

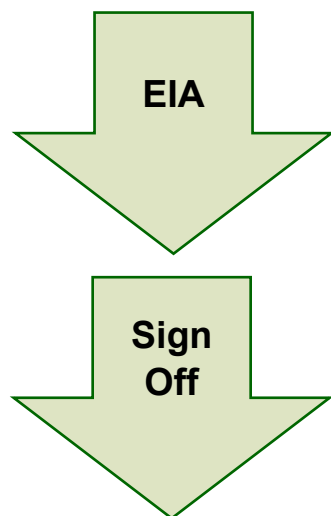
DRAFT/INITIAL Warwickshire County Council (WCC) Equality Impact Assessment (EIA) Form

To be further developed and finalised based on the outcomes of the consultation taking place between October 2026 and December 2026 on ceasing to externally commission an Equalities Service as currently provided by the Equality and Inclusion Partnership

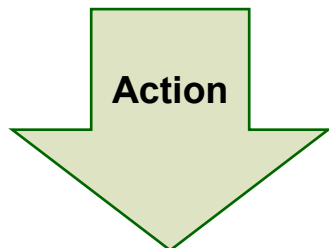
The purpose of an EIA is to ensure WCC is as inclusive as possible, both as a service deliverer and as an employer. It also demonstrates our compliance with Public Sector Equality Duty (PSED).

This document is a planning tool, designed to help you improve programmes of work by considering the implications for different groups of people. A guidance document is available [here](#).

Please note that, once approved, this document will be made public, unless you have indicated that it contains sensitive information. Please ensure that the form is clear and easy to understand. If you would like any support or advice on completing this document, please contact the Equality, Diversity and Inclusion (EDI) team via equalities@warwickshire.gov.uk, or if it's relating to health inequalities, please contact Public Health via phadmin@warwickshire.gov.uk.



- Having identified an EIA is required, ensure that the EIA form is completed before any work is started. This includes gathering evidence and / or engaging the relevant stakeholders to inform your assessment.
- Brief the relevant Director for sign off and upload the completed form here: [Upload Completed Equality Impact Assessments](#). Please name it "EIA [project] [service area] [year]"
- Undertake further research / engagement to further understand impacts (if identified).
- Undertake engagement and / or consultation to understand if EIA has identified and considered impacts.
- Amend accordingly to engagement / consultation feedback and brief decision makers of any changes.



- Implement proposed activity.
- Monitor impacts and mitigations as evidence of duty of care.

Section One: Essential Information

Service / policy / strategy / practice / plan being assessed	To be finalised based on the outcomes of the consultation. The proposal that the Council ceases to externally commission an equalities service from 1 April 2027: service as currently provided by the Equality and Inclusion Partnership (EQuIP).
Business Unit / Service Area	Community Partnerships Strategy, Planning, and Governance
Is this a new or existing service / policy / strategy / practice / plan? If existing, please state date of last assessment.	This is an externally commissioned service provided by EQuIP. The service started on 1 October 2022 and ends on 31 March 2027.
EIA Authors	Charles Barlow, Head of Community Partnerships

N.B. It is best practice to have more than one person complete the EIA to bring different perspectives to the table.	
Do any other Business Units / Service Areas need to be included?	This section will be further developed and finalised based on the outcomes of the consultation. Implications for: • WCC Community Safety, regarding hate crime prevention and awareness raising, and casework. • WCC Children and Families, and especially the Migration Team, regarding work around new asylum seekers and new settlers. • WCC Equalities Technical Specialist, regarding the Council's Public Sector Equality Duty, and the supporting contribution of the Equalities Service. • WCC Adult Social Care. • WCC Public Health. • WCC Community Partnerships. • WCC Libraries. • Warwickshire Fire and Rescue.
Does this EIA contain personal and / or sensitive information?	No
Are any of the outcomes from this assessment likely to result in complaints from existing services users, members of the public and / or employees?	Potentially, yes. Complaints may come from service users, equalities groups, equalities professionals, partners, various County Council directorates/services as above, and EQuIP.

