

North Herts Council

# Corporate Cumulative Equality Impact Assessment

2021/22

## Summary

This report sets out the approach taken to consider the cumulative equality impact of North Herts Council's decision-making processes in the civic year 2021/2022

The report is based on council and committee reports that have been considered throughout the civic year. This includes those council and committee reports that required an equality impact analysis and those council and committee reports that did not require an equality impact analysis but demonstrated consideration of impacts on protected characteristics, and where necessary, identified mitigating action to avoid discriminatory practices or treating one aspect of the community more favourably than another.

A number of reports were either merely for information only or seeking approval from council to pursue a certain course of action. Therefore, some of these proposals and projects were in the early stages and as such may need further equality analysis. The process for Equality Impact Analysis is an evolving one and proportionate, with assessments updated as projects develop.

The Equality Act 2010 guidance states that all policies must be analysed for their impact on equality, whether these are current and proposed policies or whether they are informal customs or practices. North Herts Council sets out guidance and support for staff on taking a proportional and meaningful approach to paying due regard to equality duties in the following areas that the Council are responsible for. This involves making a wide range of decisions, including decisions about overarching policies and setting budgets, to day-to-day decisions, which affect specific individuals or specific groups. The approach agreed for North Herts Council decision makers is that the following areas would be targeted for Equality Analysis Assessments:

- Key decisions - i.e. those over £50,000.00 value or which have a considerable potential impact on the community and across the 'protected characteristics'. (NB. Contractual arrangements, such as contracts for energy, will be exempt from review as whilst they are of sufficient monetary value, the 'equality' impact on the community is nil).
- Major budget implications - i.e. efficiencies and investments such as those proposed within the corporate business planning process
- Major Service provision revision - i.e. restructure proposals, changes to working practices and especially those with greatest impact on external customers.

It should be noted that the Shared Internal Audit Service (SIAS) conducted a review of the Equality Internal processes in 2013 and provided overall **substantial assurance** that there were effective controls in operation. In 2019/20, the SIAS conducted an audit of Equality and Diversity and provided an overall **good assurance** level for this. Officers have continued to adhere to these processes.

The Public Sector Equality Duty also requires the local authority to eliminate discrimination, foster good relations and promote equality of opportunity between those with a protected characteristic and others. This work is implicit in all our services.

The table below summarises the equality impact analysis of key council decisions in the last civic year. Individual equality impact assessments for key policy decisions will be included as a hyperlink within the table, or at the end of the document where relevant.

**1. Potential equality impacts identified by Cabinet and Council reports and the mitigating action either carried out or proposed, where appropriate.**

<b>Cabinet Decisions</b>	
29 <sup>th</sup> June 2021	
	<b>Equality Implications</b>
<p><b>Agenda Item 8: NEW HERTFORDSHIRE COMMUNITY LOTTERY – NEW POLICIES</b>  <b>REPORT OF: COMMERCIAL TEAM LEADER, COMMERCIAL MANAGER AND SERVICE DIRECTOR- COMMERCIAL</b></p>	
<p>The purpose of this report is to seek approval for the Council to introduce and adhere to new policies associated with the delivery of the North Hertfordshire Community Lottery and Gambling Licence application.</p> <p>As a reminder, the concept of the Community Lottery was approved on 15 December 2020 via Cabinet. Voluntary and Community Sector (VCS) groups such as local charities, community groups, sports clubs and schools will have the opportunity to financially benefit from this project, via funds raised through online lottery ticket sales.</p>	<p>There are no direct equality implications arising from this report. One of the three objectives of the Gambling Act 2005 is to protect children and other vulnerable people from being harmed or exploited by gambling'. The promotion of the Gamble Aware via any External Lottery Manager and the Licence Holder will seek to mitigate any adverse and disproportionate impacts on vulnerable groups.</p>
<p><b>Agenda Item 9: STRATEGIC PLANNING MATTERS</b>  <b>REPORT OF THE SERVICE DIRECTOR - REGULATORY</b></p>	
<p>This report identifies the latest position on key planning and transport issues affecting the District.</p>	<p>There are not considered to be any direct equality issues arising from this report. Future individual schemes or considerations may well be subject to appropriate review to ensure they comply with latest equality legislative need. Any risks and opportunities identified will also be subject to assessment for impact on those that share a protected characteristic.</p>

<p><b>Agenda Item 10: BALDOCK, BYGRAVE AND CLOTHALL NEIGHBOURHOOD PLAN REPORT OF THE SERVICE DIRECTOR - REGULATORY</b></p>	
<p>The report details the referendum results for the Baldock, Bygrave and Clothall Neighbourhood Plan and asks Cabinet to formally 'make' (adopt) the Plan.</p>	<p>There are not considered to be any direct equality issues arising from this report. Future individual schemes or considerations may well be subject to appropriate review to ensure they comply with latest equality legislative need. Any risks and opportunities identified will also be subject to assessment for impact on those that share a protected characteristic.</p>
<p><b>Agenda Item 11: REVENUE BUDGET OUTFURN 2020/21 REPORT OF THE SERVICE DIRECTOR - RESOURCES</b></p>	
<p>The purpose of this report is to inform Cabinet of the summary position on revenue income and expenditure as at the end of the financial year 2020/21. The net outturn of £19.379m represents a £866k decrease from the working budget of £20.245million. There are corresponding requests to carry forward £317k (of underspends) to fund specific projects that will now take place in 2021/22. There is a further forecast impact on the 2021/22 base budget of a £10k increase. As itemised and explained in table 3, the most significant variance, a decrease of £321k, relates to the financial support provided to Stevenage Leisure Limited (SLL) to maintain operations during the year. The finance required to allow leisure centres to open as restrictions were eased contributed to a total net additional expenditure due to Covid-19 in the year of £1.5m. Table 6 lists the main financial impacts of the pandemic and shows the extent to which these have been mitigated by additional government funding received.</p>	<p>For any individual new revenue investment proposal of £50k or more, or affecting more than two wards, a brief equality analysis is required to be carried out to demonstrate that the authority has taken full account of any negative, or positive, equalities implications; this will take place following agreement of the investment.</p>
<p><b>Agenda Item 12 - Referral from Finance, Audit and Risk Committee: INVESTMENT STRATEGY (CAPITAL AND TREASURY) END OF YEAR REVIEW 2020/21 REPORT OF THE SERVICE DIRECTOR - RESOURCES</b></p>	
<p>As at the end of financial year 2020/21, there is a reduction in Capital spend compared to quarter 3 of £0.521million. The majority of this change is due to revisions to the profile of planned project spend, with £0.527million that will now instead be incurred in 2021/22.</p>	<p>There are no direct equalities implications directly arising from the adoption of the Capital Programme for 2020/21 onwards. For any individual new capital investment proposal of £50k or more, or affecting more than two wards, an equality analysis is required to be</p>

<p>During the year the Council has generated £0.184million of interest from its investments. This is slightly below the budgeted total of £0.185million. The Council continued to invest in smaller Building Societies (subject to checks that compare the size of the Society with that of the investment).</p> <p>The Council has repaid £0.018million of borrowing during the year as it has matured. The Council has £0.405million of remaining borrowing. This borrowing is at a fixed rate for a fixed period. The premium incurred from repaying this borrowing early means that it is not worthwhile to do so.</p> <p>The Council complied with its legislative and regulatory requirements throughout the year.</p> <p>The forecast for 2021/22 is that investment income will continue to reduce due to market conditions and the use of cash balances to fund the capital programme. To attempt to offset the reduction in interest received from short fixed term investments, the Council is looking at options to diversify its portfolio by investing in longer term, Property Funds and Multi Asset Income Funds.</p>	<p>carried out. This will take place following agreement of the investment proposal.</p>
<p><b>Agenda Item 13: RISK MANAGEMENT UPDATE REPORT OF THE SERVICE DIRECTOR - RESOURCES</b></p>	
<p>To provide Cabinet with an update on the Corporate risks and the proposed changes to these risks.</p>	<p>Reporting on the management of risk provides a means to monitor whether the Council are meeting the stated outcomes of the district priorities, its targets or delivering accessible and appropriate services to the community to meet different people's needs. The risks of NHDC failing in its Public Sector Equality Duty are recorded on the Risk Register. The Councils risk management approach is holistic, taking account of commercial and physical risks. It should also consider the risk of not delivering a service in an equitable, accessible manner, and especially to its most vulnerable residents, such as those who are homeless.</p>

