



## Equality Impact Assessment

**Carrying out an Equality Impact Assessment (EIA) will help the Council to meet its Public Sector Equality Duties (Equality Act 2010).**

The duties which need to be considered when making decisions are to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act
- Advance equality of opportunity between people who share a protected characteristic and those who do not
- Foster good relations between people who share a protected characteristic and those who do not

Failure to assess the equality impact may increase the risk of making an unfair decision which could potentially be discriminatory. It also prevents us from identifying opportunities to promote equality and therefore leaves the Council open to potential legal challenge.

Using this EIA template will help to ensure that a decision is made in a fair way, based on evidence. It provides a clear and structured method to assess the potential impact on protected groups.

For more information how to complete this form please refer to the Guidance which can be found at [S:\Customer Service and Improvement\Improvement\Pub\2. Equality Sharing File\2. Equality impact assessments](#)

<b>Title of policy or proposal</b>	North East Derbyshire UK Shared Prosperity Fund Investment Plan 2025-26
<b>Briefly describe the aims of the policy change, decision or proposal, the likely outcomes, and the rationale for it</b>	To allocate resources within the North East Derbyshire UK Shared Prosperity Fund (UKSPF) 2025-26 Investment Plan. The East Midlands Combined County Authority (EMCCA) has approved an allocation of £1,050,067 to the Council to deliver a UK Shared Prosperity Fund (UKSPF) programme for the District between April 2025 and March 2026, with budgets required to reflect the District's approach to aligning with the UK Government's UKSPF investment priorities and EMMCA's regional policy priorities. To also maintain the Council's role as accountable body for a multi-authority business support programme.

**Consider the potential impact on any member of staff or member of the public with the following protected characteristics:**

Age, Disability, Gender identity/Gender reassignment, Race, Religion or belief, Sex, Sexual orientation, Women who are pregnant or have recently had a baby.

Also, for issues affecting staff, consider employees who are married or in a civil partnership.

[illegible]

<p><b>Using the information you have, give details of any potential positive and negative impacts on protected groups likely to be affected by the policy change, decision, or proposal</b></p> <p>(For each protected characteristic where there could be a potential impact, consider the following: Could people from any protected groups be positively or negatively affected? Could anyone's ability to take part in public life be affected? Could this policy change, decision or proposal affect public attitudes towards any protected group? Could any groups become more or less likely to be at risk of harassment or victimisation because of this policy change, decision, or proposal? Are there opportunities to create positive impacts?) <i>(remember that the law permits disabled people to be treated equally or better than other groups to enable reasonable adjustments to be made).</i></p>	<p>As a funding programme with set funding priorities but no projects yet identified, it is for the applicants and project leads to confirm to the Programme Management Team that their proposals will make appropriate recognition of engagement and mitigation for protected groups when seeking to access the funds through direct delivery (internal NEDDC) or grants and commissioning (external).</p> <p>The nature of the programme is to extend support to vulnerable and isolated people. Ensuring accessibility to services through mitigation will be an element of the assessment of grant application and service design. It is not envisaged there would be occasion where supported projects would negatively affect protected groups.</p>
<p><b>Give details of any actions that can be taken to promote equality or to lessen any potential adverse impact on protected groups.</b></p>	<p>Contracting to project leads with assurance that they will work to the Council's equalities standards (this is already part of existing contracts).</p>
<p><b>What plans are there to monitor and review the actual impact of the policy change, decision, or proposal on equality of opportunity?</b></p>	<p>Projects will be monitored at least six monthly and discussions held regarding customer/service user/participant feedback in terms of ensuring appropriate delivery.</p>
<p><b>When will follow up review be done?</b></p>	<p>At least six monthly from the start of the UKSPF programme.</p>

<b>Based on a consideration of all the potential impacts, mark one of the following as an overall summary of the outcome of this assessment:</b>	
✓	The equality analysis has not identified any potential for discrimination or adverse impact and all opportunities to promote equality have been taken.
	The equality analysis has identified risks or opportunities to promote better equality; the change, decision or proposal will be adjusted to avoid risks and ensure that opportunities are taken.
	The equality analysis has identified risks to equality which will not be eliminated, and/or opportunities to promote better equality which will not be taken. Acceptance of these is reasonable and proportionate, given the objectives of the change, decision or proposal, and its overall financial and policy context.
	The equality analysis shows that the change, decision, or proposal would lead to actual or potential unlawful discrimination or would conflict with the Council's positive duties to an extent which is disproportionate to its objectives. It should not be adopted in its current form.
<b>Explain how the judgement above was reached and action plan what will be taken to reduce any negative or to enhance any positive impacts on equality</b>	Initial assessment of applications, signing of contract and ongoing monitoring with projects will work to avoid and mitigate any negative or to enhance any positive impacts on equality.
<b>Name(s) and job title(s) of person (people involved in) carrying out this assessment</b>	Steve Lee, Assistant Director – Regeneration and Programmes
<b>Authorising Director or Assistant Director</b>	Steve Lee, Assistant Director – Regeneration and Programmes
<b>Date authorised</b>	19.02.25
<b>The completed equality impact assessment <u>must</u> be attached to the report that will be considered by the decision maker or decision makers to enable them to give due regard to the impact of the policy, decision, or proposal on protected groups. Also send a copy to <a href="mailto:Amar.Bashir@ne-derbyshire.gov.uk">Amar.Bashir@ne-derbyshire.gov.uk</a></b>	