1. Please explain the background to your proposed activity and the reasons for it.

This section will be further developed and finalised based on the outcomes of the consultation.

The Council's current equalities service provided by EQuIP has been in place since October 2022. Before this, a similar service was in place between April 2016 and September 2022, and before this the former Warwickshire Race Equality Partnership was funded by the Council to deliver similar work around race equality. The current contract requires EQuIP to deliver a range of free, confidential, independent advice and support services covering each of the protected characteristics as set out in the Equality Act 2010. Specific outcomes are:

- Work towards the elimination of unlawful discrimination, to promote equality of opportunity and good relations between people of different groups sitting under each of the protected characteristics as set out in the Equality Act 2010.
- Provide relevant information and advice to support individuals and communities to work towards the elimination of discrimination and inequality.
- Provide specialist advice, support and information to clients in relation to incidents of victimisation, discrimination, harassment, and hate crime, and ensure effective signposting to other relevant specialist support services where appropriate.
- Deliver training to raise awareness and publicise the rights and responsibilities of individuals, communities, and organisations, regarding diversity and equality.
- Develop meaningful dialogue with communities, VCSE sector organisations, and public sector organisations on matters relating to equality and community cohesion.
- Influence public sector policy making, service re-design, and service delivery.
- Help move Warwickshire residents towards greater independence and confidence.

A public consultation was undertaken between October and December 2026 to seek public and stakeholder views on the proposal to cease externally commissioning an equalities service.

The equalities implications of the proposal are summarised in this document and will be presented to Cabinet so they can be taken into consideration when a final decision on the future of the service is made.

2. Please outline your proposed activity including a summary of the main actions.

This section will be further developed and finalised based on the outcomes of the consultation.

The proposal that will be considered by the Council's Cabinet is for the Council to cease to commission an equalities service from 1 April 2027. If this is the final decision, it would mean that the service would not continue beyond the end of the Council's current contract with EQUiP, which finishes on 31 March 2027.

3. Who is this going to impact and how?

Customers	Members of the Public	Employees	Job Applicants
Yes	Yes		
Other, please specify:	This section will be further developed and finalised based on the outcomes of the consultation. The following groups have been identified as being potentially impacted by the termination of the service: • Current service users. • Future potential service users (in effect, all Warwickshire residents). • The current service provider (Equality and Inclusion Partnership). • Equalities' groups within the VCSE sector, with a particular focus on groups supporting the 9 protected characteristics in the Equality Act, but also more general Equalities' groups.		

	• Seldom heard groups, including groups such as Gypsies and Travellers, migrant workers, asylum seekers, younger people, drug and alcohol users. • Equalities professionals across the public sector and VCSE sector (and private sector where applicable), to include Health, Police, and Borough/District Councils.
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Section Two: Evidence

Please include any evidence or relevant information that has influenced the decisions contained in this EIA. This could include demographic profiles; audits; research; health needs assessments; national guidance or legislative requirements and how this relates to the protected characteristic groups and additional groups outlined in Section Four.

A – Quantitative Evidence

This is evidence which is numerical and should include the number people who use the service and the number of people from the protected characteristic groups who might be affected by changes to the service.

This section will be further developed and finalised based on the outcomes of the consultation.

The following quantitative evidence is taken from the service's quarterly performance monitoring report (October 2025 to December 2025).

Casework and reports (activity in quarter October 2025 to December 2025)

- Claim total cases: 30 (16 existing, 11 new discrimination, 3 new hate crime)
- Hate crime reports (not casework): 33 reports, relating to 100 individual hate incidents.
- Share of activity this quarter: 52% hate crime reports, 25% existing cases, 18% new discrimination cases, 5% new hate crime cases.

Quarter-on-quarter view (rolling)

- Total combined items (existing cases + new cases + hate reports): 63 in Oct–Dec 2025 (vs 77 in Jul–Sept 2025 and 52 in Oct–Dec 2024).

