

Section 4

Equality

Analysis Toolkit

**Shale Gas Exploration Planning
Applications**

For Decision Making Items

January 2015

www.lancashire.gov.uk

What is the Purpose of the Equality Decision-Making Analysis?

The Analysis is designed to be used where a decision is being made at Cabinet Member or Overview and Scrutiny level or if a decision is being made primarily for budget reasons. The Analysis should be referred to on the decision making template (e.g. E6 form).

When fully followed this process will assist in ensuring that the decision-makers meet the requirement of section 149 of the Equality Act 2010 to have due regard to the need: to eliminate discrimination, harassment, victimisation or other unlawful conduct under the Act; to advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it; and to foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

Having due regard means analysing, at each step of formulating, deciding upon and implementing policy, what the effect of that policy is or may be upon groups who share these protected characteristics defined by the Equality Act. The protected characteristics are: age, disability, gender reassignment, race, sex, religion or belief, sexual orientation or pregnancy and maternity – and in some circumstances marriage and civil partnership status.

It is important to bear in mind that "due regard" means the level of scrutiny and evaluation that is reasonable and proportionate in the particular context. That means that different proposals, and different stages of policy development, may require more or less intense analysis. Discretion and common sense are required in the use of this tool.

It is also important to remember that what the law requires is that the duty is fulfilled in substance – not that a particular form is completed in a particular way. It is important to use common sense and to pay attention to the context in using and adapting these tools.

This process should be completed with reference to the most recent, updated version of the Equality Analysis Step by Step Guidance (to be distributed) or EHRC guidance - [EHRC - New public sector equality duty guidance](#)

Document 2 "Equality Analysis and the Equality Duty: Guidance for Public Authorities" may also be used for reference as necessary.

This toolkit is designed to ensure that the section 149 analysis is properly carried out, and that there is a clear record to this effect. The Analysis should be completed in a timely, thorough way and should inform the whole of the decision-making process. It must be considered by the person making the final decision and must be made available with other documents relating to the decision.

The documents should also be retained following any decision as they may be requested as part of enquiries from the Equality and Human Rights Commission or Freedom of Information requests.

Support and training on the Equality Duty and its implications is available from the County Equality and Cohesion Team by contacting

AskEquality@lancashire.gov.uk

Specific advice on completing the Equality Analysis is available from your Directorate contact in the Equality and Cohesion Team or from Jeanette Binns

Jeanette.binns@lancashire.gov.uk

Name/Nature of the Decision

The County Council has received applications for planning permission for the temporary exploration and appraisal of shale gas and for the installation of surface and buried monitoring arrays at the following sites and surrounding areas:

- Preston New Road – Little Plumpton, Fylde West. Located north of Preston New Road (the A583), to the west of Little Plumpton (Cuadrilla Bowland Ltd).
- Roseacre Wood - Roseacre, Fylde East. Located to the south of the village of Roseacre (Cuadrilla Elswick Ltd)

For the purposes of Equality Impact Assessment the applications are being considered together, so that the cumulative impact of the applications can be considered. If planning permission is granted to both sites, the proposed works would run in parallel.

What in summary is the proposal being considered?

An oil and gas company called Cuadrilla Bowland and Cuadrilla Elswick Ltd (Cuadrilla) is applying for temporary planning permission to develop two new sites to explore for shale gas by drilling, hydraulically fracturing, (fracking) and testing the flow of gas and for a series of surface and buried monitoring stations to monitor for seismic movement and water quality. The proposed sites are at Preston New Road, Little Plumpton, Lancashire and Roseacre Wood, Roseacre, Lancashire and surrounding areas for the monitoring arrays.

The planning applications are accompanied by environmental statements which have been produced as a result of the environmental impact assessment of the proposed development. The environmental statements describe the impacts of the proposed developments and proposed mitigation and are an important consideration in the determination of the planning applications.

Is the decision likely to affect people across the county in a similar way or are specific areas likely to be affected – e.g. are a set number of branches/sites to be affected? If so you will need to consider whether there are equality related issues associated with the locations selected – e.g. greater percentage of BME residents in a particular area where a closure is proposed as opposed to an area where a facility is remaining open.

At both of the drilling sites, Cuadrilla is proposing a working area of 1.55 ha in order to construct a well pad. In addition, seismic monitoring equipment is proposed to be installed within 4 km of the sites.

