those who occupy properties close to them especially as the latter will have opportunity to engage with and enjoy rights of representation within the statutory planning process.</p>		
<p>Gender reassignment</p>	<p>It is anticipated that the A4D will have a positive impact. HMO accommodation provides for the accommodation needs of all people, irrespective of gender identity. A4D will enable conventional planning controls to be introduced so that the suitability of the facilities and amenities provided by such accommodation can be assessed. This is in the interests of all future HMO occupiers irrespective of gender identity.</p> <p>Equally such planning controls will take account of the amenity interests of those people living near such proposed premises which will include people with protected characteristics. That would for example include long-term households. This creation of greater transparency of planning process will enable submission of representations on future planning applications and public access to the statutory information required as part of a planning application,</p> <p>In doing so the introduction of these Article 4 directions would thereby be likely to help reduce the likelihood of discrimination, harassment and victimisation caused when members of society lack information about changes affecting them or feeling that they are powerless to have any influence or engagement with them. The A4D may improve equality of opportunity resulting for example from the creation of higher standards of HMO accommodation within the borough, foster improved relations between those persons who occupy HMOs and those who occupy properties close to them especially as the latter will</p>		

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	<p>have opportunity to engage with and enjoy rights of representation within the statutory planning process.</p>		
<p>Marriage & civil partnership</p>	<p>It is anticipated that the A4D will have a positive impact. HMO accommodation provides for the accommodation needs of all people. A4D will enable conventional planning controls to be introduced so that the suitability of the facilities and amenities provided by such accommodation can be assessed. This is in the interests of all future HMO occupiers irrespective of their marital or civil partnership status.</p> <p>Equally such planning controls will take account of the amenity interests of those people living near such proposed premises which will include people with protected characteristics. That would for example include long-term households. This creation of greater transparency of planning process will enable submission of representations on future planning applications and public access to the statutory information required as part of a planning application,</p> <p>In doing so the introduction of these Article 4 directions would thereby be likely to help reduce the likelihood of discrimination, harassment and victimisation caused when members of society lack information about changes affecting them or feeling that they are powerless to have any influence or engagement with them. The A4D may improve equality of opportunity resulting for example from the creation of higher standards of HMO accommodation within the borough, foster improved relations between those persons who occupy HMOs and those who occupy properties close to them especially as the latter will have opportunity to engage with and enjoy rights of representation within the statutory planning process. There may be an impact at the consultation stage.</p>		
<p>Pregnancy & maternity</p>	<p>It is anticipated that the A4D will have a positive impact. HMO accommodation provides for the accommodation needs of all people. A4D will enable conventional planning controls to be introduced so that the suitability of the facilities and amenities provided by such accommodation can be assessed. This is in the interests of all future HMO occupiers irrespective of pregnancy, maternity or paternity.</p> <p>Equally such planning controls will take account of the amenity interests of those people living near such proposed premises which will include people with protected characteristics. That would for example include long-term households. This creation of greater transparency of planning process will enable submission of representations on future planning applications and public access to the statutory information required as part of a planning application,</p>		

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	<p>In doing so the introduction of these Article 4 directions would thereby be likely to help reduce the likelihood of discrimination, harassment and victimisation caused when members of society lack information about changes affecting them or feeling that they are powerless to have any influence or engagement with them. The A4D may improve equality of opportunity resulting for example from the creation of higher standards of HMO accommodation within the borough, foster improved relations between those persons who occupy HMOs and those who occupy properties close to them especially as the latter will have opportunity to engage with and enjoy rights of representation within the statutory planning process.</p>		
<p>Race</p>	<p>It is anticipated that the A4D will have a positive impact. HMO accommodation provides for the accommodation needs of all people. A4D will enable conventional planning controls to be introduced so that the suitability of the facilities and amenities provided by such accommodation can be assessed. This is in the interests of all future HMO occupiers irrespective of their race.</p> <p>Equally such planning controls will take account of the amenity interests of those people living near such proposed premises which will include people with protected characteristics. That would for example include long-term households. This creation of greater transparency of planning process will enable submission of representations on future planning applications and public access to the statutory information required as part of a planning application,</p> <p>In doing so the introduction of these Article 4 directions would thereby be likely to help reduce the likelihood of discrimination, harassment and victimisation caused when members of society lack information about changes affecting them or feeling that they are powerless to have any influence or engagement with them. The A4D may improve equality of opportunity resulting for example from the creation of higher standards of HMO accommodation within the borough, foster improved relations between those persons who occupy HMOs and those who occupy properties close to them especially as the latter will have opportunity to engage with and enjoy rights of representation within the statutory planning process.</p>		
<p>Religion & belief</p>	<p>It is anticipated that the A4D will have a positive impact. HMO accommodation provides for the accommodation needs of all people. A4D will enable conventional planning controls to be introduced so that the suitability of the facilities and amenities provided by such accommodation can be assessed. This is in the interests of all future HMO occupiers irrespective of their religion or belief.</p>		

