

## Early Help Offer – Equality Impact Assessment

### Impact of the overall Early Help Offer on Kirklees residents

Element of the offer	Impact on protected groups of Kirklees residents	Mitigation
Complex and Targeted	<p><b>Age, Disability and Pregnancy and Maternity</b>                      The Complex and Targeted levels of the Early Help Offer will have a positive impact on those children, young people and their parents / carers, pregnant women and mothers of young children, including those with disabilities, who require specialist or statutory assessment and/or intervention, through the improvement of multi-agency working and the development of single key worker approach.</p>	N/a
	We do not foresee any impact on any of the other protected groups	N/a
Community Plus	<p><b>Age</b>                      Children, young people and their parents / carers not identified as being in need of support may no longer be able to use open access services provided by the Council.</p>	Other services may be provided by partners or the voluntary sector.
	<p><b>Pregnancy and Maternity</b>                      Pregnant women and mothers of young children not identified as being in need of support may no longer be able to use open access services provided by the Council</p>	Other services may be provided by partners or the voluntary sector.
	<p><b>All protected groups</b>                      It is possible that the increased role played by community run services might have a greater impact on protected groups if volunteers lack suitable training and supervision.</p>	We will invest resources, buildings and/or staff time in supporting community groups to build their capacity to meet these needs.
	<p><b>Impact on fostering good relations</b>                      Youth Centres currently offer open access services for young people from a range of different backgrounds. Children’s Centres also offer “stay and play, which offers social opportunities for parents and young children. Both types of activity bring together people from different backgrounds, and people who share certain protected characteristics, and those who do not. It is therefore possible that the loss of these services could impact on the Council’s ability to foster good relations between people.</p>	Other services may be provided by partners or the voluntary sector. We will endeavour to ensure partners and communities provide activities with a focus on diversity and on fostering good relations.

## Impact of changes to the location of Early Help sites on Kirklees residents

It is recognised that changes to the location of Early Help sites may have a negative impact on certain protected groups of Kirklees residents due to difficulties they may experience in travelling greater distances. We anticipate this will be most significant in rural areas where travelling distances are greater and public transport options more limited, and to residents on low incomes, wherever they live, who may struggle to afford additional transport costs. It will also impact on parents or carers of young children, especially those with two or more children, for whom travelling can be challenging.

We considered the availability of public transport in deciding on the location of the proposed central and delivery sites within the Early Help Offer. However, we expect to gain a more detailed understanding of this issue during the proposed consultation, and intend to carry out more detailed analysis of relevant data to inform the final decision in January 2017.

Mitigating actions may include scheduling activities at other local community venues, encouraging community-run activities, using mobile services, visiting people in their homes or other local venues, or providing minibus transport.

### NOT SITE-SPECIFIC (common to all sites)

Site	Proposal	Impact on protected groups of Kirklees residents	Mitigation
Children's Centres	N/a	<p><b>Age</b> All Children's Centres offer services for families with children aged 0-19 (0-25 for children with a disability), with a particular focus on families with children aged 0-4. The parents / carers of those children are typically aged between 20 and 49.</p> <p>The closure of any children's centre would impact on these age groups.</p>	<p>The impact of closure on those members of these age groups in greater need of support or intervention will be mitigated by the provision of services at alternative sites within the Early Help Hub area. The choice of proposed delivery sites has been based on the concentrations of families in greater need. In some cases, the use of community and partner venues such as schools, clinics or church halls may improve access to certain services.</p> <p>The impact of closure on those members of these age groups in lesser need of support or intervention will be mitigated by the availability of community run services.</p>
Children's Centres	N/a	<p><b>Gender reassignment</b> We do not currently foresee any impact on this protected group; however, we will endeavour to conduct specific consultation.</p>	N/a