For the purposes of the Equality Impact Assessment a radius of 1.5 km around each site was used to select the Lower Super Output areas (LSOAs) surrounding each site. It is considered that the impact of the development (for Equality Impact Assessment purposes) will not extend to any significant degree out with these areas, with the exception of the traffic route to the proposed sites, which will also be assessed.

The Lower Super Output areas within 1.5km of the Cuadrilla test sites at Preston New Road (grid reference E337408 N432740) and Roseacre Wood (grid reference E343904 N436438) were selected. In total there were 5 LSOAs, 2 within 1.5km of the Preston New Road site and 3 within 1.5km of the Roseacre Wood site. A map showing the test sites and the selected LSOAs is available. 2011 Census statistics were examined for these LSOAs to see how they compared to the rest of Fylde, Lancashire, the North West, England and England and Wales for a number of key indicators. A spreadsheet showing all the census statistics for the selected indicators is available and more information about the 2011 Census is available at <http://www.ons.gov.uk/ons/guide-method/census/2011/index.html>. The main findings are listed below.

Could the decision have a particular impact on any group of individuals sharing protected characteristics under the Equality Act 2010, namely?

- Age
- Disability
- Gender reassignment
- Pregnancy and maternity
- Race/ethnicity/nationality
- Religion or belief
- Sex/gender
- Sexual orientation no data
- Marriage or Civil Partnership Status census

In considering this question you should identify and record any particular impact on people in a sub-group of any of the above – e.g. people with a particular disability or from a particular religious or ethnic group.

It is particularly important to consider whether any decision is likely to impact adversely on any group of people sharing protected characteristics to a disproportionate extent. Any such disproportionate impact will need to be objectively justified.

The physical, social, community and economic impacts of the proposal are well documented in the Environmental Statement that accompanies the planning applications.

Further to this, the Equality Impact Assessment considers the projects for their impact on the following groups.

- Age
- Disability
- Gender reassignment
- Pregnancy and maternity
- Race/ethnicity/nationality
- Religion or belief including strongly held 'green' beliefs

- Sex/gender
- Sexual orientation no data
- Marriage or Civil Partnership Status census

Representations made by individuals to the County Council have commented that the following groups could be impacted. The groups can be defined by:

- Age,
- Disability
- Pregnancy and maternity
- Sex and gender

The potential impacts have been recorded below, along with an assessment of their significance.

If you have answered "Yes" to this question in relation to any of the above characteristics, – please go to Question 1.

If you have answered "No" in relation to all the protected characteristics, please briefly document your reasons below and attach this to the decision-making papers. (It goes without saying that if the lack of impact is obvious, it need only be very briefly noted.)

Question 1 – Background Evidence

What information do you have about the different groups of people who may be affected by this decision – e.g. employees or service users (you could use monitoring data, survey data, etc. to compile this)? As indicated above, the relevant protected characteristics are:

- Age
- Disability including Deaf people
- Gender reassignment/gender identity
- Pregnancy and maternity
- Race/Ethnicity/Nationality
- Religion or belief
- Sex/gender
- Sexual orientation
- Marriage or Civil Partnership status (in respect of which the s. 149 requires only that due regard be paid to the need to eliminate discrimination, harassment or victimisation or other conduct which is prohibited by the Act).

In considering this question you should again consider whether the decision under consideration could impact upon specific sub-groups e.g. people of a specific religion or people with a particular disability. You should also consider how the decision is likely to affect those who share two or more of the protected characteristics – for example, older women, disabled, elderly people, and so on.

2011 Census statistics were examined for these Lower Super Output Areas (LSOAs) to see how they compared to the rest of Fylde, Lancashire, the North West, England and England and Wales for a number of key indicators. A spreadsheet showing all the census statistics for the selected indicators is available and more information about the 2011 Census is available at <http://www.ons.gov.uk/ons/guide-method/census/2011/index.html>. The main findings are listed below.

Age

For the majority of age ranges the proportion of residents in the area is within 1% of the proportions for England. The exceptions are the 45 to 59, 60 to 64 and 65 to 74 age ranges which are all slightly higher than the national levels. (Age 45 to 59 22% compared to 19.4% in England, age 60 to 64 7.7% compared to 6% in England, age 65 to 74 11% compared to 8.6% in England).

They are also higher than the North West and Lancashire levels but are roughly in line with Fylde as a whole.

Health and Disability

Residents in the selected area are less likely to have their day to day activities limited a lot by health or disability than residents in Fylde, Lancashire, North West and England. This difference is particularly noticeable with the rest of Fylde with only 7.6% of residents in the selected area stating their day to day activities are limited a lot compared to 10.4% in Fylde.

