

Equality Impact Assessment (EqIA)

Deciding what needs to be assessed

In theory all policies, decisions, services, projects and programmes should be impact assessed. The most practical approach is to assess as the proposal is being developed or as processes, services and policies come up for review making the EQIA part of the development process. Do not be put off by the list below, it does not mean that long and detailed assessments are required every time you are engaged in one of the activities. However, it does mean that you should always consider the equalities implications of your proposals.

Policy

- New policy development
- Substantial revision of an existing policy or process
- Any change which may have a disproportionate impact on a particular group

Decision

- Key decision
- Decision for management board/cabinet
- Budget change decision

Service

- New service
- Service review, including the decommissioning of services
- Any service change which may have a disproportionate impact on a particular group

Projects and programmes

- All, at planning stage

Further information: [Equality Impact Assessments - a user's guide](#)

Section one

No.	Question	Response
1.1	Name of policy/decision/service/project/programme being assessed	Extension of Public Space Protection Order Regarding Dog Control at Lydiard Park 2 of 2022
1.2	Summary of aims and objectives of the policy/decision/service/project/programme	To extend a public spaces protection order in respect of dog control - where activities are or are likely to be carried out in a public space that have a detrimental effect on the quality of life.
1.3	Who is affected by the policy/decision/service/project/programme? (For example, employees/service users/supplier/contractor)	Users of the park
1.4	What involvement and consultation has been done in relation to this proposal? (For example, with relevant groups and stakeholders)	Public consultation and direct consultation with PCC and Ward Members.
1.5	What are the arrangements for monitoring and reviewing the actual impact of the policy/funding activity/event?	The Council would consider any complaints made to the it around the issue of dog control and liaises with the management team at Lydiard Park.

Section two – protected characteristics

Protected characteristic group	Is there a potential for positive or negative impact? Is the impact neutral?	Please explain and give examples of any evidence/data used	Action to address negative impact (for example, adjustment to the proposal)
Disability	Neutral – assistance dogs owners may be affected.	None	Specific exemption included to avoid any potential discrimination.
Gender reassignment	Neutral	None	N/A
Marriage or civil partnership	Neutral	None	N/A
Pregnancy and maternity	Positive – reduces health risks around dog fouling and provides better control of dogs.	None	N/A
Race	Neutral	None	N/A
Religion or belief	Neutral	None	N/A
Sexual orientation	Neutral	None	N/A
Sex (gender)	Neutral	None	N/A
Age	Positive – protects children from dog related risks.	None	N/A

Children in care and care leavers	Positive – protects children from dog related risks.	None	N/A
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Section three – evaluation

No.	Question	Explanation/justification
3.1	Is it possible the proposed policy or activity or change in policy or activity could discriminate or unfairly disadvantage people?	No – any likely negative impacts are sufficiently mitigated by the exemptions provided and there are positive impacts, which may affect disadvantage people more.

No.	Final Decision	Tick the relevant box	Include any explanation / justification required
1	No barriers identified, therefore activity will proceed	X	As explained above.
2	Stop at some point because the data shows bias towards one or more groups		
3	Adapt or change the event in a way which you think will eliminate the bias		
4	Barriers and impact have been identified, however having considered all available options carefully, there appear to be no other proportionate ways to achieve the aim of the policy or practice (for example, in extreme cases or where positive action is		

	taken). Therefore, proceed with caution with this knowing that it may favour some people less than others, providing justification for this decision		
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Section four – record keeping

Question	Response
Will this EqIA be published* (*EqIA's should be published alongside relevant event paperwork including cabinet papers):	Yes
Date completed	27/08/25
Review date (if applicable)	August 2028

Change log

Name	Date	Version	Change made
J Kirkwood	27/08/25	1	N/A - new

Responsibilities

Question	Response	Date completed
Name of person leading this EqIA	J Kirkwood	27/08/25

Question	Response
Names and roles of people involved in the consideration of impact	J Kirkwood – Licensing Manager

Question	Response	Date signed
Name of Director signing EqIA	Dr Emma Kain	TBC