

## **Annex B – Equality Impact Assessment (EIA)**

### **City of York Council Equalities Impact Assessment**

#### **Who is submitting the proposal?**

<b>Directorate:</b>	Housing and Communities
<b>Service Area:</b>	Community Safety
<b>Name of the proposal :</b>	Re-procurement of the Stray Dog Service
<b>Lead officer:</b>	Tanya Lyon
<b>Date assessment completed:</b>	02/06/2025
<b>Names of those who contributed to the assessment :</b>	

Name	Job title	Organisation	Area of expertise

## Step 1 – Aims and intended outcomes

<b>1.1</b>	<b>What is the purpose of the proposal?</b> Please explain your proposal in Plain English avoiding acronyms and jargon.
	Re-procurement of the statutory Stray Dog service to meet legislative requirements under s. 149 Environmental Protection Act 1990.

<b>1.2</b>	<b>Are there any external considerations?</b> (Legislation/government directive/codes of practice etc.)
	Service must comply with the requirements of s.149 EPA 1990

<b>1.3</b>	<b>Who are the stakeholders and what are their interests?</b>
	<ul style="list-style-type: none"> <li>• Owners of stray dogs</li> <li>• Finders of stray dogs</li> <li>• Members of the community and road users</li> <li>• Dogs (welfare)</li> </ul>
<b>1.4</b>	<b>What results/outcomes do we want to achieve and for whom?</b> This section should explain what outcomes you want to achieve for service users, staff and/or the wider community. Demonstrate how the proposal links to the Council Plan (2019- 2023) and other corporate strategies and plans.
	<ul style="list-style-type: none"> <li>• To comply with the requirements of the EPA 1990</li> <li>• To reduce the number of stray dogs on York's streets</li> <li>• To reunite stray dogs with their owners</li> <li>• To rehome unclaimed dogs</li> <li>• To protect the welfare of the dog.</li> <li>• To reduce the risk of a dog attack.</li> <li>• To prevent traffic hazards/accidents</li> <li>• To prevent fouling.</li> </ul>

## **Step 2 – Gathering the information and feedback**

<b>2.1</b>	<b>What sources of data, evidence and consultation feedback do we have to help us understand the impact of the proposal on equality rights and human rights?</b> Please consider a range of sources, including: consultation exercises, surveys, feedback from staff, stakeholders, participants, research reports, the views of equality groups, as well your own experience of working in this area etc.	
<b>Source of data/supporting evidence</b>		<b>Reason for using</b>
<ul style="list-style-type: none"> <li>• Own experience</li> <li>• Experience of contractor</li> <li>• Experience of Neighbourhood Enforcement Team (who take enforcement action against those who allow their dogs to persistently stray).</li> </ul>		<p>The Community Safety Manager and Neighbourhood Enforcement team have worked closely with the Stray Dog contractor since the formation of the team in 2016.</p> <p>The current Stray Dog contractor has held the contract for 3 years and retains records and knowledge of the circumstances of each stray dog managed by them.</p>

### Step 3 – Gaps in data and knowledge

<b>3.1</b>	<b>What are the main gaps in information and understanding of the impact of your proposal? Please indicate how any gaps will be dealt with.</b>	
<b>Gaps in data or knowledge</b>		<b>Action to deal with this</b>
No known gaps.		

### Step 4 – Analysing the impacts or effects.

<b>4.1</b>	<b>Please consider what the evidence tells you about the likely impact (positive or negative) on people sharing a protected characteristic, i.e. how significant could the impacts be if we did not make any</b>
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	<b>adjustments?</b> Remember the duty is also positive – so please identify where the proposal offers opportunities to promote equality and/or foster good relations.		
<b>Equality Groups and Human Rights.</b>	<b>Key Findings/Impacts</b>	<b>Positive (+) Negative (-) Neutral (0)</b>	<b>High (H) Medium (M) Low (L)</b>
<b>Age</b>	Older people may be at heightened risk from stray dogs if physical impairment affects their ability to take evasive action if a dog was at risk of knocking them over or behaving aggressively. A fall or bite could have a more serious outcome than for a younger person.	Positive	L
<b>Disability</b>	Stray Dogs could pose a heightened risk to anyone with a physical disability, preventing them from taking evasive action if a dog was at risk of knocking them over or behaved aggressively towards them.	Positive	L
<b>Gender</b>		0	L
<b>Gender Reassignment</b>		0	L
<b>Marriage and civil partnership</b>		0	L
<b>Pregnancy and maternity</b>		0	L
<b>Race</b>		0	L
<b>Religion and belief</b>		0	L
<b>Sexual</b>		0	L