<b>Site</b>	<b>Proposal</b>	<b>Impact on protected groups of Kirklees residents</b>	<b>Mitigation</b>
Children's Centres	N/a	<b>Marriage and Civil Partnership</b> We do not foresee any impact on this protected group.	N/a
Children's Centres	N/a	<b>Pregnancy and maternity</b> All Children's Centres offer services for families with children aged 0-19 (0-25 for children with a disability), with a particular focus on families with children aged 0-4. The closure of any children's centre would therefore impact on mothers of babies and young children. Although this is true wherever a family lives, it should be noted that the number of new babies registered with children's centres in the Rural area is substantially lower than in the other areas (less than half the rate in Huddersfield in 2015/16).	The impact of closure on mothers of babies and young children in greater need of support or intervention will be mitigated by the provision of services at alternative sites within the Early Help Hub area. The choice of proposed delivery sites has been based on the concentrations of families in greater need. In some cases, the use of community and partner venues such as schools, clinics or church halls may improve access to certain services.  The impact of closure on mothers of babies and young children in lesser need of support or intervention will be mitigated by the availability of community run services.
Children's Centres	N/a	<b>Sex</b> The carers who currently use Children's Centres are at least 80% female. Therefore all changes to Children's Centres, positive or negative, will impact disproportionately on this protected group.	The impact of closure on female carers in greater need of support or intervention will be mitigated by the provision of services at alternative sites within the Early Help Hub area. The choice of proposed delivery sites has been based on the concentrations of families in greater need. In some cases, the use of community and partner venues such as schools, clinics or church halls may improve access to certain services.  The impact of closure on female carers in less need of support or intervention will be mitigated by the availability of community run services.
Children's Centres	N/a	<b>Sexual Orientation</b> We do not currently foresee any impact on this protected group; however, we will endeavour to conduct specific consultation.	N/a
Youth Centres	N/a	<b>Age</b>	The impact of closure on children and young people in

Site	Proposal	Impact on protected groups of Kirklees residents	Mitigation
		<p>Kirklees Integrated Youth Support Service (IYSS) offers services for children and young people aged 8-19 (8-25 for children with a disability).</p> <p>The closure of any youth centre would impact on this age group.</p>	<p>greater need of support will be mitigated by the provision of services at an alternative site within the Early Help Hub area.</p> <p>The impact of closure on children and young people in lesser need of support will be mitigated by the availability of community run services.</p> <p>In some cases, the use of community and partner venues such as schools, clinics or church halls may improve access to certain services.</p>
Youth Centres	N/a	<p><b>Gender reassignment</b></p> <p>We do not currently foresee any impact on this protected group; however, we will endeavour to conduct specific consultation.</p>	N/a
Youth Centres	N/a	<p><b>Marriage and Civil Partnership</b></p> <p>We do not foresee any impact on this protected group.</p>	N/a

## BATLEY AND SPEN

Site	Proposal	Impact on protected groups of Kirklees residents	Mitigation
To be decided	Central site	<p><b>Age</b></p> <p><b>Gender reassignment</b></p> <p><b>Marriage and Civil Partnership</b></p> <p><b>Pregnancy and Maternity</b></p> <p><b>Sex</b></p> <p><b>Sexual Orientation</b></p> <p>Not site-specific</p>	N/a
		<p><b>Race, Religion and belief</b></p> <p>The central site will be in a central location and we therefore do not foresee any impact on this protected group.</p>	N/a

Site	Proposal	Impact on protected groups of Kirklees residents	Mitigation
		<b>Disability</b> <b>People on low incomes</b> <b>Parents of young children</b> There may be an impact on these groups if they need to travel to the central site to access information or advice.	We will carry out further consultation and analysis to understand this better and propose mitigating actions if necessary.
Birstall and Birkenshaw Children's Centre (Fieldhead)	Designated children's centre for the Batley and Spen area, and delivery site	This is an existing Children's Centre and we therefore do not anticipate any negative impact on protected groups of residents.	N/a
Young Batley Youth Centre	Delivery site	This is an existing centre for young people and we therefore do not anticipate any negative impact on protected groups of residents.	N/a
Staincliffe and Healey Children's Centre	Delivery site	This is an existing Children's Centre and we therefore do not anticipate any negative impact on protected groups of residents.	N/a
Carlinghow and Wilton Children's Centre	Delivery site	This is an existing Children's Centre and we therefore do not anticipate any negative impact on protected groups of residents.	
Heckmondwike Children's Centre	Surplus to requirement in the model (may be needed for learning places)	<b>Age</b> <b>Gender reassignment</b> <b>Marriage and Civil Partnership</b> <b>Pregnancy and Maternity</b> <b>Sex</b> <b>Sexual Orientation</b> Not site-specific	N/a
		<b>Disability</b> <b>Race, Religion and belief</b> <b>People on low incomes</b> <b>Parents of young children</b> There may be an impact on these groups if they need to travel to an alternative site to access services.	We will carry out further consultation and analysis to understand this better and propose mitigating actions if necessary.

