

Huntingdonshire District Council Equality Impact Assessment (EIA)



Service area	Transformation – Local Government Re-Organisation
Date of assessment	30/10/2025
Name of policy/service to be assessed	Local Government Re-Organisation
Is this a new or existing policy/service?	New process
Name of manager responsible for new or amended policy/service	Michelle Sacks
Names of people conducting the assessment	Bethany Grey
Step 1 – Description of new or amended policy/service	
Describe the aims; objectives and purpose of the new or amended policy/service (include how it fits in to wider aims or strategic objectives).	Local government reorganisation is the process in which the structure and responsibilities of local authorities are reconfigured. The government asked the local authorities within Cambridgeshire (including the neighbouring Peterborough City Council) to propose option(s) for a single tier of unitary authorities across the area. A unitary council is a type of local authority in England that is responsible for all local government services within its area, combining the functions of both county and district councils. The aim is to submit a proposal for new unitary authorities in the Cambridgeshire and Peterborough region, moving away from a two-tier system of governance to a single-tier.

Huntingdonshire District Council Equality Impact Assessment (EIA)



The Equality Act 2010 requires the Council to have due regard to the need to eliminate discrimination, advance equality of opportunity and foster good relations, the Council also needs to demonstrate its compliance with the Equality Duty. The Council therefore needs to understand how its decisions and activities impact on different people. An Equality Impact Assessment is the current method by which the Council can assess and keep a record of the impact of new or amended strategies, policies, functions or services.
The council retains these duties even when outsourcing services or providing shared services.

Definition of Adverse Impact - occurs when a decision, practice, or Policy has a disproportionately negative effect on a protected group. Adverse Impact may be unintentional.

Are there any (existing) equality objectives of the new/amended policy/service	The proposal sets forward an ambition to deliver LGR safely and legally, mitigating against any adverse impacts of the disaggregation of county services and the aggregation of district services. There is a strong commitment to ensure no disruption for service users – particularly, vulnerable residents who are reliant on support or care.
Who is intended to benefit from the new/amended policy/service and in what way?	All residents are expected to benefit from the LGR process for a number of reasons: • Simplification of service delivery with one council to contact for all services allowing easier and simpler access • Efficiencies generated through consolidation allowing additional resources to be gained, thus allowing greater investment in service delivery • Joint-up services providing a holistic view of residents, allowing improved public service outcomes and quicker responses to residents in need. There is the potential for a 'wrap-around' service for residents with less fragmentation.
What are the intended outcomes of this new/amended policy/service?	The above benefits are intended to be outcomes of the process. Ultimately, the submission of the proposal document is to provide an option for government in the configuration of the new unitary authorities in



	the area with the outcome being new authorities replacing the current district and upper-tier councils.
Step 2 – Data	
What baseline quantitative data (statistics) do you have about the function relating to equalities groups (e.g. monitoring data on proportions of service users compared to proportions in the population), relevant to this new/amended policy/service? Huntingdonshire Statistics	As part of the proposal data used, a shared data-set was commissioned in the region to explore the impacts of LGR on high-risk services, including Adults, Childrens, SEND and Homelessness. This data outlines service demand and need across the district councils and within the unitary configurations and has been used to inform the proposals put forward. This data has just been used for the submission of the proposal and additional analysis will be required to assess the impacts of implementation once an option is chosen. No significant negative impacts were identified for the proposals.
What qualitative data (opinions etc) do you have on different groups (e.g. comments from previous consumer satisfaction surveys/consultation, feedback exercises, or evidence from other authorities undertaking similar work), relevant to this new/amended policy/service?	An engagement survey was carried out as part of the proposal process but this was not specifically tailored to individual groups and did not target specific service users. Previous LGR submissions have also been used to assess the potential impact of re-organisations on specific groups. This includes examples where new service delivery models have been used and have/haven't been successful. This has been used to inform the content of the proposal being put forward. No significant negative impacts were identified for the proposals.
The Consultation and Engagement Strategy Accessibility Guidance may be helpful when thinking about the potential impact of a policy/service on people with different protected characteristics.	

