

EQUALITY IMPACT ASSESSMENT (EIA) FORM

Name of Policy:	Local Government Reorganisation - Proposal B
Lead Officer (responsible for assessment):	Isabel Edgar
Department:	Operations
Others Involved in the Assessment (i.e. peer review, external challenge):	Proposal B drafting Team (Cambridge City Council and South Cambs District Council)
Date EIA Completed:	17- 11- 2025

What is an Equality Impact Assessment (EIA)?

As part of any effective policy development process, it is important to consider any potential risks to those who will be affected by the policy's aims or by its implementation. The Equality Impact Assessment (EIA) process helps us to assess the implications of our decisions on the whole community, to eliminate discrimination, tackle inequality, develop a better understanding of the community we serve, target resources efficiently, and adhere to the transparency and accountability element of the Public Sector Equality Duty.

The word 'policy', in this context, includes the different things that the Council does. It includes any policy, procedure or practice - both in employment and service delivery. It also includes proposals for restructuring, redundancies and changes to service provision.

- (a) **What is the policy trying to achieve?** i.e. What is the aim/purpose of the policy? Is it affected by external drivers for change? What outcomes do we want to achieve from the policy? How will the policy be put into practice?

Detailed information on the policy can be found here :

[Local Government Reorganisation in Cambridgeshire | East Cambridgeshire District Council](#)

- (b) **Who are its main beneficiaries?** i.e. who will be affected by the policy?

On 5 February 2025, the Minister of State for Local Government and English Devolution invited proposals to establish unitary authorities across Cambridgeshire and Peterborough. Councils wishing to submit proposals to Government must do so by 28 November 2025.

Five proposals have been developed to reorganise local government across Cambridgeshire and Peterborough. East Cambridgeshire District Council has worked together with Cambridge City Council and South Cambridgeshire District Council to develop a proposal - Option B, which if chosen by government would create two new unitary councils.

Unitary 1 - Peterborough City Council, Huntingdonshire, East Cambridgeshire and Fenland District Councils and Cambridgeshire County Council functions (**North Cambridgeshire & Peterborough**)

Unitary 2 - Cambridge City Council and South Cambridgeshire District Councils and Cambridgeshire County Council functions (**Greater Cambridge**)

This will impact all services that are delivered by local authorities and will be a trigger for service transformation and for harmonising of services previously delivered at different by different levels of local government

- (c) Is the EIA informed by any information or background data (quantitative or qualitative)? i.e. consultations, complaints, applications received, allocations/take-up, satisfaction rates, performance indicators, access audits, census data, benchmarking, workforce profile etc.

Significant supporting studies have been undertaken and can be found here:

[Option B business case](#) | [Option B](#) | [East Cambridgeshire District Council](#)

- (d) Does this policy have the potential to cause a positive or negative impact on different groups in the community, on the grounds of any of the protected characteristics? (please tick all that apply)

Ethnicity	☒	Age	☒
Sex	☒	Religion and Belief	☒
Disability	☒	Sexual Orientation	☒
Gender Reassignment	☒	Marriage & Civil Partnership	☐
Pregnancy & Maternity	☒		

Please explain any impact identified: i.e. What do you already know about equality impact or need? Is there any evidence that there is a higher or lower take-up by particular groups? Have there been any demographic changes or trends locally? Are there any barriers to accessing the policy or service?

AGE:

Service Users:

Positive impact: Integration of adult and children's services aims to improve early intervention, continuity of care, and tailored local delivery (e.g. Family Hubs).

Risks: Service disruption during transition may impact older people or families with children; mitigated through continuity plans and communication.

Staff:

Impact: Older workers may experience change anxiety or redeployment concerns. Support mechanisms and workforce engagement will help manage transitions.

Neutral to positive: Opportunity to reinforce Equality policies in working practices and/or facilities.

SEX:

Service Users:

Neutral: No change expected in access to services.

Positive: Community-focused models may better support faith-based organisations or needs.

Staff:

Neutral to positive: Opportunity to reinforce Equality policies in working practices and/or facilities.

DISABILITY:

Service Users:

Positive impact: Simplified council structures and digital transformation can improve access for disabled users.

Risk: Transition disruption may reduce access temporarily if not mitigated (e.g. changes in contact points or care arrangements).

Staff:

Risk: Disabled employees may require workplace adjustments during organisational changes. Inclusive HR policies and case management are essential.

Neutral to positive: Opportunity to reinforce Equality policies in working practices and/or facilities.

Visitors:

Neutral to positive: Clearer points of contact may benefit disabled visitors.

GENDER REASIGNMENT:

Service Users:

Neutral to positive impact: Continued commitment to inclusive services. Opportunity to embed trans-inclusive practice in service redesign. Local delivery models can be shaped by population data to better reflect diverse communities.

Staff:

Positive: New organisational culture can embed strong equality principles. Staff networks and training will support inclusion.

Neutral to positive: Opportunity to reinforce Equality policies in working practices and/or facilities.

ETHNICITY:

Service Users:

Positive: Local delivery models can be shaped by population data to better reflect diverse communities.

Risk: Potential disengagement during transition, particularly from racially minoritised groups, mitigated through co-production and outreach.