The residents in the selected areas are also more likely to be in very good health than the other geographies with just over half, 50.9%, stating they are in very good health. This compares very favourably with Fylde (44.6%), Lancashire (45.9%), North West (46.5%) and England (47.2%).

Ethnicity

The vast majority of residents in the selected areas are white (97.3%) this is a similar proportion to Fylde as a whole (97.5%) but is significantly higher than Lancashire (92.3%), North West (90.2%) and England (85.4%).

There are also significant variations between the proportions of Asian/Asian British residents in the selected areas (1.3%) and Fylde (1.1%) compared to Lancashire (6.1%), the North West (6.2%) and England (7.8%).

Nationality

Two-thirds of the residents in the selected areas (66.7%) identify themselves as English only. This proportion is broadly similar to those in Fylde, Lancashire and the North West but is higher than for England, with only 60.4% identifying themselves as English only.

Approximately a fifth of the residents of the selected area (20.4%) have no English identity which is roughly 2% lower than for Fylde, Lancashire and the North West. Nearly a third of residents in England have no English identity (32.9%).

Religion

A higher proportion of residents in the selected area are religious than the other geographies with 78.1%. This compares to 75.4% in Fylde, 74.8% in Lancashire, 74% in the North West and just 68.1% in England.

Of the residents who are religious in the selected area the vast majority, 98.5%, are Christian. The proportion of residents who are Christian in Fylde is similar at 97.7% but is much lower in Lancashire (92%), the North West (90.0%) and England (87.2%).

Conversely, of the residents who are religious in the selected area the proportion who are Muslim is 0.4% which is significantly lower than the proportion in Lancashire (6.4%), the North West (6.8%) and England (7.4%).

Gender

The gender split in the selected area is 49.5% male and 50.5% female. This split is broadly in line with the whole of England which has a 49.2% male and 50.8% female split.

Marital and Civil Partnership Status

There are a significantly lower proportion of single residents in the selected area compared to the other geographies, with just less than a quarter (24.2%) compared to approximately a third in Lancashire (32.1%), the North West (35.6%) and England (34.6%). However, the proportion of single Fylde residents is only slightly higher than the selected LSOAs at 26.4%.

The proportion of married residents in the selected LSOAs is much higher than for the other geographies. Nearly three-fifths are married in the selected LSOAs (58.6%) compared to less than half in Lancashire (47.8%), the North West (44.8%) and England (46.6%).

The proportion of residents in same sex civil partnerships is less than 1% with a similar level for all the other geographies.

Question 2 – Engagement/Consultation

How have you tried to involve people/groups that are potentially affected by your decision? Please describe what engagement has taken place, with whom and when.

(Please ensure that you retain evidence of the consultation in case of any further enquiries. This includes the results of consultation or data gathering at any stage of the process)

The County Council has carried out extensive consultation on the current planning applications for the Preston New Road and Roseacre Wood sites. Over 25,000 representations have been received and we will carefully consider all the views expressed before any decision is taken.

All the applications, Environmental Statements, plans and the further information submitted in support of the applications for Preston New Road and Rosacre Wood are available to view at:

- the County Council website
- at Lancashire County Council, County Hall, PO Box 100, Preston, PR1 0LD
- The Planning Department, Fylde Borough Council, One Stop Shop, Lytham St Annes,
- Kirkham Library, St Anne's Library, Lytham Library and Ansdell Library.
- The planning applications and environmental statements can also be

downloaded from the Cuadrilla website free of charge:

www.cuadrillaresources.com.

The consultation process on the applications has cumulatively resulted in over 25,000 representations being received for all the applications. Because of the numbers of representations received, it has meant that the County Council is unable to make every representation available to view on the County Councils website. However, representations made by letter or email including names and addresses have been placed on the application files and which are open to inspection by the applicant and groups or individuals by appointment, at Lancashire County Council Offices, County Hall, Preston, PR10LD.

Notwithstanding the consultation period has ended, the County Council has provided assurance that it will continue to carefully consider all views expressed on the proposals before any decision is taken. A summary of representations, including the numbers of representations received objecting and supporting the proposals, will be included in the reports to the Development Control Committee when the applications are presented for determination. Statutory consultee responses and those representations received from groups or bodies will continue to be made available to view on line and as hard copies on the respective files at the County Council's offices.