<b>orientation</b>			
<b>Other Socio-economic groups including :</b>	<b>Could other socio-economic groups be affected e.g. carers, ex-offenders, low incomes?</b>		
<b>Carer</b>		<b>0</b>	<b>L</b>
<b>Low income groups</b>		<b>0</b>	<b>L</b>
<b>Veterans, Armed Forces Community</b>		<b>0</b>	<b>L</b>
<b>Other</b>		<b>-</b>	<b>-</b>
<b>Impact on human rights:</b>			
List any human rights impacted.		<b>N/A</b>	<b>N/A</b>

**Use the following guidance to inform your responses:**

Indicate:

- Where you think that the proposal could have a POSITIVE impact on any of the equality groups like promoting equality and equal opportunities or improving relations within equality groups
- Where you think that the proposal could have a NEGATIVE impact on any of the equality groups, i.e. it could disadvantage them

- Where you think that this proposal has a NEUTRAL effect on any of the equality groups listed below i.e. it has no effect currently on equality groups.

It is important to remember that a proposal may be highly relevant to one aspect of equality and not relevant to another.

<p><b>High impact</b> (The proposal or process is very equality relevant)</p>	<p>There is significant potential for or evidence of adverse impact The proposal is institution wide or public facing The proposal has consequences for or affects significant numbers of people The proposal has the potential to make a significant contribution to promoting equality and the exercise of human rights.</p>
<p><b>Medium impact</b> (The proposal or process is somewhat equality relevant)</p>	<p>There is some evidence to suggest potential for or evidence of adverse impact The proposal is institution wide or across services, but mainly internal The proposal has consequences for or affects some people The proposal has the potential to make a contribution to promoting equality and the exercise of human rights</p>
<p><b>Low impact</b> (The proposal or process might be equality relevant)</p>	<p>There is little evidence to suggest that the proposal could result in adverse impact The proposal operates in a limited way The proposal has consequences for or affects few people The proposal may have the potential to contribute to promoting equality and the exercise of human rights</p>

## Step 5 - Mitigating adverse impacts and maximising positive impacts



5.1	<b>Based on your findings, explain ways you plan to mitigate any unlawful prohibited conduct or unwanted adverse impact. Where positive impacts have been identified, what is been done to optimise opportunities to advance equality or foster good relations?</b>
<ul style="list-style-type: none"> <li>• The proposal does not generate any unlawful/prohibited conduct or unwanted/adverse impact.</li> <li>• The proposal seeks to remove the hazard of stray dogs from the streets, which could be of a greater benefit to older people and those who are disabled.</li> </ul>	

## Step 6 – Recommendations and conclusions of the assessment

6.1	<b>Having considered the potential or actual impacts you should be in a position to make an informed judgement on what should be done. In all cases, document your reasoning that justifies your decision. There are four main options you can take:</b>
<b>No major change to the proposal</b> – the EIA demonstrates the proposal is robust. There is no potential for unlawful discrimination or adverse impact and you have taken all opportunities to advance equality and foster good relations, subject to continuing monitor and review.	

- **Adjust the proposal** – the EIA identifies potential problems or missed opportunities. This involves taking steps to remove any barriers, to better advance quality or to foster good relations.
- **Continue with the proposal** (despite the potential for adverse impact) – you should clearly set out the justifications for doing this and how you believe the decision is compatible with our obligations under the duty
- **Stop and remove the proposal** – if there are adverse effects that are not justified and cannot be mitigated, you should consider stopping the proposal altogether. If a proposal leads to unlawful discrimination it should be removed or changed.

**Important:** If there are any adverse impacts you cannot mitigate, please provide a compelling reason in the justification column.

Option selected	Conclusions/justification
No major change to the proposal.	The proposal does not include potential for unlawful discrimination or adverse impact

## Step 7 – Summary of agreed actions resulting from the assessment

<b>7.1</b>	<b>What action, by whom, will be undertaken as a result of the impact assessment.</b>		
<b>Impact/issue</b>	<b>Action to be taken</b>	<b>Person responsible</b>	<b>Timescale</b>
N/A	N/A	N/A	N/A

## Step 8 - Monitor, review and improve

<b>8. 1</b>	<b>How will the impact of your proposal be monitored and improved upon going forward?</b> Consider how will you identify the impact of activities on protected characteristics and other marginalised groups going forward? How will any learning and enhancements be capitalised on and embedded?
	Regular monitoring/performance meetings are held with the contractor. Any Equalities impact from the service would be identified at those meetings.