<p><b>Agenda Item 14: GROUNDS MAINTENANCE CONTRACT REVIEW REPORT OF THE SERVICE DIRECTOR - PLACE</b></p>	
<p>To make recommendations for the future delivery of the maintenance of the greenspaces within North Herts implementing the recommendations below following a contract review process with the aim of shaping the service area for the next five years or more as a result of a Project Board process.</p>	<p>There are no equalities implications of the subject of the report</p>
<p><b>20<sup>th</sup> July 2021</b></p>	
<p><b>Agenda Item 8: WAIVER OF ELEMENTS OF THE COUNCIL'S CONTRACT PROCUREMENT RULES FOR THE PROCESS FOR SELECTING TREASURY INVESTMENT FUNDS REPORT OF THE SERVICE DIRECTOR - RESOURCES</b></p>	
<p>The report seeks a waiver of the Council's Contract Procurement Rules relating to the standard process for seeking and selecting tenders in relation to long-term Treasury Investments (Multi-Asset Funds and Property Funds). The process to be followed will be a process that has been advised by our Treasury Advisors (Link). The potential value of the procurement could exceed the World Trade Organisation (WTO)'s Government Procurement Agreement (GPA) threshold and so approval is being sought from Cabinet.</p> <p>Following the procurement process, Cabinet are asked to delegate the selection of the fund(s) to the Service Director: Resources in consultation with the Executive Member for Finance and IT. The decisions will be in accordance with the approved Investment Strategy.</p>	<p>There are no equalities implications arising from this report.</p>

<p><b>Agenda Item 9a: NORTH HERTFORDSHIRE COMMUNITY LOTTERY – NEW POLICIES</b>  <b>REPORT OF: COMMERCIAL TEAM LEADER, COMMERCIAL MANAGER AND SERVICE DIRECTOR - COMMERCIAL</b></p>	
<p>The purpose of this report is to seek approval for the Council to introduce and adhere to new policies associated with the delivery of the North Hertfordshire Community Lottery and Gambling Licence application.</p> <p>As a reminder, the concept of the Community Lottery was approved on 15 December 2020 via Cabinet. Voluntary and Community Sector (VCS) groups such as local charities, community groups, sports clubs and schools will have the opportunity to financially benefit from this project, via funds raised through online lottery ticket sales.</p>	<p>There are no direct equality implications arising from this report. One of the three objectives of the Gambling Act 2005 is to protect children and other vulnerable people from being harmed or exploited by gambling'. The promotion of the Gamble Aware via any External Lottery Manager and the Licence Holder will seek to mitigate any adverse and disproportionate impacts on vulnerable groups.</p>
<p><b>Agenda Item 10: DEVELOPER CONTRIBUTIONS SPD</b>  <b>REPORT OF THE SERVICE DIRECTOR - REGULATORY</b></p>	
<p>This report seeks to extend the July 2020 resolutions of Cabinet in relation to the proposed Developer Contributions Supplementary Planning Document (SPD) pending the outcomes of the Local Plan Examination.</p>	<p>There are not considered to be any direct equality issues arising from this report. Future individual schemes or considerations may well be subject to appropriate review to ensure they comply with latest equality legislative need. Any risks and opportunities identified will also be subject to assessment for impact on those that share a protected characteristic.</p>
<p><b>Agenda Item 11: DESIGNATION OF A NEIGHBOURHOOD PLANNING FORUM AND NEIGHBOURHOOD PLANNING AREA FOR CHARLTON</b>  <b>REPORT OF THE SERVICE DIRECTOR - REGULATORY</b></p>	
<p>This report details the applications to designate a neighbourhood planning forum for Charlton and to designate a neighbourhood planning area for the area of Charlton following consultation on the application.</p> <p>Designation of a neighbourhood planning forum and neighbourhood planning area would allow a neighbourhood plan to be prepared for the area.</p>	<p>There are not considered to be any direct equality issues arising from this report. Future individual schemes or considerations may well be subject to appropriate review to ensure they comply with latest equality legislative need. Any risks and opportunities identified will also be subject to assessment for impact on those that share a protected characteristic.</p>

<p><b>Agenda Item 12: LAND SOUTH OF CLARE CRESCENT, BALDOCK, SG7 6JR</b>  <b>REPORT OF THE INTERIM PROPERTY CONSULTANT</b></p>	
<p>To seek Cabinet’s declaration that land south of Clare Crescent, Baldock is surplus to NHDC’s requirements.</p> <p>To seek Cabinet’s authority to dispose of NHDC’s freehold interest in the land south of Clare Crescent, Baldock based on transaction terms presented in the Part 2 report to Cabinet.</p>	<p>Any land that is offering potential for new housing may benefit the wider community. There may be those who exhibit a protected characteristic within this wider community. The addition of suitable housing may support the more vulnerable in the community.</p>
<p><b>21<sup>st</sup> September 2021</b></p>	
<p><b>Agenda Item 7: Customer Service Strategy 2021-2026</b>  <b>REPORT OF: Customer Service Manager</b></p>	
<p>This report proposes a new customer service strategy covering 2021-2026. The strategy sets out how we will put customers at the heart of everything we do.</p> <p>We’ve taken on board feedback from the 2020 Peer Challenge Review and have incorporated a target operating model to ensure a consistent approach to customer service across all our business areas.</p>	<p>The Strategy sets out an increase in customer service and recognises that customers are interacting differently because of the pandemic. It also recognises that not all customers will be digitally enabled, so includes a commitment that no one is left behind.</p>
<p><b>Agenda Item 8: Council Plan and Priorities 2022-2027</b>  <b>REPORT OF: Policy and Communities Manager</b></p>	
<p>This report proposes a new Council Plan and process for finalising the Plan.</p>	<p>In setting its Council Plan Priorities, the Council is seeking to address equality implications in the services it provides. Through the remainder of the Corporate Business Planning Process it will carry out Equalities Impact Assessments for those Efficiency or Investment options that are taken forward where required.</p>



<p><b>Agenda Item 9: RISK MANAGEMENT UPDATE REPORT OF: SERVICE DIRECTOR - RESOURCES</b></p>	
<p>To provide Cabinet with an update on the Corporate risks and any proposed changes to these risks.</p>	<p>Reporting on the management of risk provides a means to monitor whether the Council are meeting the stated outcomes of the district priorities, its targets or delivering accessible and appropriate services to the community to meet different people’s needs. The risks of NHDC failing in its Public Sector Equality Duty are recorded on the Risk Register. The Councils risk management approach is holistic, taking account of commercial and physical risks. It should also consider the risk of not delivering a service in an equitable, accessible manner, and especially to its most vulnerable residents, such as those who are homeless.</p>
<p><b>Agenda Item 10: FIRST QUARTER REVENUE BUDGET MONITORING 2021/22 REPORT OF: THE SERVICE DIRECTOR - RESOURCES</b></p>	
<p>The purpose of this report is to inform Cabinet of the summary position on revenue income and expenditure forecasts for the financial year 2021/22, as at the end of the first quarter. The forecast variance is a £560k increase on the net working budget of £18.801million, with an ongoing impact in future years of a £175k increase and requests to carry forward budget totalling £51k to fund specific projects in 2022/23. Within these summary totals there are a number of budget areas with more significant variances, which are detailed and explained in table 3.</p> <p>The forecasts in the report are based on a prudent assessment of the continuing impacts of Covid-19. The position relating to support for our leisure centres is being kept under monthly review. Current forecasts are that spend will be within the support budget that has been set, but historically the summer period does see a drop in income and usage. Therefore, at this stage no variance has been reported. The full-year parking income forecasts (as detailed in table 5) are very prudent and reflect the uncertainty over ongoing Town Centre recovery.</p>	<p>For any individual new revenue investment proposal of £50k or more, or affecting more than two wards, a brief equality analysis is required to be carried out to demonstrate that the authority has taken full account of any negative, or positive, equalities implications; this will take place following agreement of the investment.</p>

**Agenda Item 11: FIRST QUARTER INVESTMENT STRATEGY  
(CAPITAL AND TREASURY) REVIEW 2021/22  
REPORT OF: SERVICE DIRECTOR - RESOURCES**

To update Cabinet on progress with delivering the capital and treasury strategy for 2021/22, as at the end of June 2021.

To update Cabinet on the impact upon the approved capital programme for 2021/22 – 2030/31. The current estimate is a decrease in spend in 2021/22 of £0.124million and an increase in spend in future years of £0.312million. The most significant individual changes relate to £0.130M Car Park Resurfacing and £0.107M Lairage Car Park Structural Repairs. These are being reprofiled into 2022/23.

To inform Cabinet of the Treasury Management activities in the first three months of 2021/22. The current forecast is that the amount of investment interest expected to be generated during the year is £0.040million. This is a reduction of £0.063million on the original estimate.

There are no direct equalities implications directly arising from the adoption of the Capital Programme for 2020/21 onwards. For any individual new capital investment proposal of £50k or more, or affecting more than two wards, an equality analysis is required to be carried out. This will take place following agreement of the investment proposal.

There are no direct equalities implications directly arising from the adoption of the Capital Programme for 2020/21 onwards. For any individual new capital investment proposal of £50k or more, or affecting more than two wards, an equality analysis is required to be carried out. This will take place following agreement of the investment proposal.

**Agenda Item 12: MEDIUM TERM FINANCIAL STRATEGY  
REPORT OF: Service Director- Resources**

This report recommends the Medium Term Financial Strategy (MTFS) for 2022/23 to 2026/27 to guide and inform the Council’s Business Planning Process. The focus is primarily on setting a budget for 2022/23, as well as determining the actions that will be necessary in setting a longer term budget following on from that. It reflects on the many uncertainties that the Council faces, including impacts of Covid-19. Whilst it recommends a five year budget strategy, there is likely to be a need to amend the strategy over time as further information becomes available.