The County Council would normally have 16 weeks to determine the applications for the sites given they constitute Environmental Impact Assessment development. However the County Council extended the consultation period for the applications at Preston New Road and Roseacre Wood having received confirmation from Cuadrilla first that they would agree to a time extension to determine the applications to accommodate the extended consultation period.

During the consultation period the County Council received representation from an individual that suggested there might be impacts of the proposal on vulnerable people in the caravan park to the west of the Preston New Road Site and that they should be provided with their own copies of the Preston New Road applications due to their inability to access them on line or at the respective council offices or public libraries. The site is approximately 1,200m away from the boundary of the caravan park. The

applicant subsequently made hard copies of all the application documents available for inspection at the caravan site office. Copies of the consultation documents are also contained in local libraries, and there is a short door-to-door bus service from the caravan site to Kirkham library.

Question 3 – Analysing Impact

Could your proposal potentially disadvantage particular groups sharing any of the protected characteristics and if so which groups and in what way?

It is particularly important in considering this question to get to grips with the actual practical impact on those affected. The decision-makers need to know in clear and specific terms what the impact may be and how serious, or perhaps minor, it may be – will people need to walk a few metres further to catch a bus, or to attend school? Will they be cut off altogether from vital services? The answers to such questions must be fully and frankly documented, for better or for worse, so that they can be properly evaluated when the decision is made.

Could your proposal potentially impact on individuals sharing the protected characteristics in any of the following ways?

- Could it discriminate unlawfully against individuals sharing any of the protected characteristics, whether directly or indirectly; if so, it must be amended? Bear in mind that this may involve taking steps to meet the specific needs of disabled people arising from their disabilities
- Could it advance equality of opportunity for those who share a particular protected characteristic? If not could it be developed or modified in order to do so?
- Does it encourage persons who share a relevant protected characteristic to participate in public life or in any activity in which participation by such persons is disproportionately low? If not could it be developed or modified in order to do so?

- Will the proposal contribute to fostering good relations between those who share a relevant protected characteristic and those who do not, for example by tackling prejudice and promoting understanding? If not could it be developed or modified in order to do so? Please identify any findings and how they might be addressed.

For the purposes of equality impact assessment the following sources have been used to analyse the practical impacts on groups with protected characteristics.

- The planning applications are accompanied by Environmental Statements which have been produced as a result of the environmental impact assessment of the proposed development. The Environmental Statements describe the impacts of the proposed developments and are an important consideration in the determination of the planning applications.
- In November 2014, the County Council's cabinet endorsed the recommendations of the Director of Public Health in his report on the 'Potential Impacts of the Proposed Shale Gas Exploration Sites in Lancashire'. The report contains 45 recommendations relating to a broad range of shale gas issues and processes.
- The consultation process on all the applications has cumulatively generated over 25,000 representations from individuals, groups and organisations which will be analysed to inform the Equality Impact Assessment.

For the purposes of Equality Impact Assessment the practical impacts of the proposed sites are identified and analysed as:

Traffic

This topic is concerned with a proposed increase in heavy goods vehicles travelling to and from the sites. It is particularly concerned with the effects on the groups with the protected characteristics defined as

- *age and disability.*

It is concluded that the projects have the potential to make an

impact on some groups with protected characteristics including those defined as age and disability. Impacts might be capable of being minimised through the delivery of a Traffic Management Plan (TMP) if an acceptable plan can be delivered, and if permission is granted. On current evidence, the traffic impacts are unacceptable.

Environmental pollution factors and health

The topic is concerned with the effects of potential pollution of the environment , which includes pollution of water, ground and air on groups with protected characteristic and in particular:

- health and disability
- and pregnancy and maternity.

The County Council has consulted the Environment Agency, Public Health England and the Health and Safety Executive, none of which have raised any objections or significant concerns to any of the applications. The Environment Agency says it is 'minded to grant' Cuadrilla the environmental permits needed to carry out their proposed operations at Roseacre Wood. Permits have been granted for the site at Preston New Road. The draft permits/ permits set out the conditions needed to protect groundwater, surface water and air quality, and to ensure there are no unacceptable impacts on people. Cuadrilla will have to comply with the conditions which are designed to ensure that operations do not cause harm to people or the environment. The Agency is satisfied that pollutants will be limited so as not to cause pollution or impact on people.

The County Council must assume that the sites would be managed in accordance with the regulatory requirements of the Environment Agency, the Health and Safety Executive and the Department of Energy, Climate and Change and industry specific guidance. National Planning policy requires that planning authorities should not seek to control processes or emissions where these are subject to approval under separate pollution control regimes and that LPA's should assume that these regimes will operate effectively. Nonetheless, paragraph 112 of PPG Minerals, notes that before granting permission the County Council should be satisfied that the issues dealt with under other regimes can be adequately addressed by taking advice from the relevant regulatory body'.

