

Tameside Metropolitan Borough Council Equality Impact Assessment Form



Subject / Title	Tameside Metropolitan Borough Council Corporate Enforcement Policy
Project Lead Officer (Name and Job Title)	Sharon Smith – Head of Public Protection
Assistant Director / Director	Emma Varnam
Department	Environment
Directorate	Housing, Environment and Estates

EIA Start Date	EIA Completion Date
13/01/26	

This Equality Impact Assessment template contains collapsible advice and instructions. **Whenever you see a triangle pictured here, ► click on it to reveal or collapse advice and instructions.**

PURPOSE OF THE EQUALITY IMPACT ASSESSMENT

An Equality Impact Assessment (EIA) aims to examine whether a proposal will contribute to or alleviate inequalities in Tameside through assessing the potential impacts the proposal may have on people with ‘protected characteristics’. (A ‘proposal’ here includes any strategy, policy, service change, or project).

‘Protected characteristics’ are attributes that people have or experiences that people may go through which can result in marginalisation or disadvantage. Under the Equality Act 2010, there are nine legally mandated protected characteristics to consider:

- Age
- Sex
- Race (including colour, nationality, and ethnicity)
- Religion or belief
- Disability
- Sexual orientation
- Gender identity¹

¹ We have rearticulated ‘gender reassignment’ under the Equality Act 2010 as ‘gender identity’. An explanation for this is given in the definitions of protected characteristics in STEP FIVE.

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- Pregnancy and maternity
- Being married or in a civil partnership

Tameside Council has classified further characteristics as protected, referred to as 'extra protected characteristics'. These are below:

- Carers
- Cared for Children and Care Leavers
- Ill Mental Health
- Neurodivergence
- Socio-Economic Disadvantage

Conducting an Equality Impact Assessment based on these protected characteristics will aid compliance with the Public Sector Equality Duty (Equality Act 2010, section 149), which requires that all public bodies pay 'due regard' to the three general aims of the Public Sector Equality Duty:

- i. Eliminate unlawful discrimination, harassment, and victimisation
- ii. Advance equality of opportunity between people who share a protected characteristic and those who do not
- iii. Foster good relations between people who share a protected characteristic and those who do not

Having 'due regard' involves:

- Removing or minimising disadvantages suffered by people due to their protected characteristics
- Taking steps to meet the needs of people from protected groups where these are different from the needs of other people
- Encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low

EQUALITY IMPACT ASSESSMENT CORPORATE STANDARDS

Due to the important ethical and legal aims of the Equality Impact Assessment (EIA), there are several corporately agreed criteria which should be fulfilled when completing EIAs:

- An EIA is required for all formal decisions that involve changes to service delivery. For all other proposals, an EIA must be considered.
- The decision as to whether an EIA is undertaken rests with the Project Lead Officer in consultation with the appropriate Assistant Director / Director where necessary. Where an EIA is not completed, the reason(s) for this must be detailed within the appropriate report.

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- EIAs must be timely and completed alongside the development of any proposal. The findings of any potential detrimental or inequitable impact that may occur through the implementation of the proposal on residents, service users, or staff must be brought to the attention of the decision maker in the accompanying report. Appropriate mitigations must be integrated into the development of the proposal.
- EIAs should be carried out by at least two people. Guidance from case law indicates that judgements arrived at in isolation are not consistent with showing ‘due regard’ to the necessary equality duties.

INITIAL SCREENING

Purpose:	To identify which proposals need to proceed to Part II of the EIA Process – the full EIA.
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Step 1: Summarise the proposal

1a.	Proposal Title:	Tameside Metropolitan Borough Council Corporate Enforcement Policy
1b.	Proposal Aims:	The Council carries out a number of enforcement activities. Enforcement Policies provide a structured basis for services to carry out their enforcement functions and provides members of the public and those subject to enforcement with a transparent policy on how the Council will carry out its enforcement functions. This EIA covers the Corporate Enforcement Policy. This document provides an overarching Policy for the services sitting within the Council that deliver on enforcement functions. The purpose of the Policy is to provide a consistent, correct, efficient and effective approach to making regulatory enforcement decisions. It also serves to communicate Tameside Council’s Policy towards addressing non-compliance with regard to the legislation that is enforced.