Volunteers and training (activity in quarter October 2025 to December 2025)

- Total people trained: 127 people (including 29 at a Hate Crime Awareness Week session and 98 across 3 Citizens Advice sessions).
- Individuals engaged across events/meetings (approx.): 370 (including 308 in October and 62 in December).
- Active volunteers by area: Rugby 22 (+5), Leamington/Warwick 42 (+2), Nuneaton 7 (+1), Kenilworth 1, Stratford 4 (+1).
- Hours delivered: 521 hours across 143 activity sessions; 60 coordination/partnership meetings attended.
- Client feedback: 100% of respondents reported being happy with case progress; 0 complaints this quarter.

Casework composition (activity in quarter October 2025 to December 2025, by protected group (new items this quarter only; excludes existing cases))

- Disability: 11 new discrimination cases + 1 hate report = 12 items.
- Race: 3 new hate crime cases + 27 hate reports = 30 items.
- Religion or belief: 4 hate reports.
- Sex: 1 hate report.
- Total (new items): 47 (11 new discrimination + 3 new hate crime + 33 hate reports).

By Borough/District (activity in quarter October 2025 to December 2025)

- Nuneaton & Bedworth: 24 (22 reports, 2 new hate crime cases).
- Rugby: 8 (3 new discrimination; 5 reports).
- Warwick District: 7 (3 new discrimination; 1 new hate crime; 3 reports).
- Stratford-on-Avon: 5 (2 new discrimination; 3 reports).
- North Warwickshire: 3 (3 new discrimination).
- Total (new items): 47.

B – Qualitative Evidence

This is data which describes the effect or impact of a change on a group of people, e.g. some information provided as part of performance reporting.

This section will be further developed and finalised based on the outcomes of the consultation.

The following is a summary of the qualitative evidence taken from the service's quarterly performance monitoring report (October 2025 to December 2025).

The report presents a picture of sustained and complex demand for services, with discrimination and hate continuing to affect individuals and communities across Warwickshire in varied and often intersecting ways. Casework narratives highlight that discrimination remains embedded across everyday settings such as housing, employment, education, access to services and financial inclusion, requiring skilled, flexible and often prolonged intervention rather than quick resolution. Hate-related harm, by contrast, is described as more concentrated in online spaces, public environments and neighbour-related contexts, indicating a need for different prevention and reassurance approaches alongside formal casework.

Across the quarter, the report emphasises race and disability as the most persistent and structurally rooted drivers of both discrimination and hate-related harm. Barriers faced by disabled people - particularly around access, reasonable adjustments and service responsiveness - continue to feature prominently. Race-based discrimination and hostility are framed as being influenced by wider national and local narratives, with online discourse amplifying misinformation, hostility, and community tensions. While fewer hate crime cases required formal escalation, the volume and nature of reports suggest heightened awareness but also ongoing fear, vulnerability and exposure to hostility among affected groups.

Geographically, the report's qualitative analysis reinforces that discrimination and hate are county-wide issues, not confined to specific localities. While urban and more diverse areas experience higher volumes, all boroughs and districts present recurring concerns, underlining the importance of maintaining a locally responsive yet county-wide service model. The report also stresses that the persistence of cases across quarters reflects the complexity and emotional impact of discrimination and hate, with many cases requiring sustained advocacy, reassurance and partnership working.

Training and engagement activity is a critical, preventative function. Sessions delivered during Hate Crime Awareness Week and to partner organisations such as Citizens Advice are described as strengthening confidence, shared understanding and reporting pathways. Engagement work is closely aligned to national awareness campaigns and local events, with October standing out as a particularly intensive period. This activity is portrayed as not only raising awareness but also deepening trust, improving professional practice and supporting earlier intervention before issues escalate.