<b>Site</b>	<b>Proposal</b>	<b>Impact on protected groups of Kirklees residents</b>	<b>Mitigation</b>
Gomersal and Littleton Children's Centre	Surplus to requirement in the model	<b>Age</b> <b>Gender reassignment</b> <b>Marriage and Civil Partnership</b> <b>Pregnancy and Maternity</b> <b>Sex</b> <b>Sexual Orientation</b> Not site-specific	N/a
		<b>Disability</b> <b>Race, Religion and belief</b> <b>People on low incomes</b> <b>Parents of young children</b> There may be an impact on these groups if they need to travel to an alternative site to access services.	We will carry out further consultation and analysis to understand this better and propose mitigating actions if necessary.
Cleckheaton Children's Centre	Surplus to requirement in the model	<b>Age</b> <b>Gender reassignment</b> <b>Marriage and Civil Partnership</b> <b>Pregnancy and Maternity</b> <b>Sex</b> <b>Sexual Orientation</b> Not site-specific	N/a
		<b>Disability</b> <b>Race, Religion and belief</b> <b>People on low incomes</b> <b>Parents of young children</b> There may be an impact on these groups if they need to travel to an alternative site to access services.	We will carry out further consultation and analysis to understand this better and propose mitigating actions if necessary.
Batley East Children's Centre	Surplus to requirement in the model	<b>Age</b> <b>Gender reassignment</b> <b>Marriage and Civil Partnership</b> <b>Pregnancy and Maternity</b> <b>Sex</b> <b>Sexual Orientation</b> Not site-specific	N/a
		<b>Disability</b>	We will carry out further consultation and analysis to

Site	Proposal	Impact on protected groups of Kirklees residents	Mitigation
		<b>Race, Religion and belief</b> <b>People on low incomes</b> <b>Parents of young children</b> There may be an impact on these groups if they need to travel to an alternative site to access services.	understand this better and propose mitigating actions if necessary.

## DEWSBURY AND MIRFIELD

Site	Proposal	Impact on protected groups of Kirklees residents	Mitigation
To be decided	Central site	<b>Age</b> <b>Gender reassignment</b> <b>Marriage and Civil Partnership</b> <b>Pregnancy and Maternity</b> <b>Sex</b> <b>Sexual Orientation</b> Not site-specific	N/a
		<b>Race, Religion and belief</b> The central site will be in a central location and we therefore do not foresee any impact on this protected group.	N/a
		<b>Disability</b> <b>People on low incomes</b> <b>Parents of young children</b> There may be an impact on these groups if they need to travel to the central site to access information or advice.	We will carry out further consultation and analysis to understand this better and propose mitigating actions if necessary.
Chickenley Children's Centre	Designated children's centre for the Dewsbury and Mirfield area, and delivery site	This is an existing Children's Centre and we therefore do not anticipate any negative impact on protected groups of residents.	N/a
Crow Nest Park Centre and Adventurous Play	Delivery site	This is an existing centre for young people and we therefore do not anticipate any negative impact on	N/a

Site	Proposal	Impact on protected groups of Kirklees residents	Mitigation
Centre		protected groups of residents.	
Young Dewsbury – Dewsbury Town Hall	Delivery site	This is an existing centre for young people and we therefore do not anticipate any negative impact on protected groups of residents.	N/a
Dewsbury Arena	Delivery site	This is an existing centre for young people and we therefore do not anticipate any negative impact on protected groups of residents.	N/a
Ravensthorpe – the Greenwood Centre	Delivery site	This is an existing Children’s Centre and we therefore do not anticipate any negative impact on protected groups of residents.	N/a
Thornhill – Edge Top Road	Delivery site	This is an existing Children’s Centre and we therefore do not anticipate any negative impact on protected groups of residents.	N/a
Flatts and Eastborough Children’s Centre	Surplus to requirement in the model	<b>Age</b> <b>Gender reassignment</b> <b>Marriage and Civil Partnership</b> <b>Pregnancy and Maternity</b> <b>Sex</b> <b>Sexual Orientation</b> Not site-specific	N/a
		<b>Disability</b> <b>Race, Religion and belief</b> <b>People on low incomes</b> <b>Parents of young children</b> There may be an impact on these groups if they need to travel to the alternative sites to access services.	We will carry out further consultation and analysis to understand this better and propose mitigating actions if necessary.
Mirfield Children’s Centre	Surplus to requirement in the model	<b>Age</b> <b>Gender reassignment</b> <b>Marriage and Civil Partnership</b> <b>Pregnancy and Maternity</b> <b>Sex</b> <b>Sexual Orientation</b> Not site-specific	N/a