The MTFS attempts to align resources to the delivery of the Council Plan, which sets the corporate objectives. Through its corporate objectives the Council is seeking to address equality implications in the services it provides and through the remainder of the Corporate Business Planning Process will carry out Equalities Impact Assessments for relevant Efficiency or Investment options.

<p>The MTFS supports and is supported by the Council Plan. This reflects that the Council can only deliver priorities and projects that it can afford and should prioritise its spending around delivering its priorities.</p>	
<p><b>Agenda Item 13: STRATEGIC PLANNING MATTERS REPORT OF: SERVICE DIRECTOR - REGULATORY</b></p>	
<p>This report identifies the latest position on key planning and transport issues affecting the District.</p>	<p>There are not considered to be any direct equality issues arising from this report. Future individual schemes or considerations may well be subject to appropriate review to ensure they comply with latest equality legislative need. Any risks and opportunities identified will also be subject to assessment for impact on those that share a protected characteristic.</p>
<p><b>Agenda Item 14: The Future of the Wilbury Hills Crematorium Project REPORT OF: Service Director - Commercial</b></p>	
<p>To provide Cabinet with an update regarding the outcome of the planning process for a Crematorium at Wilbury Hills Cemetery, Letchworth Garden City and to explore other alternatives for the site going forward.</p>	<p>There are no equality implications attached to the recommendation to postpone the development and seek other alternative uses of the land. Dependant on the identified alternative uses, then an Equalities Impact Assessment may be required to assess impact on the North Herts community.</p>
<p><b>21<sup>st</sup> December 2021</b></p>	
<p><b>Agenda Item 8: DRAFT BUDGET 2022/23 REPORT OF: SERVICE DIRECTOR - RESOURCES</b></p>	
<p>Cabinet is asked to consider the latest forecasts in relation to funding, income and expenditure in relation to the revenue budget for 2022/23. It is expected that an addendum report will be provided in relation to the Local Government settlement. Cabinet are asked to consider the savings and investment proposals that were presented to the budget workshops, as well as any new savings and investment proposals that have emerged since those workshops. This should consider the feedback from those workshops, as well as taking appropriate measures to meet the net savings target of £200k.</p>	<p>For any individual proposal comprising either £50k growth or efficiency, or affecting more than two wards, an equality analysis is required to be carried out; this has either taken place or will take place following agreement of efficiencies or growth.</p>

<p>Cabinet are asked to consider the capital project proposals that were presented to the budget workshops, as well as any other opportunities that have emerged since those workshops. This should consider the feedback from those workshops, as well as considering the forecast revenue impact of capital expenditure.</p>	
<p><b>Agenda Item 9: RISK MANAGEMENT UPDATE REPORT OF: SERVICE DIRECTOR - RESOURCES</b></p>	
<p>To provide Cabinet with an update on the Corporate risks and any proposed changes to these risks.</p>	<p>Reporting on the management of risk provides a means to monitor whether the Council are meeting the stated outcomes of the district priorities, its targets or delivering accessible and appropriate services to the community to meet different people's needs. The risks of NHDC failing in its Public Sector Equality Duty are recorded on the Risk Register. The Councils risk management approach is holistic, taking account of commercial and physical risks. It should also consider the risk of not delivering a service in an equitable, accessible manner, and especially to its most vulnerable residents, such as those who are homeless.</p>
<p><b>Agenda Item 10: SECOND QUARTER INVESTMENT STRATEGY (CAPITAL AND TREASURY) REVIEW 2021/22 REPORT OF: SERVICE DIRECTOR - RESOURCES</b></p>	
<p>To update Cabinet on progress with delivering the capital and treasury strategy for 2021/22, as at the end of September 2021.</p> <p>To update Cabinet on the impact upon the approved capital programme for 2021/22 – 2030/31. The current estimate is a decrease in spend in 2021/22 of £13.124million and a decrease in spend in future years of £10.661million. The most significant change is the removal from the capital programme of the Acquisition of Property Investments capital scheme, for reasons detailed in table 2 and paragraph 8.11. A total of £20m had been earmarked in the programme (£8m in 2021/22 and £4m in each of the next three financial years). The £2.649M Provide Housing at Market Rents scheme is also being removed from the capital programme, while the</p>	<p>There are no direct equalities implications directly arising from the adoption of the Capital Programme for 2020/21 onwards. For any individual new capital investment proposal of £50k or more, or affecting more than two wards, an equality analysis is required to be carried out. This will take place following agreement of the investment proposal.</p>

<p>£1.193M Museum Storage Solution is being withdrawn and replaced with a new capital bid in 2022/23.</p> <p>To inform Cabinet of the Treasury Management activities in the first six months of 2021/22. The current forecast is that the amount of investment interest expected to be generated during the year is £0.050million. This is an increase of £0.010million on the working estimate reported at 1st quarter.</p>	
<p><b>Agenda Item 11: SECOND QUARTER REVENUE BUDGET MONITORING 2021/22</b>  <b>REPORT OF: THE SERVICE DIRECTOR - RESOURCES</b></p>	
<p>The purpose of this report is to inform Cabinet of the summary position on revenue income and expenditure forecasts for the financial year 2021/22, as at the end of the second quarter. The forecast variance is a £1.256m decrease on the net working budget of £19.361million, with an ongoing impact in future years of a £228k decrease and requests to carry forward budget totalling £160k to fund specific projects in 2022/23. The reduction in the forecast outturn to £18.105million primarily relates to a £1.1million reduction in the estimated additional financial support required by SLL to maintain operations at the Council's leisure centres. All other significant component variances are detailed and explained in table 3.</p>	<p>For any individual new revenue investment proposal of £50k or more, or affecting more than two wards, a brief equality analysis is required to be carried out to demonstrate that the authority has taken full account of any negative, or positive, equalities implications; this will take place following agreement of the investment.</p>

<p><b>Agenda Item 12: COUNCIL TAX REDUCTION SCHEME 2022/2023 REPORT OF: SERVICE DIRECTOR - CUSTOMERS</b></p>	
<p>To provide Cabinet with an update on how the Scheme is operating.</p> <p>To consider whether any changes should be made to the Council Tax Reduction Scheme (CTRS) for year ten (2022/2023).</p>	<p>By conducting extensive consultation when the scheme was first implemented, the Council sought to collect information from those who may be potentially affected by these proposals. The public consultation showed broad support for the scheme. By substantially retaining the same scheme since 2013/2014, the Council continues to meet its obligations under the Equality Act. The proposed review will eventually identify any adverse impacts and an equality impact analysis may be required to capture these.</p>
<p><b>Agenda Item 13: DE-COMMISSION OF THE LOCAL STRATEGIC PARTNERSHIP REPORT OF: Policy and Communities Manager</b></p>	
<p>This report seeks to review one of the Council's current engagement structures – the non statutory Local Strategic Partnership (LSP) which is currently known as the North Hertfordshire Partnership.</p>	<p>There are no equalities implications attached to the recommendation of this report.</p>
<p><b>Agenda Item 14: STRATEGIC PLANNING MATTERS REPORT OF: SERVICE DIRECTOR - REGULATORY</b></p>	
<p>This report identifies the latest position on key planning and transport issues affecting the District.</p>	<p>There are not considered to be any direct equality issues arising from this report. Future individual schemes or considerations may well be subject to appropriate review to ensure they comply with latest equality legislative need. Any risks and opportunities identified will also be subject to assessment for impact on those that share a protected characteristic.</p>

<p><b>Agenda Item 15: ASHWELL NEIGHBOURHOOD PLAN – EXAMINERS REPORT</b>  <b>REPORT OF: SERVICE DIRECTOR - REGULATORY</b></p>	
<p>To consider the examiner’s report and the proposed modifications to the Ashwell Parish Neighbourhood Plan and to agree that officers make arrangements to conduct a referendum within the Ashwell designated neighbourhood planning area.</p>	<p>There are not considered to be any direct equality issues arising from this report. Future individual schemes or considerations may well be subject to appropriate review to ensure they comply with latest equality legislative need. Any risks and opportunities identified will also be subject to assessment for impact on those that share a protected characteristic.</p>
<p><b>Agenda Item 16: LEISURE COVID RECOVERY UPDATE</b>  <b>REPORT OF: THE SERVICE DIRECTOR - PLACE</b></p>	
<p>The purpose of this report is to provide a general update on the recovery of our major leisure facilities from COVID-19.</p>	<p>There are no direct equality implications attached to this general update. The reopening of the SLL facilities provides support to those potentially vulnerable staff (on low or zero hour contracts) and may also provide support to those in the community that rely on accessing these services for their wellbeing. Section 8.5 also outlines the protective measures that are in place to support customers who use the facilities.</p>
<p><b>25<sup>th</sup> January 2022</b></p>	
<p><b>Agenda Item 7: CORPORATE STATEMENT OF ENFORCEMENT POLICY REVIEW</b>  <b>REPORT OF: LEGAL REGULATORY TEAM MANAGER &amp; DEPUTY MONITORING OFFICER</b></p>	
<p>This Report reviews the Council’s Corporate Statement of Enforcement Policy (the ‘Policy’) so that enforcement decisions and actions are consistent throughout the Council.</p>	<p>The review of the Corporate Statement of Enforcement policy does not have a direct equality impact. The policy now reflects the most recent legislative and enforcement developments. This ensures that enforcement action is carried out in an objective, proportionate and consistent manner. This eliminates discrimination or victimisation when the council carries out enforcement decisions and actions.</p>