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1c.	Context:	<p>This Corporate Policy relates to all council services that operate a regulatory function within or on behalf of the Council. They include Environmental Health, Licensing, Animal Health & Welfare, Trading Standards, Health & Safety, Planning, Building Control, Environmental Protection, Private Sector Housing, Parking Services, Environmental Enforcement including Waste & Litter, Community Safety, including Antisocial Behaviour, Children’s Services and Highways. (Please note that this is not an exhaustive list and refers to the ‘traditional’ name of the service area/function for simplicity).</p> <p>The purpose of adopting a Corporate Enforcement Policy is to create one overarching Policy encompassing the key factors and principles common to all aspects of enforcement undertaken by the Council.</p> <p>This overarching Policy will sit above service specific policies and strategies that will provide further detail and clarity for those individuals or businesses subject to enforcement action by that service of the scope of enforcement sanctions available.</p>
1d.	Stakeholders:	<p>The Policy covers the functions detailed above, therefore the users and stakeholders are broad and to summerize would cover: • Members of the Public • Businesses • Partner Enforcement Agencies, • All Internal Services, e.g. Legal services, children’s services.</p>

Step 2: Impact Analysis – identify the impacts

Purpose:	To identify potential impacts the proposal may have on people with protected characteristics.
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SEE INSTRUCTION:

Each potential impact can be classified as ‘direct’ or ‘indirect’.

A **direct impact** occurs when the proposal is targeted at a particular group. For example, if libraries closed down children’s areas, this would directly impact children under ‘Age’.

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An **indirect impact** occurs when the proposal is more general or universal, but it has a knock-on effect on people with particular protected characteristics. For example, if a pelican crossing is removed due to construction or highway changes, this would indirectly impact people with disabilities ('Disability'), the elderly ('Age'), people with children or who are pregnant ('Pregnancy/Maternity').

If a detrimental direct or indirect impact is identified, an appropriate **mitigating action** should be integrated into the development of the proposal. A mitigating action is an adjustment to the proposal that will reduce or minimise the impact. This is covered in STEP SIX of the EIA Process.

The Impact Analysis is separated between two steps: STEP TWO (here) and STEP FIVE (below). In this step:

- State whether any direct or indirect impacts have been identified under each protected characteristic.
- List the impacts identified under each protected characteristic.
- Identify whether a mitigation action is required.

There is **no requirement** at this stage to provide the detailed evidence about each impact or identify specific mitigating actions.

When identifying impacts, think about:

- Information and intelligence you have access to (e.g. data that is publicly available)
- Experiences and knowledge of residents and service users
- Experiences and knowledge of colleagues, including frontline staff
- Experiences in other local boroughs, particularly Greater Manchester and statistical neighbours
- Research reports from think tanks, academia, government organisations, and charities
- **'Multiple marginalisation'** – how the proposal may impact people with combinations of protected characteristics (e.g. Age and Race/Ethnicity) rather than consider each protected characteristic singularly. A proposal may impact people with one combination of protected characteristics more than another combination of protected characteristics. For example, moving a service from physical to digital provision may detrimentally affect elderly people of Bangladeshi backgrounds more than elderly people of a White British background.

Protected Characteristic	Direct Impact	Indirect Impact	Mitigation Required
<i>Select yes or no from the drop-down list in each box to identify whether any direct or indirect have been identified under each protected characteristic, and also select yes or no to determine whether a mitigating action is required. Subsequently, list these impacts in the grey box under each protected characteristic.</i>			
Age	Yes	No	Yes
Some enforcement action could be applied to minors (Under 18years) and minors could also be witnesses to investigations.			