Site	Proposal	Impact on protected groups of Kirklees residents	Mitigation
		<b>Disability</b> <b>Race, Religion and belief</b> <b>People on low incomes</b> <b>Parents of young children</b> There may be an impact on these groups if they need to travel to the alternative sites to access services.	We will carry out further consultation and analysis to understand this better and propose mitigating actions if necessary.
Savile Town Children's Centre	Surplus to requirement in the model	<b>Age</b> <b>Gender reassignment</b> <b>Marriage and Civil Partnership</b> <b>Pregnancy and Maternity</b> <b>Sex</b> <b>Sexual Orientation</b> Not site-specific	N/a
		<b>Disability</b> <b>Race, Religion and belief</b> <b>People on low incomes</b> <b>Parents of young children</b> There may be an impact on these groups if they need to travel to the alternative sites to access services.	We will carry out further consultation and analysis to understand this better and propose mitigating actions if necessary.
Thornhill Lees Children's Centre	Surplus to requirement in the model (may be needed for learning places)	<b>Age</b> <b>Gender reassignment</b> <b>Marriage and Civil Partnership</b> <b>Pregnancy and Maternity</b> <b>Sex</b> <b>Sexual Orientation</b> Not site-specific	N/a
		<b>Disability</b> <b>Race, Religion and belief</b> <b>People on low incomes</b> <b>Parents of young children</b> There may be an impact on these groups if they need to travel to the alternative sites to access services.	We will carry out further consultation and analysis to understand this better and propose mitigating actions if necessary.
Dewsbury Moor Children's Centre	Surplus to requirement in the	<b>Age</b> <b>Gender reassignment</b>	N/a

Site	Proposal	Impact on protected groups of Kirklees residents	Mitigation
	model (may be needed for learning places)	<b>Marriage and Civil Partnership</b> <b>Pregnancy and Maternity</b> <b>Sex</b> <b>Sexual Orientation</b> Not site-specific	
		<b>Disability</b> <b>Race, Religion and belief</b> <b>People on low incomes</b> <b>Parents of young children</b> There may be an impact on these groups if they need to travel to the alternative sites to access services.	We will carry out further consultation and analysis to understand this better and propose mitigating actions if necessary.

## HUDDERSFIELD

Site	Proposal	Impact on protected groups of Kirklees residents	Mitigation
To be decided	Central site	<b>Age</b> <b>Gender reassignment</b> <b>Marriage and Civil Partnership</b> <b>Pregnancy and Maternity</b> <b>Sex</b> <b>Sexual Orientation</b> Not site-specific	N/a
		<b>Race, Religion and belief</b> The central site will be in a central location and we therefore do not foresee any impact on this protected group.	N/a
		<b>Disability</b> <b>People on low incomes</b> <b>Parents of young children</b> There may be an impact on these groups if they need to travel to the central site to access information or advice.	We will carry out further consultation and analysis to understand this better and propose mitigating actions if necessary.
Chestnut Centre	Designated	This is an existing Children's Centre and we therefore	N/a

Site	Proposal	Impact on protected groups of Kirklees residents	Mitigation
	children's centre for the Huddersfield area, and delivery site	do not anticipate any negative impact on protected groups of residents.	
Almondbury Children's Centre	Delivery site	This is an existing Children's Centre and we therefore do not anticipate any negative impact on protected groups of residents.	N/a
Brian Jackson Centre – The Basement Young People's Centre and Children's Space	Delivery site	This is an existing centre for young people and we therefore do not anticipate any negative impact on protected groups of residents.	N/a
Crosland Moor Children's Centre	Delivery site	This is an existing Children's Centre and we therefore do not anticipate any negative impact on protected groups of residents.	N/a
Rawthorpe and Dalton Children's Centre	Delivery site	This is an existing Children's Centre and we therefore do not anticipate any negative impact on protected groups of residents.	N/a
Lowerhouses Lounge (young people's activities)	Surplus to requirement in the model	<b>Age</b> <b>Gender reassignment</b> <b>Marriage and Civil Partnership</b> <b>Pregnancy and Maternity</b> <b>Sex</b> <b>Sexual Orientation</b> Not site-specific	N/a
		<b>Disability</b> <b>Race, Religion and belief</b> <b>People on low incomes</b> <b>Parents of young children</b> There may be an impact on these groups if they need to travel to the alternative sites to access services.	We will carry out further consultation and analysis to understand this better and propose mitigating actions if necessary.
Paddock Young	Surplus to	<b>Age</b>	N/a