<p><b>Agenda Item 8: INVESTMENT STRATEGY (INTEGRATED CAPITAL AND TREASURY)</b>  <b>REPORT OF: SERVICE DIRECTOR - RESOURCES</b></p>	
<p>The Investment Strategy provides the following key information:</p> <ul style="list-style-type: none"> <li>• A capital programme of £7.546m in 2022/23 and £20.219m for the period 2023/24 to 2026/27.</li> <li>• Recommendations on the Prudential and other Treasury indicators that will be monitored and reported on during the year (2022/23)</li> <li>• As the Council has identified a need to borrow for capital purposes, a borrowing and Minimum Revenue Provision (MRP) policy</li> <li>• The scope of treasury investments where the Council will invest any surplus cash.</li> </ul>	<p>There are no direct equalities implications directly arising from the adoption of the Capital Programme for 2021/22 onwards. For any individual new capital investment proposal of £50k or more, or affecting more than two wards, an equality analysis is required to be carried out. This will take place following agreement of the investment proposal.</p>
<p><b>Agenda Item 9: REVENUE BUDGET 2022/23</b>  <b>REPORT OF: THE SERVICE DIRECTOR - RESOURCES</b></p>	
<p>Cabinet is asked to recommend a budget for 2022/23 on to Council for their consideration and approval. The budget will need to consider the following:</p> <ul style="list-style-type: none"> <li>• The funding that the Council would expect to receive in 2022/23 and in future years</li> <li>• The forecast net spend required to enable the continued delivery of the Council services in 2022/23 and beyond</li> <li>• The prioritisation of any investments in line with the priorities of the Council Plan</li> <li>• The exceptional spend in relation to Covid-19</li> <li>• The other risks in relation to the budget (e.g. higher spend or lower income) and providing reasonable financial protection against those risks</li> <li>• The implications of all the above on future years and ensuring that actions are in place to deliver a balanced budget in the medium term.</li> </ul>	<p>For any individual proposal comprising either £50k growth or efficiency, or affecting more than two wards, an equality analysis is required to be carried out; this has either taken place or will take place following agreement of efficiencies or growth.</p>



**22<sup>nd</sup> MARCH 2022**

**Agenda Item 7: COUNCIL DELIVERY PLAN FOR 22-23  
REPORT OF: REPORT OF THE SERVICE DIRECTOR -  
RESOURCES**

This report presents the Council Delivery Plan for 22-23, which includes

- The setting of key Council projects
- The identification of risks relating to delivery of the projects and
- The setting of Performance Indicators (PIs) to measure progress

Performance reporting provides a means to monitor whether the Council is meeting the stated outcomes of the district priorities, its targets or delivering accessible and appropriated services to the Community to meet different people's needs.

**Agenda Item 8: THIRD QUARTER INVESTMENT STRATEGY  
(CAPITAL AND TREASURY) REVIEW 2021/22  
REPORT OF: SERVICE DIRECTOR - RESOURCES**

To update Cabinet on progress with delivering the capital and treasury strategy for 2021/22, as at the end of December 2021.

To update Cabinet on the impact upon the approved capital programme for 2021/22 – 2031/32. The current estimate is a decrease in spend in 2021/22 of £0.621M and an increase in spend in 2022/23 of £0.821M. The most significant individual changes relate to £0.195M Parking Charging Payments Management System, £0.100M Match Funding for Electric Vehicle Charging and £0.100M Community Facilities Refurbishments. These are being reprofiled into 2022/23.

To inform Cabinet of the Treasury Management activities in the first nine months of 2021/22. The current forecast is that the amount of investment interest expected to be generated during the year is £0.066M. This is an increase of £0.016M on the working estimate reported at 2nd quarter.

There are no direct equalities implications directly arising from the adoption of the Capital Programme for 2020/21 onwards. For any individual new capital investment proposal of £50k or more, or affecting more than two wards, an equality analysis is required to be carried out. This will take place following agreement of the investment proposal.

<p><b>Agenda Item 9: THIRD QUARTER REVENUE BUDGET MONITORING 2021/22</b>  <b>REPORT OF: THE SERVICE DIRECTOR - RESOURCES</b></p>	
<p>The purpose of this report is to inform Cabinet of the summary position on revenue income and expenditure forecasts for the financial year 2021/22, as at the end of the third quarter. The forecast variance is a £510k decrease on the net working budget of £17.994million, with an ongoing impact in future years of a £42k increase and requests to carry forward budget totalling £196k to fund specific projects in 2022/23. The significant component variances are detailed and explained in table 3.</p>	<p>For any individual new revenue investment proposal of £50k or more, or affecting more than two wards, a brief equality analysis is required to be carried out to demonstrate that the authority has taken full account of any negative, or positive, equalities implications; this will take place following agreement of the investment.</p>
<p><b>Agenda Item 10: GREENSPACE MANAGEMENT STRATEGY 2022-2027</b>  <b>REPORT OF: Service Manager, Greenspace</b></p>	
<p>To agree the proposed Greenspace Management Strategy (GSMS) 2022 – 2027 as the basis for the Council’s future strategic approach to maintaining the Greenspace provision in North Herts</p>	<p>NA  <i>*An Equality Impact Assessment (EqIA) was completed for this report, although not attached to the published report. The completed EqIA for the Green Space Management Strategy can be found at the end of this document.</i></p>
<p><b>Agenda Item 11: KNEBWORTH NEIGHBOURHOOD PLAN – EXAMINERS REPORT</b>  <b>REPORT OF: SERVICE DIRECTOR - REGULATORY</b></p>	
<p>To consider the examiner’s report and the proposed modifications to the Knebworth Parish Neighbourhood Plan and to agree that officers make arrangements to conduct a referendum within the Knebworth designated neighbourhood planning area.</p>	<p>There are not considered to be any direct equality issues arising from this report. Future individual schemes or considerations may well be subject to appropriate review to ensure they comply with latest equality legislative need. Any risks and opportunities identified will also be subject to assessment for impact on those that share a protected characteristic.</p>
<p><b>Agenda Item 12: Shared Waste Service Governance</b>  <b>REPORT OF: Shared Service Manager – Waste Management</b></p>	
<p>The shared client team for waste services has been in operation with oversight from the Joint Partnership Board for waste since December</p>	<p>There are no equalities implications for this report.</p>

2017. This report identifies options around governance of the shared service to support future partnership working and service resilience.	
<b>Agenda Item 13: STRATEGIC PLANNING MATTERS REPORT OF: SERVICE DIRECTOR - REGULATORY</b>	
This report identifies the latest position on key planning and transport issues affecting the District.	There are not considered to be any direct equality issues arising from this report. Future individual schemes or considerations may well be subject to appropriate review to ensure they comply with latest equality legislative need. Any risks and opportunities identified will also be subject to assessment for impact on those that share a protected characteristic.

<b>Council Decisions</b>	
1. Council – 15 <sup>th</sup> April 2021	
	<b>Equality Implications</b>
<i>No reports presented at this meeting</i>	
2. Council 26 <sup>th</sup> May 2021	
<b>Agenda Item 9: NOTING THE APPOINTMENT OF THE DEPUTY LEADER OF THE COUNCIL, MEMBERS OF THE CABINET AND DEPUTY EXECUTIVE MEMBERS FOR 2021/22 REPORT OF THE DEMOCRATIC SERVICES MANAGER</b>	
The purpose of this report is to inform the Council of the Leader’s appointment of members of the Cabinet for 2021/22.	There are no direct equalities implications arising from this report.
<b>Agenda Item 10: APPOINTMENT OF MEMBERS OF COMMITTEES, JOINT COMMITTEES AND PANELS FOR 2021/22 REPORT OF THE DEMOCRATIC SERVICES MANAGER</b>	
The purpose of this report is to inform the Council of the appointment of Members of Committees for 2021/22.	There are no direct equalities implications arising from this report.