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Sex	No	No	No
	No identified impact		
Race (including colour, nationality, and ethnicity)	Yes	No	Yes
	Language barriers – understanding of legislation where the first language is not English.		
Religion or Belief	No	No	No
	No identified impact		
Disability	Yes	No	Yes
	Some enforcement activity is directly targeted at ensuring people with a disability are protected.		
Sexual Orientation	No	No	No
	No identified impact		
Gender Identity	No	No	No
	No identified impact		
Pregnancy/Maternity	No	No	No
	No identified impact		
Marriage/Civil Partnership	No	No	No
	No identified impact		
Carers	No	No	No
	No identified impact		
Cared for Children and Care Leavers	No	No	No
	No identified impact		
Ill Mental Health	Yes	No	Yes
	Some enforcement activity can be directed at people with ill mental health, for example filthy & verminous premises.		
Neurodivergence	Yes	No	Yes
	Some enforcement activity can be directed at people who are Neurodivergent.		
Socio-Economic Disadvantage	Yes	No	Yes
	Some enforcement activity is directed at people who are socio-economically disadvantaged.		
Multiple Marginalisation	Yes	No	Yes
	Some people may have a number of protected characteristics who we enforce against.		

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Step 3: Initial Screening Sign Off

Purpose:	To determine whether a proposal should proceed from the Initial Screening to the Full Equality Impact Assessment.
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SEE INSTRUCTION:

A full Equality Impact Assessment should be undertaken when:

- There is a formal decision relating to changes in service delivery
- A detrimental impact against a protected group has been identified, irrespective of whether the impact is direct or indirect
- There are substantial, important gaps in knowledge that prevent proper consideration of the proposal's potential impacts


Sign off is only required if the Initial Screening does not proceed to the Full Equality Impact Assessment.

1e.	Does the proposal require a full EIA?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
1f.	If you are not undertaking a full EIA, please provide justification as to why not.	While the Council's Corporate Enforcement Policy will apply to all residents, there is evidence to suggest that people with different protected characteristics may be more impacted, both as beneficiaries and subjects of enforcement actions. On that basis, it is believed that a full EIA is required. However, given the breadth of policies covered by the overarching Corporate Enforcement Policy it is not practical at this time to consider every equality issue. This EIA will therefore only give a high-level overview. However, as more policies that sit under Corporate Enforcement are released, they will be covered under their own EIA that will consider the specific issues in greater depth.	

This initial screening has been completed by the EIA Lead Officer:	Name:	Sharon Smith	
	Signature:		

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	Department:	Public Protection Housing, Environment and Estates
	Date:	13/01/26
This Initial Screening has been checked by the Assistant Director / Director:	Name:	Emma Varnam
	Signature:	
	Department:	Environment
	Date:	20/01/26

FULL EQUALITY IMPACT ASSESSMENT

Step 4: Issues to Consider

SEE INSTRUCTION:

Data and Intelligence

The following types of data can potentially be accessed:

- Publicly available national data (e.g. from the Local Authority Interactive Tool, ONS, NOMIS, NHS Digital, relevant government departments)
- Local data
- Service user information

It is also worth considering how this data can be used, for example:

- Benchmarking data for Tameside against other local authorities, e.g. local authorities in Greater Manchester, statistical neighbours
- Whether national or regional data can be applied to Tameside
- Whether data at a smaller geographical scale than Tameside is required, e.g. by ward, by MSOA/LSOA

Further intelligence can be gathered from the following:

- Research reports from think tanks, academia, government organisations, and charities
- Policy briefings
- Academic papers (which can be found through search engines, e.g. Google Scholar)

Data and Intelligence

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| 4a. | <p><i>List the type of evidence and specific sources that have been used to inform this Equality Impact Assessment. Do not go into detail of what has been found or describe consultation/engagement, as these will be addressed in later parts of the form.</i></p> <ul style="list-style-type: none"> • Census 2021 |
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SEE INSTRUCTION:

Consultation and Engagement

It is expected that you will engage with potential impacted groups on this proposal when undertaking the Equality Impact Assessment to better understand potential impacts on people with protected characteristics.