Community cohesion work is a significant qualitative theme. The “One Community, Many Voices” events are described as a direct response to local protests, serious incidents and polarising narratives around asylum seekers. These facilitated discussions provided safe spaces for communities and partners to explore fears, misinformation, and lived experiences. The resulting themes - such as improving communication, strengthening safety, investing in education and building positive shared identities - demonstrate the service provider’s role as a trusted convenor and evidence-gatherer within a sensitive and fast-changing context.

Finally, the report highlights the social value generated through forums, volunteering, and partnership work. Disability forums, volunteer development, and hotel-based activity are described as strengthening inclusion, empowerment, and practical support for refugees and asylum seekers. Volunteer feedback, high satisfaction levels and the absence of complaints reinforce the qualitative assessment that the service delivers a supportive, person-centred, and trusted service, contributing both to individual wellbeing and wider community resilience.

Section Three: Engagement

Engagement with individuals or organisations affected by the proposed activity must take place. For further advice and support with engagement and consultations, click [here](#).

Has the proposed activity been subject to engagement or consultation with those it’s going to impact, taking into

Formal consultation took place between October and December 2026, and a link to the consultation report and outcomes can be seen here [{insert link}](#).

account their protected characteristics and socio-economic status?	A separate equality impact assessment was undertaken to consider any equalities implications of the specific methods of consultation. A link to this assessment can be seen here {insert link}.	
If YES, please state who with.	Please see the consultation report linked above.	
If NO engagement has been conducted, please state why.	Not applicable.	
How was the engagement carried out? This section will be further developed and finalised based on the outcomes of the consultation.	Yes / No	What were the results from the engagement? Please list...
Focus Groups	Possibly "Yes"	Please see the consultation report linked above.
Surveys	Yes	Please see the consultation report linked above.
Public Event	N/a	
Displays / Exhibitions	N/a	
Other (please specify)	One-to-one conversations	Please see the consultation report linked above.
Has the proposed activity changed as a result of the engagement?	TBD	Please see the consultation report linked above.

Have the results of the engagement been fed back to the consultees?	Yes	Please see the consultation report linked above.
Is further engagement or consultation recommended or planned?	No	
What process have you got in place to review and evaluate?	TBD	

Section Four: Assessing the Impact

Protected Characteristics and other groups that experience greater inequalities

What will the impact of implementing this proposal be on people who share characteristics protected by the Equality Act 2010 or are likely to be affected by the proposed activity? This section also allows you to consider other impacts, e.g. health inequalities such as deprivation, socio-economic status, vulnerable groups such as individuals who suffer socio-economic disadvantage, armed forces, carers, homelessness, people leaving prison, young people leaving care etc.

On the basis of evidence, has the potential impact of the proposed activity been judged to be positive (+), neutral (=), negative (-), or positive and negative (+&-), for each of the protected characteristic groups below and in what way?

N.B In our Guidance to EIAs we have provided you with potential questions to ask yourself when considering the impact of your proposed activity. Think about what actions you might take to mitigate / remove the negative impacts and maximize on the positive ones. This will form part of your action plan at Section Six.

	Impact type (+) (=) (-) or (+&-)	Nature of impact including health inequalities Will your proposal have negative or positive implications for each group, including on health inequalities? <i>Think about whether outcomes vary across groups and who benefits the most and least, for example, the outcome for a woman on a low income may be different to the outcome for a woman a high income.</i>	Mitigating Actions for Negative Impacts What can you do to mitigate any identified negative impacts or health inequalities? <i>Think about offering, for example, benefits advice, access to bus routes, community support, flexible opening times, creche facilities etc.</i> Use this column to form the basis of Section 6.
Age	(-)	This section will be further developed and finalised based on the outcomes of the consultation. The protected characteristic group will no longer receive the specialist support provided by the service, including advice and information in relation to incidents of victimisation, discrimination, harassment, and hate crime. Organisations working with the protected characteristic group will no longer receive training from the service to raise awareness and publicise the rights and responsibilities of individuals, communities, and organisations.	To be informed by the outcomes of the consultation. Referral to other sources of advice, support, information, and training wherever possible, including organisations such as Age UK.