<p><b>Agenda Item 11: APPOINTMENT OF CHAIRS AND VICE-CHAIRS OF COMMITTEES FOR 2021/22 REPORT OF THE DEMOCRATIC SERVICES MANAGER</b></p>	
<p>The purpose of this report is to inform the Council of the appointment of Chairs and Vice-Chairs of Committees (except Area Committees) for 2021/22.</p>	<p>There are no direct equalities implications arising from this report. However, equalities implications from the individual recommendations will continue to be considered and assessed during the decision-making process.</p>
<p><b>Agenda Item 12: KEY DECISIONS - ANNUAL REPORT ON CASES OF SPECIAL URGENCY REPORT OF THE LEADER OF THE COUNCIL</b></p>	
<p>The purpose of this report is to inform the Council of any occasions over the past year where the provisions relating to “Special Urgency” have been used in connection with the publication of an intention to make a Key Decision, as required by legislation.</p>	<p>This is a noting report, the intention of which is to ensure transparency of decision making. Equalities Implications in relation to each decision will have been set out in the reports concerned. There are no direct equalities implications arising from this report.</p>
<p><b>Agenda Item 13: APPROVE A PROGRAMME OF ORDINARY MEETINGS FOR THE COUNCIL FOR THE CIVIC YEAR 2021/22 REPORT OF THE DEMOCRATIC SERVICES MANAGER</b></p>	
<p>The purpose of this report is to seek approval to a programme of ordinary meetings of the Council for the Civic Year 2021/22.</p>	<p>There are no equalities implications in this report.</p>
<p><b>Agenda Item 14: NOMINATION OF REPRESENTATIVES ON OUTSIDE ORGANISATIONS AND OTHER BODIES FOR 2021/22</b></p>	
<p>The purpose of this report is to present a list setting out the nomination of representatives on Outside Organisations and Other Bodies for 2021/22.</p>	<p>There are no direct equalities implications arising from this report. However, equalities implications from the individual recommendations will continue to be considered and assessed during the decision-making process.</p>
<p><b>Agenda Item 15: RESOLUTION TO EXTEND THE 6 MONTH RULE – SECTION 85 LOCAL GOVERNMENT ACT 1972 REPORT OF THE DEMOCRATIC SERVICES MANAGER</b></p>	
<p>To consider an extension of the six-month rule for Councillors unable to attend Committee meetings (for reasons related to the pandemic, including health reasons) following the cessation of The Local Authorities and Police and Crime Panels (Coronavirus) (Flexibility of Local Authority Police and Crime Panel Meetings) (England and</p>	<p>The six-month extension to a term of office provides an opportunity for those Councillors to continue in the role as District Councillor until such a time that they feel safe to attend in person meetings. By 20 November it is hoped that social distancing requirements will not be as stringent and that everyone will have been offered the vaccine.</p>

<p>Wales) Regulations 2020 No.392 and the requirement for Local Authorities to hold meetings in person.</p>	<p>Whilst the advice to shield has ended at the time of writing, the clinically vulnerable people are urged continue to take extra steps to protect themselves. This currently includes take up of vaccination, the continuing of social distancing, minimising social and work interaction.</p>
<p><b>Agenda Item 16: CONSTITUTIONAL REPORT TO COUNCIL UNDER Section 2.6.6 REPORT OF: THE SERVICE DIRECTOR LEGAL AND COMMUNITY &amp; MONITORING OFFICER</b></p>	
<p>To present a report to Council regarding amendments to the Constitution following legislative changes and virtual meeting arrangements as per section 2.6.6, with effect from May 2021. Further amendments were made under 2.6.2 with regards the NHDC Code of Conduct which have to be notified to all Members (as opposed to reported to Full Council). These are included in the appended Delegated Decision and Appendix A Schedule.</p>	<p>As per the attached delegated decision: The Flexibility of Meetings Regulations 2020 have been of benefit for those with disabilities, or clinically vulnerable, in allowing Members, officers or the public to attend a meeting remotely during the pandemic. The Council will therefore continue to allow (in so far as it is technically able) public and press access remotely. It is also considering Hybrid provisions for Member and officers – albeit in respect of Members, their attendance in that way would not count toward the quorum of a formal meeting or ability to make a decision in a formal meeting.</p>
<p><b>3. Council – 8<sup>th</sup> July 2021</b></p>	
<p><b>Agenda Item 8: CONSTITUTIONAL AMENDMENT – ANNUAL REVIEW REPORT OF: THE SERVICE DIRECTOR LEGAL AND COMMUNITY &amp; MONITORING OFFICER</b></p>	
<p>To present an annual review report and confirmation of any further amendments made since last Council meeting (Cabinet portfolio changes and Area Committee grants).</p>	<p>In respect of recommendation 2.3, the amendments will allow greater flexibility, community engagement, which is likely to be of benefit to vulnerable people/ groups in the community.</p>
<p><b>Agenda Item 9: ANNUAL REPORT OF THE OVERVIEW AND SCRUTINY COMMITTEE 2020/2021 REPORT OF THE CHAIR OF THE OVERVIEW AND SCRUTINY COMMITTEE 2020-2021</b></p>	
<p>To consider the Annual report of the Overview and Scrutiny Committee regarding the 2020/21 Civic Year.</p>	<p>There are no direct equalities implications arising from this report.</p>

<p><b>Agenda Item 10: ANNUAL REPORT OF THE STANDARDS COMMITTEE REPORT OF MONITORING OFFICER</b></p>	
<p>To consider the Annual Report in relation to ethical standards for the preceding civic year.</p>	<p>The Councillor Code of Conduct clearly states that it is a requirement for all Councillors to carry out their duties with reference to the principles set out under the Equality Act. The Standards Committee role is to promote this. There are no other implications to this report.</p>
<p><b>4. Council – 23<sup>rd</sup> September 2021</b></p>	
<p><b>Agenda Item 9: MEDIUM TERM FINANCIAL STRATEGY REPORT OF: Service Director- Resources</b></p>	
<p>This report recommends the Medium Term Financial Strategy (MTFS) for 2022/23 to 2026/27 to guide and inform the Council’s Business Planning Process. The focus is primarily on setting a budget for 2022/23, as well as determining the actions that will be necessary in setting a longer term budget following on from that. It reflects on the many uncertainties that the Council faces, including impacts of Covid-19. Whilst it recommends a five year budget strategy, there is likely to be a need to amend the strategy over time as further information becomes available.</p> <p>The MTFS supports and is supported by the Council Plan. This reflects that the Council can only deliver priorities and projects that it can afford and should prioritise its spending around delivering its priorities.</p>	<p>The MTFS attempts to align resources to the delivery of the Council Plan, which sets the corporate objectives. Through its corporate objectives the Council is seeking to address equality implications in the services it provides and through the remainder of the Corporate Business Planning Process will carry out Equalities Impact Assessments for relevant Efficiency or Investment options.</p>
<p><b>Agenda Item 10: Council Plan and Priorities 2022-2027 REPORT OF: Policy and Communities Manager</b></p>	
<p>This report proposes a new Council Plan and process for finalising the Plan.</p>	<p>In setting its Council Plan Priorities, the Council is seeking to address equality implications in the services it provides. Through the remainder of the Corporate Business Planning Process it will carry out Equalities Impact Assessments for those Efficiency or Investment options that are taken forward where required.</p>

<p><b>Agenda Item 11: COUNCILLORS PARENTAL LEAVE POLICY REPORT OF: SERVICE DIRECTOR: LEGAL AND COMMUNITY</b></p>	
<p>This report provides a draft Councillor Parental Leave Policy for approval. This would introduce a right to such leave, that would potentially stretch to beyond 6 months, with continued allowances.</p>	<p>This can only be seen as a positive step to take towards eliminating discriminatory conditions in local government, and improving the accessibility of being a Councillor for people of varying backgrounds, ages and genders.</p>
<p><b>Agenda Item 12: ELECTORAL CYCLE CONSULTATION REPORT OF: DEMOCRATIC SERVICES MANAGER</b></p>	
<p>A timetable for the Electoral Review of North Hertfordshire District Council by the Local Government Boundary Commission for England (LGBCE) has been agreed. The first stage of the review is for the Council to produce a submission to the LGBCE on Council Size.</p> <p>Prior to the submission there needs to be a decision on whether to retain the current electoral cycle of elections by thirds or to move to whole council elections, as this will impact on the number of councillors the authority recommends within the submission to the LGBCE.</p>	<p>To retain elections by thirds would not provide electoral equality as all wards are not represented by three Members and the voter does not have an equal opportunity to influence the makeup of the council at each election. The Commission would seek to deliver a pattern of three member wards across the district and would only move away from this if a pattern of three member wards would significantly undermine their other obligation under law – to deliver electoral equality, reflect community interests and identities and promote effective and convenient local government.</p>
<p><b>5. Council – 11<sup>th</sup> November 2021</b></p>	
<p><b>Agenda Item 9: GAMBLING ACT 2005 STATEMENT OF LICENSING PRINCIPLES 2022 – 2025 REPORT OF: LICENSING MANAGER</b></p>	
<p>The purpose of this report is for the Licensing and Regulation Committee (“the Committee”) to consider the draft Statement of Gambling Licensing Principles (“the Policy”) prepared by officers and the public consultation responses in order to recommend the adoption of a final Statement of Licensing Principles to Full Council.</p>	<p>The Policy does not place any barriers or unique requirements on any person on the grounds of ethnicity, gender, religion, or any other protected characteristic. Officers work with all applicants and licence holders, where appropriate, to ensure that the Council’s duty under the Equality Act 2010 is met.</p>