Engagement can occur through:

- A general consultation/engagement exercise on the proposal (e.g. a survey), where space is provided to discuss impacts on people with protected characteristics
- Regular channels of engagement or feedback e.g. a service user panel that you already operate
- Input from colleagues (particularly frontline staff) and partners (e.g. the VCSE sector)

Alternatively, insights can be retrieved from engagement or consultation exercises that have previously occurred.

Consultation and Engagement		
4b.	Has any consultation or engagement been conducted that is relevant to this Equality Impact Assessment?	<div style="display: flex; justify-content: space-around;"> <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO </div>
		<div style="display: flex; justify-content: space-around;"> If YES, answer 4c-4e. If NO, answer 4f. </div>
4c.	Engagement Undertaken:	A Public Consultation took place between 12 March 25 to 23 April 25 on a draft strategy (now a policy following consultation).
4d.	Who has been engaged with?	<p><i>List who has been engaged with to inform this Equality Impact Assessment. Be as specific as possible; identify specific forums or channels through which you have conducted engagement (e.g. service user panels) and the protected characteristics these broadly cover.</i></p> <ul style="list-style-type: none"> • Online Consultation via The Big Conversation. The consultation asked thirteen questions, four of these sought feedback on the corporate enforcement strategy and nine questions asked the respondent for

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		<p>equalities and demographics information. Additional text boxes were provided on some of the questions to allow respondents to fully explain their views.</p> <ul style="list-style-type: none"> • Engagement channels: Website, Facebook and Twitter. • Engaged via the Tameside Public Engagement Network (PEN). • Consultation taken to the Community Safety Partnership where it was discussed with partners. • The online consultation questionnaire was shared via e-mail to relevant service managers, councillors and with businesses through the Tameside Means Business Newsletter. • Shared with staff via the staff portal.
4e.	Outcomes of Engagement:	<p><i>Identify the key findings from the engagement that has occurred (e.g. any potential impacts the proposal may have, reasons for potential impacts, any mitigating actions that have been identified, etc.)</i></p> <ul style="list-style-type: none"> • Most respondents answered that the strategy is clear on our approach to enforcement and said they agreed with our proposed approach to enforcement. The majority of respondents also felt that the strategy creates the right balance between voluntary compliance and making use of enforcement powers.
4f.	If engagement has not been undertaken, please explain why.	

SEE INSTRUCTION:

Legislative Drivers

It is worth considering any legislative drivers that may influence the Equality Impact Assessment:

- Legal duties that services have to abide by, including the Public Sector Equality Duty
- Case law and judicial review, particularly instances where similar services have been provided and challenged, and as a result, have needed to change

Legislative Drivers

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4g.	<p><i>Identify the specific pieces of legislation, case law, or judicial review specific to your service/project that have influenced this Equality Impact Assessment, and how these have influenced the analysis and outcomes.</i></p> <ul style="list-style-type: none"> • Equality Act 2010 • Regulators Code 2014 • Legislative and Regulatory Reform Act 2006 • Criminal Procedures and Investigations Act • Regulation of Investigatory Powers Act 2000 • Police and Criminal Evidence Act 1984
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SEE INSTRUCTION:

Financial Considerations

It is worth considering any financial considerations that may influence the Equality Impact Assessment, e.g. budgeting, available resources, etc.

This is particularly in relation to mitigating actions that are identified in STEP SIX, which are needed to reduce potential impacts of the proposal at hand.

It may be worth thinking about how mitigating actions can serve as opportunities for innovation.