The County Council agreed to a proposal by the Director of Public Health to undertake a Health Impact Assessment (HIA) of shale gas exploration and appraisal in Lancashire, at the two proposed new sites in Roseacre and Preston New Road. The Director of Public Health has overseen the preparation of the HIA and has produced a report based on the findings of the HIA. The HIA report and recommendations were considered by Cabinet on 6th November 2014. The recommendations are an important consideration in the determination of planning the applications for Preston New Road and Roseacre Wood and will be implemented if planning permission is granted

- **It is therefore considered that the majority of anticipated environmental impacts of the works (except for noise impacts – see next section) on the areas identified can be satisfactory controlled through the regulatory regimes and the recommendations and controls that will be conditions of planning permission if granted.**

Community and socio economics

This topic is concerned with the effects on community, social and economic factors. These are temporary projects that could last up to a maximum of six years, but have the potential to generate impacts that may have an adverse effect on community, social and economic factors.

The projects have the potential to create economic benefits through jobs and service creation and a community benefit scheme that will make payments for each well that is fractured (a maximum of £400,000 at each site).

Concerns have been expressed in consultation responses from individuals and groups that existing businesses will be impacted on including the established market garden economy, agriculture and tourism. Marketing Lancashire (the tourism board) has publically countered this view, arguing that the hospitality industry would benefit. There are no statistics that support either view. It is considered that groups with protected characteristics would not be disproportionately affected by this element.

In terms of community cohesion, recent experience has shown that drill

sites can attract public attention and a degree of protest and environmental extremist activities may also occur. The Lancashire Constabulary have been consulted on the proposals and have not objected. It is assumed that public order would be maintained by the police and that Cuadrilla would fully engage in this process.

- **It is concluded that the projects (centred on 8 experimental boreholes) will not have a significant socio-economic effect on communities particularly in groups with protected characteristics.**

Noise

This topic is concerned with the noise generated by the projects particularly from the operation of the plant and machinery associated with drilling and fracking and the movement of HGV. It is particularly concerned with the effects on the groups with the protected characteristics defined as

- disability
- age

The County Council's assessment of noise impacts shows there will be an unacceptable impact on noise pollution for residents of the nearest properties. However, there is no reason to conclude this will have a disproportionately higher impact on people with protected characteristics. Nevertheless, the impact on the general population nearby is unacceptable and it is recommended that both planning applications are refused.

- **It is concluded that noise impacts on the general population nearby is unacceptable, but this will not disproportionately impact on people with protected characteristics to any greater degree than it will impact on the people without protected characteristics.**

Question 4 –Combined/Cumulative Effect

Could the effects of your decision combine with other factors or decisions taken at local or national level to exacerbate the impact on any groups?

For example - if the proposal is to impose charges for adult social care, its impact on disabled people might be increased by other decisions within the County Council (e.g. increases in the fares charged for Community Transport and reductions in respite care) and national proposals (e.g. the availability of some benefits) . Whilst LCC cannot control some of these decisions, they could increase the adverse effect of the proposal. The LCC has a legal duty to consider this aspect, and to evaluate the decision, including mitigation, accordingly.

If Yes – please identify these.

The potential impacts of both the Preston New Road site and Roseacre Wood site have been considered together.

The Environmental Impact Assessment has also assessed the potential impact of the Projects combined within 10km of the site. This has been assessed and concluded that the projects will not result in greater number of significant effects when combined compared to each in isolation, or with those from other developments in the vicinity.

Question 5 – Identifying Initial Results of Your Analysis

Repeat of what was in 3. Summary

As a result we would suggest conditions

As a result of your analysis have you changed/amended your original proposal?

Please identify how – no

For example:

Adjusted the original proposal – briefly outline the adjustments

Continuing with the Original Proposal – briefly explain why

Stopped the Proposal and Revised it - briefly explain

The proposals will have an impact on people living nearest to the sites, but this will not have a disproportionate impact on people with protected characteristics compared to people without. The impact will be universal for nearby residents. Nevertheless, it is recommended that permission is refused because of the noise impact on people living nearest to the sites.

Question 6 - Mitigation

Please set out any steps you will take to mitigate/reduce any potential adverse effects of your decision on those sharing any particular protected characteristic. It is important here to do a genuine and realistic evaluation of the effectiveness of the mitigation contemplated. Over-optimistic and over-generalised assessments are likely to fall short of the “due regard” requirement.