<p><b>Agenda 10: CONSTITUTIONAL AMENDMENT – REPORT OF DELEGATED DECISION AMENDMENTS UNDER SECTION 2.6.2 REPORT OF: THE SERVICE DIRECTOR LEGAL AND COMMUNITY &amp; MONITORING OFFICER</b></p>	
<p>To report the delegated decision of 22 October 2021 to Full Council under section 2.6.2 with two further minor changes as detailed under sections 7 &amp; 8.</p>	<p>See delegated decision attached, otherwise nothing to add. There are no equalities implications for this report.</p>
<p><b>Agenda Item 11: Independent person on the Finance, Audit and Risk Committee REPORT OF: Service Director: Resources</b></p>	
<p>This report recommends that the Council has an independent person (i.e. a non-Councillor) on the Finance, Audit and Risk Committee. This is recommended as best practice by the Chartered Institute of Public Finance and Accountancy (CIPFA). If approved the role would be appointed to so that they could start from the beginning of the 2022/23 Civic Year.</p>	<p>There are no equalities implications arising from this report. The recruitment process will be designed to try and maximise the number of applicants.</p>
<p><b>Agenda Item 12: USE OF URGENCY IN RELATION TO CALL-IN FOR DECISION ON BUSINESS RATE POOLING REPORT OF: Service Director: Resources</b></p>	
<p>To notify Council that the urgency provisions in relation to call-in were applied to a delegated decision made by the Service Director: Resources (in consultation with the Executive Member for Finance and IT) in relation to Business Rate Pooling on 8 October 2021. This was due to the timing and availability of the information required to make the decision and the deadline for submitting the pooling application. Allowing for potential call-in would have made it impossible to meet the deadline set by Government of 8 October 2021. As per the Constitution, the Chair of the Council agreed to the decision being treated as a matter of urgency. The Constitution requires that use of this provision is reported to the next meeting of Council, together with the reasons for urgency.</p> <p>Provisions for the use of call-in and urgency are set out in paragraph 6.3.11 (b) (i) of the Constitution.</p>	<p>There are no equalities implications arising from this decision.</p>



## 6. Council, Extraordinary– 7<sup>th</sup> December 2021

**Agenda Item 3: RESOLUTION TO EXTEND THE 6 MONTH RULE – SECTION 85 LOCAL GOVERNMENT ACT 1972  
REPORT OF THE DEMOCRATIC SERVICES MANAGER**

To consider an extension of the six-month rule for Councillor John Bishop, having regard to the circumstances for absence from meetings.

The six-month extension to a term of office provides an opportunity for Cllr Bishop to continue in the role as District Councillor when health improves.

## 7. Council, NEW; Extraordinary – 7<sup>th</sup> December 2021

**Agenda Item 3: ELECTORAL CYCLE  
REPORT OF: DEMOCRATIC SERVICES MANAGER**

A timetable for the Electoral Review of North Hertfordshire Council by the Local Government Boundary Commission for England (LGBCE) has been agreed. The first stage of the review is for the Council to produce a submission to the LGBCE on Council Size.

Prior to the submission there needs to be a decision on whether to retain the current electoral cycle of elections by thirds or to move to whole council/all-out elections, as this will impact on the number of councillors the authority recommends within the submission to the LGBCE.

A resolution for whole-council elections must not be passed unless there have been reasonable steps by the council to consult “such persons as it thinks appropriate on the proposed change” and the resolution to move to whole council elections must be:

- (a) at a meeting which is specially convened for that purpose; and
- (b) by a majority of at least two thirds of the members voting on it.

If a resolution for whole council elections is not passed by a two third majority the current electoral cycle of elections by thirds will remain.

To retain elections by thirds would not provide electoral equality as all wards are not represented by three Members and the voter does not have an equal opportunity to influence the makeup of the council at each election. The Commission would seek to deliver a pattern of three member wards across the district and would only move away from this if a pattern of three member wards would significantly undermine their other obligation under law – to deliver electoral equality, reflect community interests and identities and promote effective and convenient local government.

## 8. Council – 20 January 2022

<p><b>Agenda Item 8: COUNCIL SIZE SUBMISSION TO LOCAL GOVERNMENT BOUNDARY COMMISSION FOR ENGLAND ('LGBCE')</b>  <b>REPORT OF: DEMOCRATIC SERVICES MANAGER</b></p>	
<p>The first stage of the Electoral Review of North Herts Council by the Local Government Boundary Commission for England (LGBCE) is determination of Council Size (number of Councillors) to represent North Herts Council from May 2024.</p> <p>The Council needs to agree the submission to the LGBCE by the required deadline of 21 January 2022. Failure to agree the submission will result in the LGBCE imposing a council size.</p> <p>Having discussed Council Size at the Boundary Review Project Board, Group Leaders suggested a Council Size of 50 Members given the projected growth in the Local Plan; and the nature of the district with its mix of more densely populated towns and sparsely populated large rural areas that need to be a manageable size geographically for the rural ward councillors. It is also believed that reducing the number of Members (thereby increasing workload for others) could deter or discourage individuals from standing as a Councillor, thereby further impacting on diversity of representation.</p>	<p>The Council size submission will not impact on the requirement of the Public Sector Equality Duty. However, the Electoral Review will support the LGBCE who are obligated under law to deliver electoral equality, reflect community interests and identities and promote effective and convenient local government.</p>
<p><b>Agenda Item 10: INTEGRATED PERFORMANCE, PROJECT MONITORING AND RISK</b>  <b>REPORT OF: Service Director: Resources</b></p>	
<p>This report recommends that the Council changes the way that it approaches the following:</p> <ul style="list-style-type: none"> <li>• The setting, and monitoring of, Performance Indicators (PIs).</li> <li>• The setting, and monitoring of, key Council projects</li> <li>• The identification process in relation to risks and oversight of risks</li> <li>• The setting, and publication of, the Service Delivery Plan and Service Action Plans</li> </ul>	<p>There are no equalities implications arising from this report.</p>

<p>The intention of the changes is to ensure:</p> <ul style="list-style-type: none"> <li>• All the above are better aligned to the Council Plan</li> <li>• That there is better ownership by Cabinet and improved oversight by the Overview and Scrutiny Committee</li> <li>• That the results are contained within one document, which is more accessible to Councillors, residents and other stakeholders</li> </ul>	
<p><b>Agenda Item 11: SECOND QUARTER INVESTMENT STRATEGY (CAPITAL AND TREASURY) REVIEW 2021/22 REPORT OF: SERVICE DIRECTOR - RESOURCES</b></p>	
<p>To update Cabinet on progress with delivering the capital and treasury strategy for 2021/22, as at the end of September 2021.</p> <p>To update Cabinet on the impact upon the approved capital programme for 2021/22 – 2030/31. The current estimate is a decrease in spend in 2021/22 of £13.124million and a decrease in spend in future years of £10.661million. The most significant change is the removal from the capital programme of the Acquisition of Property Investments capital scheme,</p> <p>A total of £20m had been earmarked in the programme (£8m in 2021/22 and £4m in each of the next three financial years). The £2.649M Provide Housing at Market Rents scheme is also being removed from the capital programme, while the £1.193M Museum Storage Solution is being withdrawn and replaced with a new capital bid in 2022/23.</p> <p>To inform Cabinet of the Treasury Management activities in the first six months of 2021/22. The current forecast is that the amount of investment interest expected to be generated during the year is £0.050million. This is an increase of £0.010million on the working estimate reported at 1st quarter.</p>	<p>There are no direct equalities implications directly arising from the adoption of the Capital Programme for 2020/21 onwards. For any individual new capital investment proposal of £50k or more, or affecting more than two wards, an equality analysis is required to be carried out. This will take place following agreement of the investment proposal.</p>

<p><b>Agenda Item 12: APPOINTMENT OF EXTERNAL AUDITORS FOR 2023/24 TO 2027/28</b>  <b>REPORT OF: Service Director: Resources</b></p>	
<p>The Council is required to appoint an auditor for the period from 2023/24 onwards, when the current arrangement with Public Sector Audit Appointments Ltd (PSAA) come to an end. It is considered that continuing with PSAA provides the only realistically viable option.</p>	<p>There are no equalities implications arising from this report.</p>
<p><b>Agenda Item 13: COUNCIL TAX REDUCTION SCHEME 2022/2023</b>  <b>REPORT OF: SERVICE DIRECTOR - CUSTOMERS</b></p>	
<p>To approve the Council Tax Reduction Scheme (CTRS) for North Hertfordshire for 2022/2023</p>	<p>By conducting extensive consultation when the scheme was first implemented, the Council sought to collect information from those who may be potentially affected by these proposals. The public consultation showed broad support for the scheme. By substantially retaining the same scheme since 2013/2014, the Council continues to meet its obligations under the Equality Act. The proposed review will eventually identify any adverse impacts and an equality impact analysis may be required to capture these.</p>
<p><b>Agenda Item 14: REVIEW OF MEMBERS' ALLOWANCES SCHEME</b>  <b>REPORT OF: DEMOCRATIC SERVICES MANAGER</b></p>	
<p>To agree the Member's Allowances Scheme 2022/2023 having taken into account the recommendations of the Independent Remuneration Panel ('IRP').</p>	<p>The inclusion of the dependent carers and childcare allowance continues to aid Councillors' to fulfil their responsibilities and provide recompense to them as noted at 8.7. Although the demand for this allowance reduced during the pandemic, there may be greater demand in the future to avoid disadvantaging those with commitments.</p>