Financial Considerations	
4g.	<p><i>Identify any financial considerations that have influenced the analysis and outcomes of this Equality Impact Assessment.</i></p> <p>The consultation incurred minimal direct cost, as it was delivered using existing council resources and venues.</p>

Step 5: Impact Analysis – evidence the impacts

Purpose:	To provide evidence of the potential impacts identified under each protected characteristic.
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FOR DEFINITIONS OF PROTECTED CHARACTERISTICS, EXPAND THE INSTRUCTION BELOW.

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SEE INSTRUCTION:

This step constitutes the second part of the Impact Analysis. In this step, under each protected characteristic, each potential impact should be listed and categorised (e.g. Direct or Indirect), and the evidence for each potential impacts should be provided. The potential impacts that have been identified will likely be the same as those that have been identified in STEP TWO. However, these may have changed or new impacts may be identified, due to the gathering of further evidence.

Evidence can be quantitative (numerical) or qualitative (non-numerical), addressing the ‘what’, ‘who’, ‘how’, and ‘why’ of potential impacts. Refer to the guidance on Data/Intelligence and Consultation/Engagement identified in Step 4 to assist with the evidence that can be included in the Impact Analysis.

When listing the impacts, it will help to number each impact. This will help navigate the form when identifying mitigating actions under STEP SIX.

Do not feel constrained by the space provided in the table. To add a new row, right click on the bottom row, then select ‘Insert Item After’ or click the + button. Also, each box will expand downward as the information is entered. However, when entering data tables, copy and paste as pictures; if entered as tables, it will alter the layout of the Impact Analysis form.

The definitions of protected characteristics are below:

Age	A person’s specific age or age group. An age group can be numerical (e.g. 18-30) or descriptive (e.g. ‘the elderly’, ‘teenagers’, etc.).
Sex	A person’s biological sex, whether a person is male, female, or those who are differently sexed (e.g. intersex). This does not include sexual orientation and gender identity, which are analysed separately.
Race (including colour, ethnicity, and nationality)	How people identify themselves or are identified in society according to their skin colour, physical features, and national/cultural identity. This can cover: <ul style="list-style-type: none"> • Racial identities (e.g. White, Black, Asian) • Ethnic identities (e.g. Jamaican, Arab, Persian, Jewish, Irish, Gypsy/Roma) • Nationalities • Languages spoken – whether English is the first or additional language • Refugee and asylum status
Religion or Belief	Any religion or belief that a person follows or subscribes to. It includes the commonly recognised religions (such as Christianity, Islam, Hinduism, Judaism, Buddhism, and Sikhism) and the different groups within each religion (e.g. in Christianity, it can cover Catholicism, Protestantism, etc.; in Islam, it can cover Sunni Islam, Shia Islam, Sufism, etc.). It also applies to religions that are not necessarily well known (e.g. Jainism, Baha’i Faith) as well as people who do not have any religious belief (e.g. those ascribing to Humanism and Atheism).
Disability	Physical or mental conditions that have substantial and long-term adverse effects on people’s abilities to carry out day-to-day activities. This covers a wide range of disabilities: <ul style="list-style-type: none"> • Physical and mobility impairments • Sensory impairments (e.g. sight, hearing)