<b>Site</b>	<b>Proposal</b>	<b>Impact on protected groups of Kirklees residents</b>	<b>Mitigation</b>
People's Centre	requirement in the model	<b>Gender reassignment</b> <b>Marriage and Civil Partnership</b> <b>Pregnancy and Maternity</b> <b>Sex</b> <b>Sexual Orientation</b> Not site-specific	
		<b>Disability</b> <b>Race, Religion and belief</b> <b>People on low incomes</b> <b>Parents of young children</b> There may be an impact on these groups if they need to travel to the alternative sites to access services.	We will carry out further consultation and analysis to understand this better and propose mitigating actions if necessary.
Lowerhouses Children's Centre	Surplus to requirement in the model	<b>Age</b> <b>Gender reassignment</b> <b>Marriage and Civil Partnership</b> <b>Pregnancy and Maternity</b> <b>Sex</b> <b>Sexual Orientation</b> Not site-specific	N/a
		<b>Disability</b> <b>Race, Religion and belief</b> <b>People on low incomes</b> <b>Parents of young children</b> There may be an impact on these groups if they need to travel to the alternative sites to access services.	We will carry out further consultation and analysis to understand this better and propose mitigating actions if necessary.
Newsome Children's Centre	Surplus to requirement in the model	<b>Age</b> <b>Gender reassignment</b> <b>Marriage and Civil Partnership</b> <b>Pregnancy and Maternity</b> <b>Sex</b> <b>Sexual Orientation</b> Not site-specific	N/a
		<b>Disability</b> <b>Race, Religion and belief</b>	We will carry out further consultation and analysis to understand this better and propose mitigating actions if

Site	Proposal	Impact on protected groups of Kirklees residents	Mitigation
		<b>People on low incomes</b> <b>Parents of young children</b> There may be an impact on these groups if they need to travel to the alternative sites to access services.	necessary.
Birkby Children's Centre	Surplus to requirement in the model (may be needed for learning places)	<b>Age</b> <b>Gender reassignment</b> <b>Marriage and Civil Partnership</b> <b>Pregnancy and Maternity</b> <b>Sex</b> <b>Sexual Orientation</b> Not site-specific	N/a
		<b>Disability</b> <b>Race, Religion and belief</b> <b>People on low incomes</b> <b>Parents of young children</b> There may be an impact on these groups if they need to travel to the alternative sites to access services.	We will carry out further consultation and analysis to understand this better and propose mitigating actions if necessary.

## KIRKLEES RURAL

Site	Proposal	Impact on protected groups of Kirklees residents	Mitigation
To be decided	Central site	<b>Age</b> <b>Gender reassignment</b> <b>Marriage and Civil Partnership</b> <b>Pregnancy and Maternity</b> <b>Sex</b> <b>Sexual Orientation</b> Not site-specific	N/a
		<b>Race, Religion and belief</b> Communities in the Kirklees Rural area are predominantly white British, therefore we do not foresee any impact on this protected group.	N/a
		<b>Disability</b>	We will carry out further consultation and analysis to