Disability Consider: • Physical disabilities • Sensory impairments • Neurodiverse conditions (e.g. dyslexia) • Mental health conditions (e.g. depression) • Medical conditions (e.g. diabetes)	(-)	This section will be further developed and finalised based on the outcomes of the consultation. The protected characteristic group will no longer receive the specialist support provided by the service, including advice and information in relation to incidents of victimisation, discrimination, harassment, and hate crime. Organisations working with the protected characteristic group will no longer receive training from the service to raise awareness and publicise the rights and responsibilities of individuals, communities, and organisations.	To be informed by the outcomes of the consultation. Referral to other sources of advice, support, information, and training wherever possible, including organisations such as Warwickshire Vision Support, Mencap, Sense, ILEAP, Mind, Rethink, and Alzheimer's Society (to name only a small number of applicable organisations).
Gender Reassignment	(-)	This section will be further developed and finalised based on the outcomes of the consultation. The protected characteristic group will no longer receive the specialist support provided by the service, including advice and information in relation to incidents of victimisation, discrimination, harassment, and hate crime. Organisations working with the protected characteristic group will no longer receive training from the service to raise awareness and publicise the rights and responsibilities of individuals, communities, and organisations.	To be informed by the outcomes of the consultation. Referral to other sources of advice, support, information, and training wherever possible, including organisations such as Not a Phase, Terrence Higgins Trust, and Mermaids.
Marriage and Civil Partnership	(-)	This section will be further developed and finalised based on the outcomes of the consultation.	To be informed by the outcomes of the consultation.

		The protected characteristic group will no longer receive the specialist support provided by the service, including advice and information in relation to incidents of victimisation, discrimination, harassment, and hate crime. Organisations working with the protected characteristic group will no longer receive training from the service to raise awareness and publicise the rights and responsibilities of individuals, communities, and organisations.	Referral to other sources of advice, support, information, and training wherever possible: sources to be identified, including through the consultation process.
Pregnancy and Maternity	(-)	This section will be further developed and finalised based on the outcomes of the consultation. The protected characteristic group will no longer receive the specialist support provided by the service, including advice and information in relation to incidents of victimisation, discrimination, harassment, and hate crime. Organisations working with the protected characteristic group will no longer receive training from the service to raise awareness and publicise the rights and responsibilities of individuals, communities, and organisations.	To be informed by the outcomes of the consultation. Referral to other sources of advice, support, information, and training wherever possible: sources to be identified, including organisations such as the National Childbirth Trust.
Race Including: • Colour • Nationality • Citizenship • Ethnic or national origins	(-)	This section will be further developed and finalised based on the outcomes of the consultation. The protected characteristic group will no longer receive the specialist support provided by the service, including	To be informed by the outcomes of the consultation. Referral to other sources of advice, support, information, and training wherever possible:

		advice and information in relation to incidents of victimisation, discrimination, harassment, and hate crime. Organisations working with the protected characteristic group will no longer receive training from the service to raise awareness and publicise the rights and responsibilities of individuals, communities, and organisations.	sources to be identified, including organisations such as Race Equality First, The Race Equality Centre, Equality Advisory and Support Service, Race Equality Foundation, and Race Equality Matters.
Religion or Belief	(-)	This section will be further developed and finalised based on the outcomes of the consultation. The protected characteristic group will no longer receive the specialist support provided by the service, including advice and information in relation to incidents of victimisation, discrimination, harassment, and hate crime. Organisations working with the protected characteristic group will no longer receive training from the service to raise awareness and publicise the rights and responsibilities of individuals, communities, and organisations.	To be informed by the outcomes of the consultation. Referral to other sources of advice, support, information, and training wherever possible: sources to be identified, including through the consultation process.
Sex	(-)	This section will be further developed and finalised based on the outcomes of the consultation. The protected characteristic group will no longer receive the specialist support provided by the service, including advice and information in relation to incidents of victimisation, discrimination, harassment, and hate crime.	To be informed by the outcomes of the consultation. Referral to other sources of advice, support, information, and training wherever possible: sources to be identified, including organisations such as Equality