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	<ul style="list-style-type: none"> • Learning disabilities • Progressive conditions (e.g. neurodegenerative disorders, muscular dystrophies, dementia) • Fluctuating and recurring conditions (e.g. rheumatoid arthritis, epilepsy, myalgic encephalitis) • Organ-specific disorders (e.g. respiratory conditions, cardiovascular diseases) • Auto-immune conditions
Sexual Orientation	The orientation that a person has toward another person of any sex or gender. Common orientations are towards people of the opposite sex/gender (e.g. heterosexual/ straight), towards people of the same sex/gender (e.g. a gay man or lesbian), or towards multiple sexes/genders (e.g. bisexual or pansexual). There are other orientations that should be considered (e.g. asexual – a person who does not experience sexual attraction). A person’s orientation can be sexual, romantic, or emotional.
Gender Identity	The gender that a person identifies with. People most commonly identify with the gender that matches their sex assigned at birth – i.e. as a man or woman. People who are trans identify with a gender that is different to their sex assigned at birth. Included amongst people with trans identities are people “proposing to undergo, undergoing, or having undergone a process to reassign sex”. This is the legal definition for ‘gender reassignment’ under the Equality Act 2010. However, this legal definition does not include trans people who do not choose to undertake the medical transitioning process and people with other gender identities (e.g. those who identify as non-binary, gender fluid, etc.).
Pregnancy/Maternity	<p>‘Pregnancy’ refers to when a person is pregnant and expecting a baby. Any person who can become pregnant should be considered – e.g. women, trans men, and people with different gender identities. This should also cover all aspects of the pregnancy journey, including those who have been affected by miscarriage.</p> <p>‘Maternity’ refers to the period following the birth of the child. In employment, this is related to parental leave. In the non-work context, this is related to unfavourable treatment relating to being a mother or parent. Legally, for the latter, protection is applied for 26 weeks. An important aspect of maternal/parental discrimination is <i>breastfeeding</i>.</p>
Marriage/Civil Partnership	A person’s marital status in law, whether a person is married or in a civil partnership to another person of the opposite sex or same sex.
Carers	Any person who provides unpaid care for a partner, family member, or friend due to illness, disability, frailty, a mental health problem, or an addiction. The person being provided care cannot cope or finds it difficult to cope without that person’s care and support. A carer can have varying caring responsibilities, such as supporting people with everyday tasks (e.g. getting out of bed, bathing, etc.) or providing emotional support. This covers people who may not see themselves as ‘carers’, whom do not separate their caring responsibilities from the relationship that they have with the person for whom they provide care. Importantly, this covers young carers who provide care for their parents or other relatives.
Cared for Children/ Care Leavers	‘Cared for Children’ (sometimes known as ‘looked after children’) are children and young people in the care of the local authority due to their parents being unable to take care of them in a temporary or permanent capacity. ‘Care Leavers’ are any adult who have previously spent time in the care of the local authority.
Ill Mental Health	A person with a condition related to their psychological or emotional wellbeing. This includes a wide variety of conditions:

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	<ul style="list-style-type: none"> • Common mental health problems, such as depression or anxiety disorders • Trauma (e.g. Post Traumatic Stress Disorder) • Severe mental illness (e.g. Psychosis/Schizophrenia or Bipolar Disorder) • Phobias (e.g. Agoraphobia)
Neurodivergence	A person whose mind works differently to neurocognitive styles that society regards as 'normal'. This includes a wide range of conditions and experiences: Autism, ADHD, Dyslexia, Dyscalculia, Dyspraxia, Dysgraphia, Epilepsy, Tourette's, Aphantasia/Synaesthesia, etc.
Socio-Economic Disadvantage	A wide range of experiences accruing from having a disadvantaged socio-economic status: having low or no income; living in absolute or relative poverty; unemployment or underemployment; living in substandard housing; being homeless or threatened with homelessness; food insecurity and poverty; fuel poverty; digital exclusion; etc.
Multiple Marginalisation	A wide variety of combinations of different protected characteristics that uniquely influence a person's experiences. Any combination of protected characteristics can be two or above (e.g. RACE/ETHNICITY and GENDER IDENTITY; CARE LEAVER, CARER, and SOCIO-ECONOMIC DISADVANTAGE).

