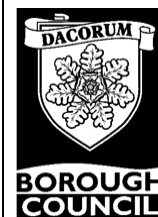


# Pre-Screening Equality Impact Assessment



Describe the activity you are working on (whether this be a policy, event, project, system implementation or other)	Development of options for Local Government Reorganisation (LGR) across Hertfordshire. The March 2025 Cabinet paper seeks to agree the broad options which will be further worked up and considered over the remainder of 2025.				
Is this new or existing?	This is new and compulsory activity following the publication of the Government’s White Paper in Dec 2024.				
Brief summary/description of the purpose of the activity being screened	The development and assessment of options for Local Government Re-organisation against the criteria set out by the Government.				
<b>Question</b>	<b>Answer</b>				
1. Is there any reason to believe that the activity detailed above could have a specific impact on people from one of more of the following groups according to their different protected characteristics, for example, because they have particular needs, experiences, issues or priorities in terms of ability to access services or in relation to how a policy would apply to them for example?		<b>Positive</b>	<b>Negative</b>	<b>Neutral</b>	<b>Unsure</b>
	<b>Age</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
	<b>Disability</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
	<b>Gender</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
	<b>Gender Re-assignment</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
	<b>Marriage/civil partnership</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
	<b>Pregnancy &amp; Maternity</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
	<b>Race</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
	<b>Religion or belief</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
	<b>Sexual orientation</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
	<b>Other (e.g low income/socioeconomic reasons)</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

<b>Question</b>	<b>Answer</b>	<b>Comments</b>
2. Is the proposed activity likely to affect relations between certain equality communities or to damage relations between the equality communities and the Council, for example because it is seen as favouring a particular community or denying opportunities to another?	No	At this stage, this seems unlikely. The next stages of evidence gathering and analysis will allow us to understand this better and inform future recommendations.
3. Could this proposal be perceived as impacting on communities differently?	No	This proposal is simply to agree the broad options. The next stages of analysis will need to consider this.
4. Is the proposal specifically designed to tackle evidence of disadvantage or potential discrimination?	No	The proposal is simply to agree the broad options to be considered. Community impact will be considered as these options are worked up.
5. Are any impacts identified above minor and if so, can these be eliminated or reduced by minor actions? If yes, please list actions in the comments section	Yes	For this stage of the work, yes. They will continue to be assessed in future phases.
<b>It is deemed that because of the nature of the proposal and the early stage of this work, that a pre-screener is sufficient at this stage.</b>		
<b>Assessment completed by:</b>	<b>Aidan Wilkie</b>	
<b>Job Title:</b>	<b>Strategic Director of People &amp; Transformation</b>	
<b>Date:</b>	<b>07/03/2025</b>	
<b>Assessment checked by:</b>	<b>Mark Brookes</b>	
<b>Job Title:</b>	<b>Assistant Director, Legal and Democratic Services</b>	
<b>Date:</b>	<b>07/03/2025</b>	