		Organisations working with the protected characteristic group will no longer receive training from the service to raise awareness and publicise the rights and responsibilities of individuals, communities, and organisations.	Advisory and Support Service, and Women's Aid.
Sexual Orientation	(-)	This section will be further developed and finalised based on the outcomes of the consultation. The protected characteristic group will no longer receive the specialist support provided by the service, including advice and information in relation to incidents of victimisation, discrimination, harassment, and hate crime. Organisations working with the protected characteristic group will no longer receive training from the service to raise awareness and publicise the rights and responsibilities of individuals, communities, and organisations.	To be informed by the outcomes of the consultation. Referral to other sources of advice, support, information, and training wherever possible: sources to be identified, including organisations such as LGBT Foundation, Stonewall, and Mermaids.
Groups who may require support: • Individuals who suffer socio-economic disadvantage • Armed Forces (WCC signed the Armed Forces Covenant in June 2012) • Carers • Homelessness	(-)	This section will be further developed and finalised based on the outcomes of the consultation. Although the Equality Service is based primarily around the 9 protected characteristic groups, there are overlaps with these additional groups, and these groups will not benefit from the current service offer.	To be informed by the outcomes of the consultation. Referral to other sources of advice, support, information, and training wherever possible: sources to be identified, including organisations such as: • Citizens Advice Bureau • WCC Armed Forces Covenant Officer

• People leaving Prison • People leaving Care			• Carers Trust • Borough and District Council Housing Teams • NACRO • Shelter • WCC Care Leavers' Team
Other Identified Health Inequalities (HI) Many issues can have an impact on health: is it an area of deprivation, does every population group have equal access, unemployment, work conditions, education, skills, our living situation, rural, urban, rates of crime etc.		This section will be further developed and finalised based on the outcomes of the consultation. There are links between the current service offer and these health inequalities, with individuals experiencing these inequalities not being able to benefit from support if the service is terminated.	To be informed by the outcomes of the consultation. Referral to other sources of advice, support, information, and training wherever possible: sources to be identified, including organisations such as: • Citizens Advice Bureau • Department of Work and Pensions (Job Centre) • Local work clubs • Rural charities
Other Groups If there are any other groups		This section will be further developed and finalised based on the outcomes of the consultation.	To be informed by the outcomes of the consultation.

Public Sector Equality Duty (PSED)

Public Authorities must have 'due regard' to the need to eliminate unlawful discrimination, advance equality of opportunity and foster good relations. Please evidence how your proposed activity meets our obligations under the PSED.

	Evidence of Due Regard
Eliminate unlawful discrimination (harrasment, victimisation and other prohibited conduct):	This section will be further developed and finalised based on the outcomes of the consultation. Ceasing to externally commission an equalities service would not be expected to directly cause discrimination. Nevertheless, not commissioning a service may make it more likely that people or groups experience discrimination due to lack of access to prompt and suitable advice or assistance. Upon conclusion of the consultation, and should the decision be made to no longer commission the service, due regard will be had to assessing the impact of this and finalising mitigating actions.
Advance equality of opportunity: This involves • removing or minimising disadvantages suffered by people due to their protected characteristics; • taking steps to meet the needs of people with certain protected characteristics where these are different from the needs of other people, for example, taking steps to take account of people with disabilities; • encouraging people with certain protected characteristics to participate in public life or in other activities where their participation is disproportionately low.	This section will be further developed and finalised based on the outcomes of the consultation. The undertaking of the consultation in respect of the decision around the future of the equality service is evidence of advancement of equality of opportunity. The consultation demonstrates a commitment to inclusivity by ensuring accessibility to all individuals, regardless of their background or circumstances.