Also consider if any mitigation might adversely affect any other groups and how this might be managed.

Mitigation is detailed in the Environmental Statements that accompany the Planning Applications. If planning permission is granted, the conditions and controls that fall within the responsibility of the County Council would be enforced. However, it is recommended that planning permission is refused for both sites.

Question 7 – Balancing the Proposal/Countervailing Factors

At this point you need to weigh up the reasons for the proposal – e.g. need for budget savings; damaging effects of not taking forward the proposal at this time – against the findings of your analysis. Please describe this assessment. It is important here to ensure that the assessment of any negative effects upon those sharing protected characteristics is full and frank. The full extent of actual adverse impacts must be acknowledged and taken into account, or the

assessment will be inadequate. What is required is an honest evaluation, and not a marketing exercise. Conversely, while adverse effects should be frankly acknowledged, they need not be overstated or exaggerated. Where effects are not serious, this too should be made clear.

The County Council has a duty to meet the requirement of section 149 of the Equality Act 2010.

The County Council is also the strategic planning authority for mineral and waste developments in the county. This involves managing the planning process according to planning rules set out by the government to assess applications for mineral developments, including mineral exploration and appraisal. The County Council must determine applications in accordance with planning law. A planning application can only be refused if it is contrary to the policies of the development plan and there are sustainable reasons to do so. If planning permission is granted, the County Council would monitor and inspect the operations to ensure they comply with any conditions imposed. The County Council has to be fair and neutral in the way it considers planning applications within the limitations of planning law.

The County Council does not work in isolation when determining planning applications and works closely with other regulators, agencies and bodies in determining applications. For example, safety and environment are important factors and the advice provided by other agencies is carefully considered before decisions are taken.

This assessment has been undertaken for the purposes of judging that the County Council has met its own requirements under the duty.

The assessment has concluded that impact of the proposal can be mitigated so that they will not have a significant impact on groups with protected characteristics.

Question 8 – Final Proposal

In summary, what is your final proposal and which groups may be affected and how?

This assessment has been undertaken for the purposes of judging that the County Council has met its own requirements under the duty.

The assessment has concluded that the noise impact of the proposal on people living nearest to the sites is unacceptable, but this would not disproportionately impact people with protected characteristics compared to people without.

Question 9 – Review and Monitoring Arrangements

Describe what arrangements you will put in place to review and monitor the effects of your proposal.

If planning permission is granted the developer is required to operate within the conditions imposed on the planning permission. Monitoring and inspection visits will form a key part of the successful implementation of any planning permission, to ensure the operator complies with any conditions imposed on the planning permission. The frequency with which sites are visited will depend on the nature and scale of the development. Sites where breaches of planning control have been identified will be visited more regularly.

Where a breach of planning control is identified the council will take appropriate and proportionate action to remedy the breach using the powers at its disposal, in accordance with the Development Control Enforcement Policy¹.

Monitoring will also be carried out through the other regulatory regimes, by the Environment Agency and the Health and Safety Executive, and by an independent body on behalf of the operator which reports to the Health and Safety Executive and DECC.

¹ <http://www.lancashire.gov.uk/corporate/web/viewdoc.asp?id=47630>

Equality Analysis Prepared By Clare Phillips

Position/Role Specialist Advisor

Equality Analysis Endorsed by Line Manager and/or Chief Officer

Decision Signed Off By

Cabinet Member/Chief Officer or SMT Member

Please remember to ensure the Equality Decision Making Analysis is submitted with the decision-making report and a copy is retained with other papers relating to the decision.

Where specific actions are identified as part of the Analysis please ensure that an EAP001 form is completed and forwarded to your Directorate's contact in the Equality and Cohesion Team.

Directorate contacts in the Equality & Cohesion Team are:

Karen Beaumont – Equality & Cohesion Manager

Karen.beaumont@lancashire.gov.uk

Contact for Adult & Community Services Directorate

Jeanette Binns – Equality & Cohesion Manager

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Contact for Environment Directorate, Lancashire County Commercial Group and BTLs

Saulo Cwerner – Equality & Cohesion Manager

Saulo.cwerner@lancashire.gov.uk

Contact for Children & Young Peoples Directorate

Pam Smith – Equality & Cohesion Manager

Pam.smith@lancashire.gov.uk

Contact for Office of the Chief Executive and the County Treasurer's Directorate

Thank you