<p><b>Agenda Item 15: ELECTORAL SERVICES – SCALE OF FEES 2022/23 REPORT OF: SERVICE DIRECTOR - RESOURCES</b></p>	
<p>To agree the Scale of Fees for electoral events held during 2022/23.</p>	<p>There are no equalities implications - in line with the Public Sector Equality Duty, public bodies must, in the exercise of their functions, give due regard to the need to eliminate discrimination, harassment, victimisation, to advance equality of opportunity and foster good relations between those who share a protected characteristic and those who do not.</p>
<p><b>Agenda Item 16: APPOINTMENT OF REPLACEMENT MEMBER AND CHAIR TO THE PLANNING CONTROL COMMITTEE (&amp; NOTING APPOINTMENT OF NEW EXECUTIVE MEMBER FOR PLANNING AND DEPUTY LEADER) REPORT OF THE DEMOCRATIC SERVICES MANAGER</b></p>	
<p>The purpose of this report is to confirm the appointment of a new / replacement Member to the Planning Control Committee, substitute Member and new Chair of the Committee.</p> <p>This follows the appointment of Councillor Ruth Brown, the current Chair of the Committee, to the position of Executive Member for Planning, Leader of the Liberal Democrat Group and Deputy Leader of Council, who shall resign from the Committee as at this meeting date (and prior to the decision being taken below).</p>	<p>There are no direct equalities implications arising from this report.</p>
<p><b>9. Council – 10 February 2022</b></p>	
<p><b>Agenda Item 9: CHANGE TO POLLING PLACE &amp; POLLING STATIONS REPORT OF: RETURNING OFFICER AND DEMOCRATIC SERVICES MANAGER</b></p>	
<p>To agree the designation of polling places, to come in to effect at the upcoming local government elections.</p>	<p>The proposed changes will ensure that electors in the Polling Districts affected are all designated with Polling Stations in close proximity to their addresses with suitably accessible facilities to host polls.</p>

	<p>Whilst reviewing the suitability of venues consideration is made as to any reasonable adjustment that can be made to avoid putting people with disabilities at a substantial disadvantage.</p> <p>An authority must: Seek to ensure that all electors in a constituency in the local authority area have such reasonable facilities for voting as are practicable in the circumstances; and seek to ensure that so far as is reasonable and practicable every polling place for which it is responsible is accessible to electors who are disabled</p>
<p><b>Agenda Item 10: REVENUE BUDGET 2022/23 REPORT OF: THE SERVICE DIRECTOR - RESOURCES</b></p>	
<p>Cabinet has recommended a budget for 2022/23 to Council for their consideration and approval. The budget considers the following:</p> <ul style="list-style-type: none"> <li>• The funding that the Council would expect to receive in 2022/23 and in future years</li> <li>• The forecast net spend required to enable the continued delivery of the Council services in 2022/23 and beyond</li> <li>• The prioritisation of any investments in line with the priorities of the Council Plan</li> <li>• The exceptional spend in relation to Covid-19</li> <li>• The other risks in relation to the budget (e.g. higher spend or lower income) and providing reasonable financial protection against those risks</li> <li>• The implications of all the above on future years and ensuring that actions are in place to deliver a balanced budget in the medium term.</li> </ul>	<p>For any individual proposal comprising either £50k growth or efficiency, or affecting more than two wards, an equality analysis is required to be carried out; this has either taken place or will take place following agreement of efficiencies or growth.</p>
<p><b>Agenda Item 11: INVESTMENT STRATEGY (INTEGRATED CAPITAL AND TREASURY) REPORT OF: SERVICE DIRECTOR - RESOURCES</b></p>	
<p>The Investment Strategy provides the following key information:</p> <ul style="list-style-type: none"> <li>• A capital programme of £7.696m in 2022/23 and £19.969m for the period 2023/24 to 2026/27.</li> <li>• Recommendations on the Prudential and other Treasury indicators that will be monitored and reported on during the year (2022/23)</li> </ul>	<p>There are no direct equalities implications directly arising from the adoption of the Capital Programme for 2021/22 onwards. For any individual new capital investment proposal of £50k or more, or affecting more than two wards, an equality analysis is required to be carried out. This will take place following agreement of the investment proposal.</p>

<ul style="list-style-type: none"> <li>• As the Council has identified a need to borrow for capital purposes, a borrowing and Minimum Revenue Provision (MRP) policy</li> <li>• The scope of treasury investments where the Council will invest any surplus cash.</li> </ul>	
<b>9. Council – 23 March 2022</b>	
<b>Agenda Item 9: PAY POLICY STATEMENT 2022/23 REPORT OF: SERVICE DIRECTOR - RESOURCES</b>	
<p>This report sets out a draft Pay Policy Statement 2022/3 (Appendix 1) for Council's consideration and approval in accordance with the requirements of Section 38 of the Localism Act 2011 (the Act), associated guidance issued under Section 40 of the Act, the Local Government Transparency Code 2015 and any other relevant legislation. The Statement incorporates elements of existing policy and practice and is required to be agreed annually.</p>	<p>The Pay Policy Statement reflects the practical arrangements that are in place to ensure all employees are remunerated in accordance with the requirements of the Equality Act and Public Sector Equality Duty and, in particular, through the application of a universal grading, flexible retirement scheme, and salary structure for all staff. The pay policy ensures consistency in regard to pay and remuneration in regard to individual roles, and therefore with no direct adverse impact on any single group with protected characteristics.</p>
<b>Agenda Item 10: Churchgate update REPORT OF: Service Director - Commercial</b>	
<p>The purpose of this report is to provide Members with an overview of the Council's previous approaches to the Churchgate Shopping Centre in Hitchin, and to confirm the Council still supports the decisions taken by Full Council at its meetings on 11 February 2016 and 7 February 2019 and a Council led approach to regeneration.</p>	<p>There are no direct equality implications arising from this report.</p>

## 2. Completed Equality Impact Analysis.

An Equality Impact Assessment was completed for the new Greenspace Management Strategy 2022-2027.

The completed assessment is provided below.

1. Name of activity:	<b>Greenspace Management Strategy</b>			
2. Main purpose of activity:	This strategy sets out our vision, aims and strategic objectives for the management of our greenspaces for the period 2022-27.			
3. List the information, data or evidence used in this assessment:	Greenspace Management Strategy 2022-27, Greenspace Management Strategy Public Consultation (Jan 2022)			
<b>4. Assessment</b>				
<b>Characteristics</b>	<b>Neutral</b> (x)	<b>Negative</b> (x)	<b>Positive</b> (x)	Describe the person you are assessing the impact on, including identifying: community member or employee, details of the characteristic if relevant, e.g. mobility problems/particular religion and why and how they might be <b>negatively or positively</b> affected. <b>Negative: What are the risks?</b> <b>Positive: What are the benefits?</b>
<b>Community considerations</b> (i.e. applying across communities or associated with rural living or Human Rights)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<b>Negative</b>
				<b>Positive</b> High quality greenspaces provide Improved health and wellbeing for residents. This includes mobility, energy, visual, auditory, cognitive, sensory.  Air quality improvement and cooling and shading qualities of tree cover.
A person living with a disability	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<b>Negative</b> A Greenspace Management Strategy Public Consultation (Jan 2022) has been conducted to ensure needs of communities are kept



				<p>in mind and to assess how greenspaces can be used for many recreational purposes – Comments from residents highlighted: A need for more accessibility to local greenspaces for wheelchair users and those with mobility issues (an emphasised need for smooth and maintained paths to access greenspaces and other access features such as rails, dropped curbs, seating and toilets to be included in greenspace development).</p> <p>Without specific action to address accessibility, those living with disability may continue to experience disadvantage in accessing local greenspaces.</p> <p><b>Positive</b></p> <p>Town Centre Parks remain the highest priority for future investment and maintenance. Ongoing high standards of maintenance will ensure that accessibility barriers such as overgrowth and disrepair are avoided / addressed.</p> <p>The strategy commits to well managed green spaces which can be used for many recreational purposes and which meet the needs of our communities.</p>
A person of a particular race	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p><b>Negative</b></p> <p>There is currently not enough evidence to indicate if needs of different races and cultural heritages are being met through North Herfordshire's green spaces</p> <p><b>Positive</b></p> <p>There is a recognition that persons of different races or cultural heritages may access and engage with greenspaces in various ways and this must be taken into account where the strategy commits to well managed green spaces which can be used for many recreational purposes and which meet the needs of our communities.</p>