	Upon conclusion of the consultation, and should the decision be made to cease commissioning the service, due regard will be had to assessing the impact of termination on equality of opportunity and any mitigating actions.
Foster good relations: This means tackling prejudice and promoting understanding between people from different groups and communities.	This section will be further developed and finalised based on the outcomes of the consultation. Good relations will continue to be fostered by creating inclusive opportunities for dialogue and actively seeking input from a diverse range of groups and communities. By encouraging respectful engagement and ensuring transparent communication of findings and decisions, implementation of the process to cease commissioning the service, if that is what is decided, will continue to have the building of trust and mutual understanding as core values.

Section Five: Partners / Stakeholders

Which sectors are likely to have an interest in or be affected by the proposed activity?	Yes / No	Describe the interest / effect

Businesses		
Councils	Yes	EQuIP works closely with the County Council, and the five Borough/District Councils.
Education Sector		
Fire and Rescue		
Governance Structures		
NHS		
Police	Yes	EQuIP works closely with Police colleagues, especially around hate crime incidents.
Voluntary and Community Sector	Yes	EQuIP works closely with other VCSE sector organisations, especially in respect of training and awareness raising.
Other(s): please list and describe the nature of the relationship / impact		The following groups have been identified as impacted by the termination of the service: • Current service users. • Future potential service users (all Warwickshire residents) • Equalities' groups within the VCSE sector, with a particular focus on groups supporting the 9 protected characteristics in the Equality Act, but also more general Equalities' groups. • Seldom heard groups, including groups such as Gypsies and Travellers, migrant workers, asylum seekers, younger people, drug and alcohol users. • Equalities professionals across the public sector and VCSE sector (and private sector where applicable), to include Health, Police, and Borough/District Councils.

Section Six: Action Planning

If you have identified impacts on protected characteristic groups in Section Four, please summarise these in the table below detailing the actions you are taking to mitigate or support this impact. It is also important to consider how often this E.I.A. will be reviewed, and who is responsible for doing this. If you are not taking any action to support or mitigate the impact, you should complete the No Mitigating Actions section below instead.

Mitigating Actions

Consider:

- Who else do you need to talk to? Do you need to engage or consult?
- How you will ensure your activity is clearly communicated
- Whether you could mitigate any negative impacts or build on positive impacts for protected groups or health inequalities
- Whether you could do more to fulfil the aims of the PSED
- How you will monitor and evaluate the effect of this work
- Anything else you can think of!

Identified Impact	Action(s)	Timescale incl. evaluation and review date	Name of person responsible
Requirement to review and monitor this assessment in light of activity to possibly cease the service, running up to 31 March 2027	Review and monitor EIA in line with developments	Up to 31 March 2027	Head of Service

No Mitigating Actions

Please explain why you do not need to take any action to mitigate or support the impact of your proposed activity.
This section will be further developed and finalised based on the outcomes of the consultation.

Section Seven: Assessment Outcome

Only one of following statements best matches your assessment of this proposed activity. Please select one and provide your reasons.		
No major change required		To be finalised based on the outcomes of the consultation.

The proposal has to be adjusted to reduce impact on protected characteristic groups and/or health inequalities		
Continue with the proposal but it is not possible to remove all the risk to protected characteristic groups and/or health inequalities		
Stop the proposal as it is potentially in breach of equality legislation		

Section Eight: Sign Off

N.B To be completed after the EIA is completed but before the area of work commences.

Name of person/s completing EIA	Charles Barlow, Head of Community Partnerships
Name and signature of Director	Sarah Duxbury, Director of Strategy, Planning and Governance
Date	
Date of next review and name of person/s responsible	Date TBD, Charles Barlow, Head of Community Partnerships

Once signed off, please ensure the EIA is uploaded using the following form. Please name it “EIA [project] [service area] [year]”: [Upload Completed Equality Impact Assessments](#)

These will be stored on a [Sharepoint library](#) which Warwickshire County Council colleagues can access.

It is the responsibility of the individuals and teams who completed the EIA to review it regularly and to carry out any required activities in line with the action plan made.

For advice or support, please contact equalities@warwickshire.gov.uk.