Staff:

Positive: Workforce diversity and inclusion should be actively prioritised during recruitment and restructuring.

Neutral to positive: Opportunity to reinforce Equality policies in working practices and/or facilities.

Visitors:

Neutral to positive: Clear service information in multiple languages and formats will support inclusion.

PREGNANCY AND MATERNITY

Service Users:

Positive impact: Early help and neighbourhood-based family services may improve outcomes. Continuity in maternal health referrals will be safeguarded.

Staff:

Risk: Staff on maternity leave may be less aware of organisational changes. Mitigated through proactive engagement and protected employment rights.

Neutral to positive: Opportunity to reinforce Equality policies in working practices and/or facilities.

RELIGION OR BELIEF

Service Users:

Neutral: No change expected in access to services.

Positive: Community-focused models may better support faith-based organisations or needs.

Staff:

Neutral to positive: Opportunity to reinforce faith inclusion in working practices and facilities.

Neutral to positive: Opportunity to reinforce Equality policies in working practices and/or facilities.

SEXUAL ORIENTATION

Service Users:

Positive: Opportunity to embed inclusive language and representation across new service design. Local delivery models can be shaped by population data to better reflect diverse communities.

Staff:

Positive: Organisational culture development offers a platform to strengthen LGBT+ inclusion and visibility.

Neutral to positive: Opportunity to reinforce Equality policies in working practices and/or facilities.

OTHER FACTORS that may lead to inequality:

Low-Income Households

Service Users: Positive opportunities through targeted preventative services and financial inclusion initiatives.

Staff: Pay and progression impacts will need monitoring during transition.

Care-Experienced Individuals

Service Users: Integrated children's services under a single authority could enhance support, stability and access to tailored pathways.

Staff: Specialist roles may be protected or expanded, subject to service design.

Intersectionality

All Groups: Those experiencing multiple forms of discrimination (e.g. disabled older women, Black LGBT+ youth) may be disproportionately affected by service disruption. Risk will be mitigated through data analysis and targeted engagement.

(e) Does the policy have a differential impact on different groups?

YES

(f) Is the impact *adverse* (i.e. less favourable)?

See above

(g) Does it have the potential to disadvantage or discriminate unfairly against any of the groups in a way that is unlawful?

See above

(h) How have you engaged stakeholders in gathering evidence or testing the policy proposals? Who was involved, how and when where they engaged? Does the evidence show potential for differential impact? How will you mitigate any negative impacts? Where there is the potential for an adverse impact that cannot be addressed immediately, these should be highlighted in your recommendations and objectives at the end of the EIA.

Representative public survey to shape initial proposals: [Option B business case](#) | [Option B](#) | [East Cambridgeshire District Council](#)

Further surveys and engagement with stakeholders will take place during the transition and embedding of the new Unitary Councils

* The Consultation Register is available to assist staff in consulting with the Council's stakeholders.

(i) Summarise the findings of your research and/or consultation (please use a separate sheet if necessary).

[Option B business case](#) | [Option B](#) | [East Cambridgeshire District Council](#)

(j) What are the risks associated with the policy in relation to differential impact and unmet needs/requirements? i.e. reputation, financial, breach of legislation, service exclusion, lack of resources, lack of cooperation, insufficient budget etc.

[Option B business case](#) | [Option B](#) | [East Cambridgeshire District Council](#): Risks and mitigations are included in the Business case and appendices

(k) Use the information gathered in the earlier stages of your EIA to make a judgement on whether there is the potential for the policy to result in unlawful discrimination or a less favourable impact on any group in the community, and what changes (if any) need to be made to the policy.

Option 1:	No major change - the evidence shows that the policy is robust and no potential for discrimination.	
Option 2:	Adjust the policy - to remove barriers or to better promote equality.	
Option 3:	Continue the policy - despite potential for adverse impact or missed opportunity to promote equality, provided you have satisfied yourself that it does not unlawfully discriminate.	YES
Option 4:	Stop and remove the policy – if the policy shows adverse effects that cannot be justified.	

- (I) **Where you have identified the potential for adverse impact, what action can be taken to remove or mitigate against the potential for the policy to unlawfully discriminate or impact less favourably on one or more communities in a way that cannot be justified?** Include key activities that are likely to have the greatest impact (max. 6). Identified actions should be specified in detail for the first year but there may be further longer term actions which need to be considered. To ensure that your actions are more than just a list of good intentions, include for each: the person responsible for its completion, a timescale for completion, any cost implications and how these will be addressed. It is essential that you incorporate these actions into your service plans.

[Option B business case | Option B | East Cambridgeshire District Council](#): Risks and mitigations are included in the Business case and appendices

This completed EIA will need to be countersigned by your Service Lead Officer and forwarded to the HR Manager. All completed EIAs will be published on the Council's website to demonstrate to local people that the Council is actively engaged in tackling potential discrimination and improving its practices in relation to equalities.

Signatures:

Completing Officer:	<u>Isabel Edgar</u>	Date:	<u>17 /11/25</u>
Service Lead Officer:	<u>Isabel Edgar</u>	Date:	<u>17/11/25</u>