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Age – this refers to the protected characteristic of age. A person belonging to a particular age (for example 32-year olds) or range of ages (for example 18 to 30-year olds). Are there concerns that the new policy/service could have a differential impact on individuals with this protected characteristic? Are there any concerns that the policy/service amendments could have differential impact on individuals with this protected characteristic? For some services this should include consideration of impact in terms of safeguarding young people. What evidence do you have for your answer?	Local Government Re-Organisation may have an impact on those who are more reliant on social care services, if implementation is not carried out safely and legally. This includes older people who are more likely to need adult social care or young people in social care/education or with SEND. It is vital that implementation prioritises safe and legal delivery, above all else, to mitigate against the impacts of these groups. However the proposal submission in itself will not have a direct impact on residents, according to their age.
Disability – this refers the protected characteristic of disability. A person has a disability if they have a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities. Are there concerns that the new policy/service could have a differential impact on individuals with this protected characteristic. Are there any concerns that the policy/service amendments could have differential impact on individuals with this protected characteristic? What evidence do you have for your answer?	See above – the LGR process may adversely impact those relying on care but the submission itself will not.
Gender reassignment – gender reassignment discrimination occurs when a person is treated differently because they are trans*.	See above.

Are there concerns that the new policy/service could have a differential impact on individuals with this protected characteristic. Are there any concerns that the policy/service amendments could have differential impact on individuals with this protected characteristic? What evidence do you have for your answer? *although the term gender reassignment and transsexual is in the Equality Act 2010, it is accepted that the preferred term is trans.	
Marriage and civil partnership in the workplace; this refers the protected characteristic of marriage and civil partnership which is a union between a man and a woman or between a same-sex couple. Civil partnership is between partners of the same sex. Discrimination is when a person is treated differently at work because a person is married or in a civil partnership. Are there concerns that the new policy/service could have a differential impact on individuals with this protected characteristic. Are there any concerns that the policy/service amendments could have differential impact on individuals with this protected characteristic? What evidence do you have for your answer?	N/A
Are there concerns that the function could have a differential impact in terms of pregnancy and maternity in the workplace (e.g. pregnant or breast-feeding women). Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth and is linked to maternity leave in the employment context. In the non-work	During the implementation process, it will be important to note the impacts that TUPE and workforce disruption may have on individuals in the workplace. This is unlikely to have a differential impact in terms of pregnancy and maternity but general risk for the workforce will have to be mitigated.

context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding. Are there concerns that the new policy/service could have a differential impact on individuals with this protected characteristic. Are there any concerns that the policy/service amendments could have differential impact on individuals with this protected characteristic? What evidence do you have for your answer?	The submission itself has no impact.
Race – this refers to the protected characteristic of race. It refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins. Gypsy/Travellers are distinct group within this category Are there concerns that the new policy/service could have a differential impact on individuals with this protected characteristic. Are there any concerns that the policy/service amendments could have differential impact on individuals with this protected characteristic? What evidence do you have for your answer?	N/A
Religion and Belief in the workplace - refers to any religion, including a lack of religion. Belief refers to any religious or philosophical belief and includes a lack of belief.	N/A

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Are there concerns that the new policy/service could have a differential impact on individuals with this protected characteristic. Are there any concerns that the policy/service amendments could have differential impact on individuals with this protected characteristic? What evidence do you have for your answer?	
Sex - this refers to the protected characteristic of sex which can mean either male or female, or a group of people like men or boys, or women or girls. Are there concerns that the new policy/service could have a differential impact on individuals with this protected characteristic. Are there any concerns that the policy/service amendments could have differential impact on individuals with this protected characteristic? What evidence do you have for your answer?	N/A
Sexual orientation – this relates to whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes. Are there concerns that the new policy/service could have a differential impact on individuals with this protected characteristic. Are there any concerns that the policy/service amendments could have differential impact on individuals with this protected characteristic? What evidence do you have for your answer?	N/A



Are there concerns that the function could have a differential impact on part time/full time employees? What evidence do you have for your answer?	During the implementation process, it will be important to note the impacts that TUPE and workforce disruption may have on individuals in the workplace. Work will need to be carried out to harmonise terms and conditions when transferring to the new unitary – without knowing what this will look like, it is hard to determine what the impact may be. However, as noted above, the submission will not directly impact part/full time employees.
Are there concerns that the function could have a differential impact in terms of specific characteristics of Huntingdonshire e.g. Rural isolation	The submission itself will not have an impact on specific characteristics however, dependent on which proposal gets chosen, there may be a different impact on residents. Each LGR proposal poses different ideas for geographic boundaries and configurations which may have different impacts on growth or delivery of infrastructure. This is yet to be determined fully.

Findings

The LGR submission is deemed not to have any adverse impacts on the groups outlined above. Whilst the process of LGR may have differing impacts, the submission itself does not.

Recommendations

To submit the LGR proposals, noting the findings above, and clarifying any future adverse impacts to members in the process.