



South Kesteven District Council

Equality Analysis (Stage 1)

Electoral Review of South Kesteven Warding Arrangements

Service Area:	Lead officer: Julie Edwards	Date of Meeting
Legal and Democratic Services	Assessors: Jo Toomey	28 June 2013
	Neutral Assessor: Carol Drury	

Equality Group	Does this policy/service/function/strategy have a positive or negative impact on any of the equality groups? Please state which for each group	Please describe why the impact is positive or negative. If you consider this policy etc is not relevant to a specific characteristic please explain why
Age	Neutral	The changes to warding arrangements will not impact in terms of protected characteristic. Persons of an age to vote and who are eligible under current law to do so will be unaffected. Whilst the changes may result in members of the electorate being required to vote at a different polling station their democratic right to do so remains the same.
Disability	Neutral	The changes to warding arrangements will not impact in terms of protected characteristic. Persons eligible to vote under current law will be unaffected. Whilst the changes may result in members of the electorate being required to vote at a different polling station their democratic right to do so remains the same. Access audits will be carried out on proposed polling stations to ensure their suitability as part of a polling station review
Race	Neutral	The changes to warding arrangements will not impact in terms of protected characteristic. Persons eligible to vote under current law will be unaffected. Whilst the changes may result in members of the electorate being required to vote at a different polling station their democratic right to do so remains the same.
Gender Reassignment	Neutral	The changes to warding arrangements will not impact in terms of protected characteristic. Persons eligible to vote under current law will be unaffected. Whilst the changes may result in members of the electorate being required to vote at a different polling station their democratic right to do so remains the same.

Religion or Belief	Neutral	The changes to warding arrangements will not impact in terms of protected characteristic. Persons eligible to vote under current law will be unaffected. Whilst the changes may result in members of the electorate being required to vote at a different polling station their democratic right to do so remains the same.
Sex	Neutral	The changes to warding arrangements will not impact in terms of protected characteristic. Persons eligible to vote under current law will be unaffected. Whilst the changes may result in members of the electorate being required to vote at a different polling station their democratic right to do so remains the same.
Sexual Orientation	Neutral	The changes to warding arrangements will not impact in terms of protected characteristic. Persons eligible to vote under current law will be unaffected. Whilst the changes may result in members of the electorate being required to vote at a different polling station their democratic right to do so remains the same.
Pregnancy and Maternity	Neutral	The changes to warding arrangements will not impact in terms of protected characteristic. Persons eligible to vote under current law will be unaffected. Whilst the changes may result in members of the electorate being required to vote at a different polling station their democratic right to do so remains the same.
Marriage and Civil Partnership	Neutral	The changes to warding arrangements will not impact in terms of protected characteristic. Persons eligible to vote under current law will be unaffected. Whilst the changes may result in members of the electorate being required to vote at a different polling station their democratic right to do so remains the same.
Carers	Neutral	The changes to warding arrangements will not impact in terms of protected characteristic. Persons eligible to vote under

		current law will be unaffected. Whilst the changes may result in members of the electorate being required to vote at a different polling station their democratic right to do so remains the same.
Other Groups (e.g. those from deprived (IMD*) communities; those from rural communities, those with an offending past) *(IMD = Indices of multiple deprivation)	Neutral	The changes to warding arrangements will not impact in terms of protected characteristic. Persons eligible to vote under current law will be unaffected. Whilst the changes may result in members of the electorate being required to vote at a different polling station their democratic right to do so remains the same.
General comments	In determining the proposed warding arrangements a working group of elected members and officers were led by a need to maintain strong community identities across the district. Justification for the proposed boundary changes has been based the connections between parish/village identities in the rural settings and local amenities, places of worship, education establishments, parks and open spaces and leisure and arts facilities. In both rural and urban settings the importance of established community groups was also a factor. In examining community connections we also considered environmental factors including sparsity and the need to reflect similarities within urban centres.	

3. What equality data/information did you use to inform the outcomes of the proposed policy/service/function/strategy? (Note any relevant consultation who took part and key findings)

The Electoral Register as at October 2012 Projected electorate figures to 2019 Planning Policy Master Plans for the district Community Led Plans, Parish Plans, Neighbourhood Plans from across the district Supplementary Planning Documents for Growth Areas Local Directories of Community Groups and organisations Schools and College information including school census figures Demographic information from Census 2011 at Super Output area Current Ward Profiles Representations to the Boundary Commission from Parish and Town Councils at the time of the Council Size submission Briefings to Councillors

If there are any gaps in the consultation/monitoring data, how will this be addressed?

No gaps identified

4. Outcomes of analysis and recommendations (please note you will be required to provide evidence to support the recommendations made): Please check one of the options.

a)	No major change needed: equality analysis has not identified any potential for discrimination or for negative impact and all opportunities to promote equality have been taken	<input checked="" type="checkbox"/>
<i>If you have checked option a) you will need to complete a Stage 3 analysis when your policy/service/function/strategy has been implemented</i>		
b)	Adjust the proposal to remove barriers identified by equality analysis or to better promote equality.	<input type="checkbox"/>
<i>If you have checked option b) you will need to answer questions b.1 and b.2</i>		
c)	Adverse impact but continue	<input type="checkbox"/>
<i>If you have checked option c) you will need to answer questions c.1</i>		
d)	Stop and remove the policy/function/service/strategy as equality analysis has shown actual or potential unlawful	<input type="checkbox"/>

b.1 In brief, what changes are you planning to make to your proposed policy/service/function/strategy to minimise or eliminate the negative equality impacts?

b.2 Please provide details of whom you will consult on the proposed changes and if you do not plan to consult, please provide the rationale behind that decision.

If you have checked option b) you will need to complete a Stage 2 equality analysis

c.1 Please provide an explanation in the box below that clearly sets out your justification for continuing with the proposed policy/function/service/strategy.

If you have checked option c) you will need to complete a Stage 2 equality analysis. You should consider in stage 2 whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact.

Signed (Lead Officer): Julie Edwards
(Name and title) *Elections and Democratic Services Team Leader*

Date completed: 26 June 2013

Signed (Neutral Assessor): Carol Drury
(Name and title) *Community Engagement and Policy Development Officer.*

Date signed off: 26 June 2013