Impact No.	Protected Characteristic <i>Select a protected characteristic from the drop-down list</i>	Impact <i>Identify the potential impact of the proposal</i>	Impact Type (Direct/Indirect) <i>Select 'direct' or 'indirect' from the drop-down list</i>	Evidence <i>Provide evidence regarding the proposal's potential impact (e.g. data/intelligence, findings from consultation/engagement, research reports, etc.).</i>
1	Age	In general enforcement action carried out by the Council is age neutral and would not specifically target any particular age group it is generally taken against adults. Enforcement action, in general, aims to have direct positive improvements on peoples, health, safety and welfare, e.g. in ensuring homes are safe, food is safe	Direct	2021 Census Tameside has an ageing population. There was a 0% population change in those aged 1-49, whilst there was a 16% increase in those aged 50+. We don't hold any service specific data.

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		to eat, places of business are safe to work in/enter, etc. However, some limited enforcement action can be applied to minors and they can be witnesses in some cases.		
2	Race (including colour, nationality, and ethnicity)	Compliance with national law applies equally to everyone and all racial groups are able to comply with the law without it being to their detriment on racial grounds. Service users from different racial groups will not be disadvantaged by enforcement activities ensuring legal compliance. Tameside Council has diverse communities and cultures. There is therefore a likelihood that there will be issues around understanding of legislation, cultural and language barriers, where someone's first language is not English, etc	Direct	<p>2021 Census</p> <p>After those who identify as White British (82.4%), the next three ethnic groups who comprise the highest proportions of Tameside's population are Pakistani/British Pakistani (3.9%), Bangladeshi/British Bangladeshi (2.5%), and those from other white backgrounds (2.4%).</p> <p>94.1% of residents in Tameside speak English.</p> <p>After English, the following languages had the highest proportion for first or preferred language: Urdu (1.0%), Polish (0.9%), Bengali (with Sylheti and Chatgaya) (0.7%), Gujarati (0.4%), and Panjabi (0.3%).</p> <p>We don't hold any service specific data.</p>
3	Disability	Enforcement action carried out by the Council is neutral to disability and would not specifically target any disability group.	Direct	<p>Census 2021</p> <p>Compared to England (7.3%), Tameside has a higher proportion of residents who are disabled and whose day-to-day activities are limited a lot (9.2%).</p> <p>We don't hold any service specific data.</p>

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		<p>Enforcement action aims to have direct positive improvement on people’s lives.</p> <p>Some enforcement activity is directly targeted at ensuring facilities provided for persons with disabilities are protected. An example of this would be enforcement against the use of disabled parking bays by persons without a disability.</p>		
4	Ill Mental Health	<p>Enforcement action, in general aims to have direct positive improvements on people’s lives. However, certain enforcement action’s can involve persons with some mental health disabilities. An example of this would be the use of powers to address premises that are hoarded or filthy and verminous. It is known that persons hoarding or living in filthy and verminous conditions are likely to have a mental health disability. The enforcement team work closely with adult social care in these particular circumstances to provide the</p>	Direct	<p>Census 2021</p> <p>The estimated rate of common mental health disorders in Tameside is 19.5% for residents aged 16+ and 12.1% for residents aged 65+. These are higher than the respective England averages for those aged 16+ (16.9%) and 65+ (10.2%).</p> <p>We don’t hold any service specific data.</p>

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		best support and help resolve the issues.		
5	Neurodivergence	The policy may have an impact on people with neurodiversity, it could be that the person does not understand what is required and the importance of it.	Direct	We don't hold any service specific data.
6	Socio-Economic Disadvantage	The policy may have an impact on people who are socio-economically disadvantaged. They are likely to be subjected to enforcement action and may be at a financial disadvantage. It will also benefit, for example supporting those living in unfit private rented housing.	Direct	Census 2021 As of September 2022, 13.8% of Tameside's residents were eligible to apply for Universal Credit. This is higher than the proportion for England (10.7%). Index of multiple deprivation.
7	Multiple Marginalisation	Some people may have a number of the special characteristics, for example a disability and be socially economically disadvantaged.	Direct	We don't hold any service specific data.

