

City of York Council
Equalities Impact Assessment

Who is submitting the proposal?

Directorate:		City Development	
Service Area:		Strategy, Carbon Reduction	
Name of the proposal :		Harewood Whin Green Energy Park	
Lead officer:		Claire Foale Chief Strategy Officer	
Date assessment completed:		25/6/25	
Names of those who contributed to the assessment :			
Name	Job title	Organisation	Area of expertise
Shaun Gibbons	Head of Carbon Reduction	CYC	Climate Change
Laura Swiszczowski	Head of Equality, Diversity & Inclusion	CYC	Equality, Diversity & Inclusion
David Smith	Access Officer	CYC	Disability Access

Step 1 – Aims and intended outcomes

1.1	What is the purpose of the proposal? Please explain your proposal in Plain English avoiding acronyms and jargon.
	<i>The Harewood Whin Green Energy Park is a project to deliver green energy from the council owned former landfill site in York. The project is in business case stage at present. This assessment relates solely to the process of completing a full business case. It does not relate to the period of site construction/capital works that would follow an approved business case. There are some requirements to visit site during the business case stage, but they are minimal.</i>
1.2	Are there any external considerations? (Legislation/government directive/codes of practice etc.)
	<i>The Equality Act 2010 and Public Sector Equality Duty (PSED) which was extended to address age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, *marriage and civil partnership and pregnancy and maternity. These groups are often called “protected characteristics” (PC’s)</i>
1.3	Who are the stakeholders and what are their interests?
	<i>Local Residents – Interested in the use of the site City of York Council – Interested in utilising the site Yorwaste – Interested in efficient operation of the site York & North Yorkshire Combined Authority – Interested in obtaining environmental benefits for their funding investment</i>

1.4	What results/outcomes do we want to achieve and for whom? 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.
	<i>1) We want to ensure safe access for all groups who need to attend the site during the business case stage.</i>

Step 2 – Gathering the information and feedback

2.1	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? 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.	
	Source of data/supporting evidence	Reason for using
	General Equalities Guidance	To understand the key areas of focus for the assessment/resources available within CYC to support it.
	Disability Access Guidance	To understand the specific adjustments that may be required
	Individuals Site Access requirements	Approached the individuals attending site in advance to understand if they have any access requirements

Step 3 – Gaps in data and knowledge

3.1	What are the main gaps in information and understanding of the impact of your proposal? Please indicate how any gaps will be dealt with.	
Gaps in data or knowledge		Action to deal with this

Step 4 – Analysing the impacts or effects.

4.1	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 adjustments? Remember the duty is also positive – so please identify where the proposal offers opportunities to promote equality and/or foster good relations.		
Equality Groups and Human Rights.	Key Findings/Impacts	Positive (+) Negative (-) Neutral (0)	High (H) Medium (M) Low (L)
Age	None	0	L
Disability	Under constant review. So far no confirmations of adjustments required through site visits. This might change in future, should other people attend site. Making required adjustments will have a high impact as it will ensure access to site areas that give the persons	+	H

	requiring the adjustment equal access to others on the project, ensuring better project outcomes.		
Gender	None	0	L
Gender Reassignment	None	0	L
Marriage and civil partnership	None	0	L
Pregnancy and maternity	None	0	L
Race	None	0	L
Religion and belief	None	0	L
Sexual orientation	None	0	L
Other Socio-economic groups including :	Could other socio-economic groups be affected e.g. carers, ex-offenders, low incomes?		
Carer	No	0	L
Low income groups	No	0	L
Veterans, Armed Forces Community	No	0	L
Other	No	0	L

Impact on human rights:		
List any human rights impacted.	None	0 L

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>High impact (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>Medium impact (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>Low impact (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	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?
<p>Disability – Will request individually any adjustments needed for site visits. Individual action plans will be produced if adjustments are needed and agreed with both the individual and the site operator Yorwaste. The Project Manager will check prior to site visits that the agreed adjustment have been made and are ready and that align with the wishes of the individual. When arriving on site, during and post the site visit the Project Manager will discretely check with the individual that the relevant adjustment is as expected and is/was effective for them.</p>	

Step 6 – Recommendations and conclusions of the assessment

6.1	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:
<p>- No major change to the proposal – 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.</p>	

- **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 amount of visits to site are very limited. This enables the opportunity for individual by individual understanding of prior needs and to ensure agreed adjustments are delivered.

Step 7 – Summary of agreed actions resulting from the assessment

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

Step 8 - Monitor, review and improve

8.1	How will the impact of your proposal be monitored and improved upon going forward? 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?
	By checking with each individual who attends site before, during and after.