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	<p>Equally such planning controls will take account of the amenity interests of those people living near such proposed premises which will include people with protected characteristics. That would for example include long-term households. This creation of greater transparency of planning process will enable submission of representations on future planning applications and public access to the statutory information required as part of a planning application,</p> <p>In doing so the introduction of these Article 4 directions would thereby be likely to help reduce the likelihood of discrimination, harassment and victimisation caused when members of society lack information about changes affecting them or feeling that they are powerless to have any influence or engagement with them. The A4D may improve equality of opportunity resulting for example from the creation of higher standards of HMO accommodation within the borough, foster improved relations between those persons who occupy HMOs and those who occupy properties close to them especially as the latter will have opportunity to engage with and enjoy rights of representation within the statutory planning process.</p>		
<p>Sex</p>	<p>It is anticipated that the A4D will have a positive impact. HMO accommodation provides for the accommodation needs of all people. A4D will enable conventional planning controls to be introduced so that the suitability of the facilities and amenities provided by such accommodation can be assessed. This is in the interests of all future HMO occupiers irrespective of sex.</p> <p>Equally such planning controls will take account of the amenity interests of those people living near such proposed premises which will include people with protected characteristics. That would for example include long-term households. This creation of greater transparency of planning process will enable submission of representations on future planning applications and public access to the statutory information required as part of a planning application,</p> <p>In doing so the introduction of these Article 4 directions would thereby be likely to help reduce the likelihood of discrimination, harassment and victimisation caused when members of society lack information about changes affecting them or feeling that they are powerless to have any influence or engagement with them. The A4D may improve equality of opportunity resulting for example from the creation of higher standards of HMO accommodation within the borough, foster improved relations between those persons who occupy HMOs and those who occupy properties close to them especially as the latter will have opportunity to engage with and enjoy rights of representation within the statutory</p>		

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<p>Sexual orientation</p>	<p>planning process.</p> <p>It is anticipated that the A4D will have a positive impact. HMO accommodation provides for the accommodation needs of all people. A4D will enable conventional planning controls to be introduced so that the suitability of the facilities and amenities provided by such accommodation can be assessed. This is in the interests of all future HMO occupiers irrespective of sexual orientation.</p> <p>Equally such planning controls will take account of the amenity interests of those people living near such proposed premises which will include people with protected characteristics. That would for example include long-term households. This creation of greater transparency of planning process will enable submission of representations on future planning applications and public access to the statutory information required as part of a planning application,</p> <p>In doing so the introduction of these Article 4 directions would thereby be likely to help reduce the likelihood of discrimination, harassment and victimisation caused when members of society lack information about changes affecting them or feeling that they are powerless to have any influence or engagement with them. The A4D may improve equality of opportunity resulting for example from the creation of higher standards of HMO accommodation within the borough, foster improved relations between those persons who occupy HMOs and those who occupy properties close to them especially as the latter will have opportunity to engage with and enjoy rights of representation within the statutory planning process.</p>		
<p>Proceed to full impact assessment? (Please tick)</p>	<p>Yes</p>	<p>No</p>	<p>Date 3 March 2021</p>
<p>Lead officer sign off</p>		<p>Date</p>	<p>10 March 2021</p>

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Head of service sign off		Date	10 March 2021
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please publish the initial screening as part of the suite of documents relating to this issue

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Stage 3 Identifying impacts and evidence

This section identifies if there are impacts on equality, diversity and cohesion, what evidence there is to support the conclusion and what further action is needed

Protected characteristics	<p>Is the policy (function etc....) likely to have an adverse impact on any of the groups?</p> <p>Please include evidence (qualitative & quantitative) and consultations</p> <p>List what negative impacts were recorded in Stage 1 (Initial Assessment).</p>	<p>Are there any positive impacts of the policy (function etc....) on any of the groups?</p> <p>Please include evidence (qualitative & quantitative) and consultations</p> <p>List what positive impacts were recorded in Stage 1 (Initial Assessment).</p>	<p>Please rate the impact taking into account any measures already in place to reduce the impacts identified</p> <p>High: Significant potential impact; history of complaints; no mitigating measures in place; need for consultation Medium: Some potential impact; some mitigating measures in place, lack of evidence to show effectiveness of measures Low: Little/no identified impacts; heavily legislation-led; limited public facing aspect</p>	<p>Further action (only an outline needs to be included here. A full action plan can be included at Section 4)</p> <p>Once you have assessed the impact of a policy/service, it is important to identify options and alternatives to reduce or eliminate any negative impact. Options considered could be adapting the policy or service, changing the way in which it is implemented or introducing balancing measures to reduce any negative impact. When considering each option you should think about how it will reduce any negative impact, how it might impact on other groups and how it might impact on relationships between groups and overall issues around community cohesion. You should clearly demonstrate how you have considered various options and the impact of these. You must have a detailed rationale behind decisions and a justification for those alternatives that have not been accepted.</p>
Age				
Disability				
Gender reassignment				
Marriage & civil partnership				
Pregnancy and				

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maternity				
Race				
Religion & belief				
Sex				
Sexual orientation				
<p>Is this change due to be carried out wholly or partly by other providers? If yes, please indicate how you have ensured that the partner organisation complies with equality legislation (e.g. tendering, awards process, contract, monitoring and performance measures)</p>				

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Stage 4 Review and Conclusion

Summary: provide a brief overview including impact, changes, improvement, any gaps in evidence and additional data that is needed			
Specific actions to be taken to reduce, justify or remove any adverse impacts	How will this be monitored?	Officer responsible	Target date
Please provide details and link to full action plan for actions			
When will this assessment be reviewed?			
Are there any additional assessments that need to be undertaken in relation to this assessment?			
Lead officer sign off		Date	
Head of service sign off		Date	

Please publish this completed EIA form on the relevant section of the Cheshire East website