A person of a gay, lesbian or bisexual sexual orientation	☒	<input type="checkbox"/>	<input type="checkbox"/>	<p><b>Negative</b></p> <p>Whilst not raised in the public consultation, it is recognised that individuals that are LGBTQ+ may often experience heightened safety concerns when accessing public spaces.</p> <p>There is currently not enough evidence to indicate if needs of different sexual orientation are being met through North Herfordshire’s green spaces</p> <p><b>Positive</b></p> <p>Local, high quality, well designed and managed green infrastructure has a role in making green spaces and communities feel more welcoming and safer for everyone. This must be considered in the design and management of green spaces.</p> <p>The strategy commits to well managed green spaces which can be used for many recreational purposes and which meet the needs of our communities.</p>
A person of a particular sex, male or female, including issues around pregnancy and maternity	☒	<input type="checkbox"/>	<input type="checkbox"/>	<p><b>Negative</b></p> <p>A Greenspace Management Strategy Public Consultation (Jan 2022) has been conducted to ensure needs of communities are kept in mind and to assess how greenspaces can be used for many recreational purposes – Comments from residents highlighted:</p> <p>Concerns for safety expressed by women when accessing greenspaces, particularly when alone, and in the dark. Without specific action to address these safety concerns, concerns for personal safety may continue to act as an accessibility barrier leading to residents continuing to experience disadvantage in accessing local greenspaces.</p> <p>It has been <u>evidenced</u> that there is variation in the use of green space between different age groups and sexes. Providing greenspaces for many recreational purposes must ensure that this</p>

				<p>includes the needs of young women and teenage girls in order to encourage this demographic to engage in this area of public life. Without specific action to address this, teenage girls and young women may not engage to the same extent as others.</p> <p><b>Positive</b></p> <p>The strategy commits to well managed green spaces which can be used for many recreational purposes and which meet the needs of our communities. This must address the variation in uses of green spaces between different sexes.</p> <p>Local, high quality, well designed and managed green infrastructure has a role in making green spaces and communities feel more welcoming and safer for everyone. This must be considered in the design and management of green spaces.</p>
A person of a particular religion or belief	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p><b>Negative</b></p> <p>There is currently not enough evidence to indicate if needs of different religious communities are being met through North Hertfordshire's green spaces.</p> <p><b>Positive</b></p> <p>There is a recognition that persons of different religions or beliefs may access and engage with greenspaces in various ways and this must be taken into account. The strategy commits to well managed green spaces which can be used for many recreational purposes and which meet the needs of our communities.</p>
A person of a particular age	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p><b>Negative</b></p> <p>A Greenspace Management Strategy Public Consultation (Jan 2022) has been conducted to ensure needs of communities are kept in mind and to assess how greenspaces can be used for many recreational purposes – Comments from residents highlighted the different uses of greenspace that range across different age groups and must be considered. This included the need to ensure that children's equipment is targeted at differently aged children. Failure to address</p>

				<p>these public suggestions may result in the exclusion of persons from accessing and engaging with greenspaces.</p> <p><b>Positive</b></p> <p>There is a recognition that persons of different ages may access and engage with greenspaces in various ways and this must be taken into account. The strategy commits to well managed green spaces which can be used for many recreational purposes and which meet the needs of our communities.</p>
Transgender	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p><b>Negative</b></p> <p>Whilst not raised in the Greenspace Strategy public consultation (Jan 2022), it is recognised that individuals that are transgender may often experience heightened safety concerns when accessing public spaces.</p> <p>There is currently not enough evidence to indicate if needs of transgender individuals are being met through North Hertfordshire's green spaces.</p> <p><b>Positive</b></p> <p>Local, high quality, well designed and managed green infrastructure has a role in making green spaces and communities feel more welcoming and safer for everyone. This must be considered in the design and management of green spaces.</p> <p>The strategy commits to well managed green spaces which can be used for many recreational purposes and which meet the needs of our communities.</p>

5 Results			
	Yes	No	
Were positive impacts identified?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	The Greenspace Management Strategy commits to providing high quality, well managed green spaces to meet the needs of our community, to provide a wide range of greenspaces which can be used for many recreational purposes and to ensure greenspaces for future developments are developed with the needs of communities in mind. These aims, delivered with ongoing consideration for equality implications and differing needs across groups with protected characteristics, will ensure that positive impacts are delivered.
Are some people benefiting more than others? If so explain who and why.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Were negative impacts identified (what actions were taken)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<p>If there is inaction in addressing the issues, such as mobility accessibility and safety concerns, which were highlighted through the Greenspace Management Strategy Public Consultation (Jan 2022), negative impacts may continue to occur when maintaining and designing greenspaces over the period of this strategy.</p> <p>There is currently not enough evidence to indicate if needs of transgender individuals, the LGBTQ+ community, different races and religions are being met through North Hertfordshire's green spaces as these were not highlighted within the Green Space Management Strategy Public consultation. More engagement with these groups is therefore required to ensure that greenspaces in North Hertfordshire are accessible and meeting the needs of these groups.</p>

6. Consultation, decisions and actions		
If High or very high range results were identified who was consulted and what recommendations were given?		
No high or very high range results were identified. Consultation was via Survey Monkey and available to all which did not identify any recommendations		
Describe the decision on this activity		
None		
List all actions identified to address/mitigate negative impact or promote positively		
Action	Responsible person	Completion due date
None		
When, how and by whom will these actions be monitored?		
Not applicable		
7. Signatures		
Assessor		
Name: <b>Andrew Mills</b>	Signature** Andrew Mills	
Validated by		
Name: <b>Sarah Kingsley</b>	Signature** Sarah Kingsley	
Forward to the Corporate Policy Team		
Signature** Reuben Ayavoo		
Assessment date: <b>14/03/2022</b>	Review date: 01/03/2023	

### **3. Opportunities to foster good relations and advance equality of opportunity between people who share a protected characteristic and those who don't.**

The Public Sector Equality Duty also requires local authorities to foster good relations and promote equality of opportunity between those with a protected characteristic and others. This work is implicit in all our services. Some examples of how this is enacted are provided below:

Most policy decisions involve increased community engagement in regard to public consultations. These can include focus groups and public meetings which would give the opportunity for the North Hertfordshire community to come together and get more involved in civic life. The recent Greenspace Management Strategy is an example of how public consultation was used to shape decision making and guide equality and accessibility considerations, as demonstrated in the relevant equality impact assessment.

[The Communications Strategy 2019 - 2023](#) states that our approach will always be inclusive and use a range of channels to reach as many residents as possible, whilst being positive and proactive and positioning ourselves as community champions, promoting and celebrating all that is good about North Hertfordshire, the people, community groups and businesses. A digital publication, '[North Herts Now](#)', and a digital bulletin subscriber service continue to provide additional ways in which to engage and interact with residents, focussing on community stories and celebrating what is great about North Herts. This approach is also adopted across other communication channels.

[The Customer Services Strategy 2021 - 2027](#) commits North Herts Council to putting our customers at the heart of everything we do and providing appropriate support and assistance to those who need it, whilst ensuring customer experiences are easy, convenient, and effective. This strategy prioritises accessibility, stating that the Council will make it as easy as possible for customers to access our services, we will design our processes with all customers in mind, and consistently treat customers with fairness and respect.

Community panels continue to take place, with the intention of increasing and encouraging community engagement throughout different areas of the council. These panels allow the council to engage with residents, to hear their issues and identify ways in which the community can be included in influencing decisions.

In 2020, the council introduced Shaping our Future. This group's aim is to provide co-ordination between the development of activities related to Elected Members and those related to Officers and the Management of the organisation. This group strives to create a high quality, diverse, inclusive and resilient workforce, meeting the needs of our community and this is recognised as one of the stated outcomes of the group.

In 2021, the Council's values and behaviours were reviewed by the Leadership Team and the Shaping our Future Group. As a result, the organisational values have now been further developed to be more concise. The new values are as detailed below:

As an organisation we strive to be:

**TOGETHER:** We work together and support each other to deliver the best we can

**LISTENING:** We listen to and consider the views of each other, our partners and our customers

**LEARNING:** We learn from others and are open to change

**ADAPTABLE:** We are adaptable in finding solutions for each other, our partners and our customers

**INCLUSIVE:** We are inclusive and value diversity

In 2021, the council introduced a new initiative in the form of an Inclusion Group. The main purpose of this group is to drive the equality and diversity agenda forward within the organisation. The group aims to gain an understanding of the perspective of all employees, including the experiences of minority, disadvantaged and vulnerable staff within the organisation. The group meets quarterly, with each meeting focussing on one of the protected characteristics and provides an opportunity for staff to discuss their experiences and issues.

#### **4. An analysis of any potential cumulative impacts that spans services**

The sustained pressure on the public sector to make savings, alongside the Covid-19 recovery, means that services may not be delivered in the same way. Against this context, any changes to service delivery may have compounded negative impacts for some equality groups within Hertfordshire. Any such impacts are identified by the completion of individual equality impact assessments (EqIAs). The early consideration of the potential impacts by use of the EqIAs identifies any impacts and corresponding mitigating actions where practicable.

The process uses relevant good practice from a number of national and local sources. This is applied to the individual equality impact assessments, to ensure that changes to services are delivered through efficiencies which have no identified adverse impact on service-users.