Step 6: Plan mitigating actions

Purpose:	To identify mitigating actions to minimise potential detrimental impacts of the proposal on people with protected characteristics.
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Impact No. <i>Impact number from Impact Analysis</i>	Impact <i>Identify the impact being addressed</i>	Mitigating Action and Rationale <i>Describe the action required to reduce the detrimental impact identified in the Impact Analysis, and explain the rationale underneath and/or intended outcome.</i>	Officer Responsible <i>Identify who is responsible for implementing the mitigating action (name and department).</i>	Timescale <i>Provide the timeframe for when the mitigating action should be implemented.</i>	Completed (Yes/No) <i>Has the mitigating action been implemented?</i>	Update <i>Provide any progress updates below.</i>
1	Age	Depending on the seriousness of the offence interventions will be considered on a case by case basis. Where a person is under the age of 18 the young persons parents of guardian will be informed and leased with. Where a Service covered by this policy is empowered with enforcement action that can be used against minors that service will specifically cover the use of the power in their service specific policy.	Service Unit Managers	Ongoing throughout the development of the service specific policies.	Yes	
2	Race	We will continue to ensure that information and communications are written in plain English and where available, and upon request, resources are provided in other languages. Translation/interpretation services are available where needed.	Service Managers	Ongoing	Yes	
3 4 and 5	Disability, Ill Mental Health and Neurodiversity	The policy seeks to ensure that there is a positive impact for residents who may be vulnerable as a result of illness or physical disability through the improvement of standards in businesses and communities. If a person has impairments which affect their ability to understand the enforcement	Service Managers	Ongoing	Yes	

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		<p>procedure the Council will ensure that they are accompanied by an appropriate person to provide assistance.</p> <p>The code for Crown Prosecutors requires us to consider the level of culpability of the alleged offender before commencing enforcement action. Prosecutors should consider whether the suspect is, or was at the time of the offence, suffering from any significant mental or physical ill health as in some circumstances this may mean that it is less likely that a prosecution is required. However, prosecutors will also need to consider how serious the offence was, whether it is likely to be repeated and the need to safeguard the public or those providing care to such persons.</p>				
6	Socio-Economic Disadvantage	We will support residents who are socially economically disadvantaged and are affected and require us to take enforcement action. For example against loan sharks, landlords etc...	Service Managers	Ongoing	Yes	
7	Multiple Marginalisation	We will support residents by taking into account individual needs in each case.	Service Managers	Ongoing	Yes	

Step 7: Sign-off

Purpose:	For the EIA Lead Officer to sign that the EIA is complete, and for the Assistant (Director) to counter-sign that they agree with the content of the EIA and that it is sufficiently robust.
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Tameside Metropolitan Borough Council Equality Impact Assessment Form



This Equality Impact Assessment has been completed by the EIA Lead Officer:	Name:	Sharon Smith
	Signature:	
	Department:	Public Protection Housing, Environment and Estates
	Date:	13/01/26
This Equality Impact Assessment has been checked by the Assistant Director / Director, and signs that it is sufficiently robust and rigorous:	Name:	Emma Varnam
	Signature:	
	Department:	Environment
	Date:	20/01/26

POST-IMPLEMENTATION REVIEW

Step 8: Review EIA after implementation

Purpose:

To update the EIA with any new impacts and to provide a progress update on mitigating actions.

SEE INSTRUCTION:

This step should only be completed if the proposal has passed through the governance process where appropriate and has been implemented. It should be completed at two stages:

- Six months after implementation
- Twelve months after implementation

The evidence in the Impact Analysis should serve as the baseline against which change can be measured.

The Post-Implementation Review can find out whether:

- The proposal has had any positive impacts on people with protected characteristics
- Mitigating actions to minimise detrimental impacts have worked
- There are impacts that were not foreseen in the Impact Analysis that need to be accounted for

Six Months After Implementation

Twelve Months After Implementation

Describe and explain the effects of the proposal on people with protected characteristics, using evidence to compare against the Impact Analysis as a baseline.

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