Site	Proposal	Impact on protected groups of Kirklees residents	Mitigation
		<p><b>People on low incomes</b>  <b>Parents of young children</b></p> <p>There may be an impact on these groups if they need to travel to the central site to access information or advice.</p> <p>The choice of location for the central site will be as accessible as possible, but it is recognised that there is no single urban centre which is easily accessible to all neighbourhoods in the rural area. Travel from one valley to another usually necessitates a journey into, and then back out of Huddersfield.</p>	<p>understand this better and propose mitigating actions if necessary.</p>
<p>Colne Valley Children's Centre and the Basement Youth Centre (Slaithwaite Town Hall)</p>	<p>Designated children's centre for the Rural area, and delivery site</p>	<p>This is an existing Children's Centre and centre for young people and we therefore do not anticipate any negative impact on protected groups of residents.</p>	<p>N/a</p>
<p>Netherton Village Hall (used for young people's activities)</p>	<p>Surplus to requirement in the model</p>	<p><b>Age</b>  <b>Gender reassignment</b>  <b>Marriage and Civil Partnership</b>  <b>Pregnancy and Maternity</b>  <b>Sex</b>  <b>Sexual Orientation</b></p> <p>Not site-specific</p>	<p>N/a</p>
		<p><b>Race, Religion and belief</b></p> <p>Communities in the Kirklees Rural area are predominantly white British, therefore we do not foresee any impact on this protected group.</p>	<p>N/a</p>
		<p><b>Disability</b>  <b>People on low incomes</b>  <b>Parents of young children</b></p> <p>There may be an impact on these groups if they need to travel to the alternative sites to access services.</p>	<p>N/a</p>

<b>Site</b>	<b>Proposal</b>	<b>Impact on protected groups of Kirklees residents</b>	<b>Mitigation</b>
Grange Moor Children's Centre	Surplus to requirement in the model	<b>Age</b> <b>Gender reassignment</b> <b>Marriage and Civil Partnership</b> <b>Pregnancy and Maternity</b> <b>Sex</b> <b>Sexual Orientation</b> Not site-specific	N/a
		<b>Race, Religion and belief</b> Communities in the Kirklees Rural area are predominantly white British, therefore we do not foresee any impact on this protected group.	N/a
		<b>Disability</b> <b>People on low incomes</b> <b>Parents of young children</b> There may be an impact on these groups if they need to travel to the alternative sites to access services.	N/a
Golcar, Cowlersley & Milnsbridge Children's Centre	Surplus to requirement in the model	<b>Age</b> <b>Gender reassignment</b> <b>Marriage and Civil Partnership</b> <b>Pregnancy and Maternity</b> <b>Sex</b> <b>Sexual Orientation</b> Not site-specific	N/a
		<b>Race, Religion and belief</b> Communities in the Kirklees Rural area are predominantly white British, therefore we do not foresee any impact on this protected group.	N/a
		<b>Disability</b> <b>People on low incomes</b> <b>Parents of young children</b> There may be an impact on these groups if they need to travel to the alternative sites to access services.	N/a
Skelmanthorpe Youth and	Surplus to requirement in the	<b>Age</b> <b>Gender reassignment</b>	N/a

Site	Proposal	Impact on protected groups of Kirklees residents	Mitigation
Community Centre	model	<b>Marriage and Civil Partnership</b> <b>Pregnancy and Maternity</b> <b>Sex</b> <b>Sexual Orientation</b> Not site-specific	
		<b>Race, Religion and belief</b> Communities in the Kirklees Rural area are predominantly white British, therefore we do not foresee any impact on this protected group.	N/a
		<b>Disability</b> <b>People on low incomes</b> <b>Parents of young children</b> There may be an impact on these groups if they need to travel to the alternative sites to access services.	N/a
Holme Valley North Children's Centre (Meltham)	Surplus to requirement in the model	<b>Age</b> <b>Gender reassignment</b> <b>Marriage and Civil Partnership</b> <b>Pregnancy and Maternity</b> <b>Sex</b> <b>Sexual Orientation</b> Not site-specific	N/a
		<b>Race, Religion and belief</b> Communities in the Kirklees Rural area are predominantly white British, therefore we do not foresee any impact on this protected group.	N/a
		<b>Disability</b> <b>People on low incomes</b> <b>Parents of young children</b> There may be an impact on these groups if they need to travel to the alternative sites to access services.	N/a

## Impact of changes on Kirklees staff



Element of the proposals	Impact on protected groups of Kirklees staff	Mitigation
Changes to locations of workplaces	<p><b>Sex</b> It is possible that the proposals impact disproportionately on female staff, as the workforce in EITSS in particular is predominantly female.</p>	We will carry out further consultation with staff to understand this better and propose mitigating actions if necessary.
	<p><b>Age</b> <b>Disability</b> <b>Pregnancy and maternity</b> <b>Race, religion and belief</b> We do not yet know what impact the proposals may have on staff from these protected groups.</p>	We will carry out further consultation with staff to understand this better and propose mitigating actions if necessary.
	We do not foresee any impact on any of the other protected groups within the workforce.	