

Equality Impact Assessments (EIA) Form

Updated 27 February 2025

service, strategy, function, or

Sections in this form:

Section 1 – Details of the service, service change, decommissioning of the service, strategy, function or procedure

Section 2 – Who will be affected?

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This form should be completed in conjunction with reading the EIA Guidance.

Title of the EIA	Hackney Carriage and Private Hire Policy.
Assessment lead officer	Warrington Borough Council
Email	

Telephone number	
Directorate Department	Place Public Protection and Prevention.
Date of assessment	10 th July 2025
Details of the service, service change, decommissioning of the service, strategy, function, or procedure.	The policy is intended to set out how the Council will discharge its functions and responsibilities, protect the public, promote an integrated transport offer, and ensure an appropriate level of local control over decision making. The aims are consistent with the general duties under the Equality Act 2010 to eliminate unlawful discrimination, harassment and victimisation, advance equality of opportunity and to foster good relationships. The primary aim is protect the public, including those persons with protected characteristics. No policy can undermine the right of an individual to have their application determined on its relative merits. The Hackney Carriage and Private Hire Licensing Policy has been updated and includes the following key updates: - • Consultation on a proposal to move to a discretionary rather than mandatory CCTV policy. • Consultation on a proposal to remove the requirement for an applicant to complete a driving standards test. • The addition of vehicle emission standards • An updated convictions policy • A general refresh against the national statutory standards. • Additional proposals including consideration of an MOT in addition to a Compliance certificate, creation of a driver's licence specific for SEND contracts, the requirements to take payment by credit or debit card, establishing what tests are required after vehicles have been written off to allow them to be returned to the road use, review of wheelchair accessible vehicles and limits, an amendment to the requirement for a certificate of good conduct, a revision to private hire signage requirements and the driving standards test removal on application but may be imposed on existing drivers where driving standards have subsequently fallen short.

Links and impact on other services, strategies, functions, or procedures.	Does the proposal link to other areas of the council's work? Could the proposal impact on other services, functions, or procedures? The policy forms part of the integrated transport offer and transport contributes to the local economy. There are also links to safeguarding, climate change and air quality and school transport provision.

Section 2 – Who will be affected?

Include details of all those affected by the proposal, in some cases, this could be all Warrington residents. In the case of a specific service, strategy, function, or procedure include details of the residents affected. Please include details of who will be affected by protected characteristic as defined in the [Equality Act 2010](#) (see below). In many cases a proposal will be relevant to more than one protected characteristic e.g. age, sex. In contrast the proposal may not impact on some protected characteristics e.g. pregnancy and maternity, please specify if this is the case. The impact on care experienced people¹ and carers² should also be considered.

Information on Warrington's population can be found [here](#), this includes ward demographics. Information by protected characteristic on Warrington's residents can be found in the [Public Sector Equality Duty Report](#). Information on a specific service can be found in performance reports and/or equality monitoring information. Inspection reports and desktop research (local, regional, and national) can also be useful sources of information.

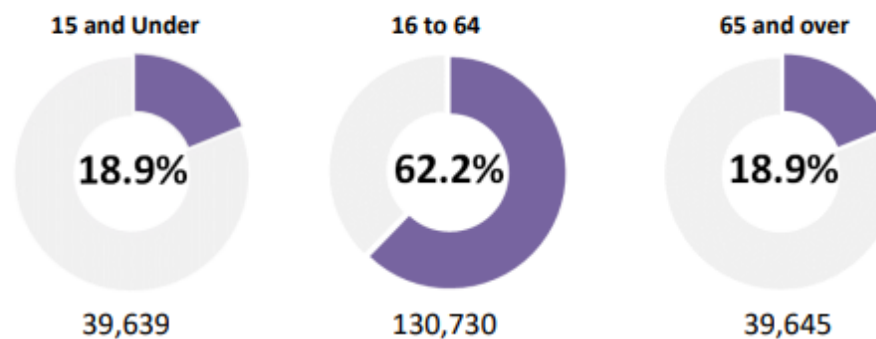
Protected characteristics. from the Equality Act 2010	
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¹ **Experience of the care system as a child or young person** – This refers to people who have spent time living with foster carers under local authority care, in residential care (e.g., a children's home) or in kinship care with relatives or friends as a child or young person. A **care leaver** is a young person aged 16-25 years old who has been 'looked after' at some point since they were 14 years old, were in care on or after their 16th birthday. The [Independent Review of Children's Social Care](#) highlighted the significant levels of discrimination and disadvantage faced by care experienced people. In January 2024 this Council decided to treat "care experience" as if it were a protected characteristic under the Equality Act 2010".

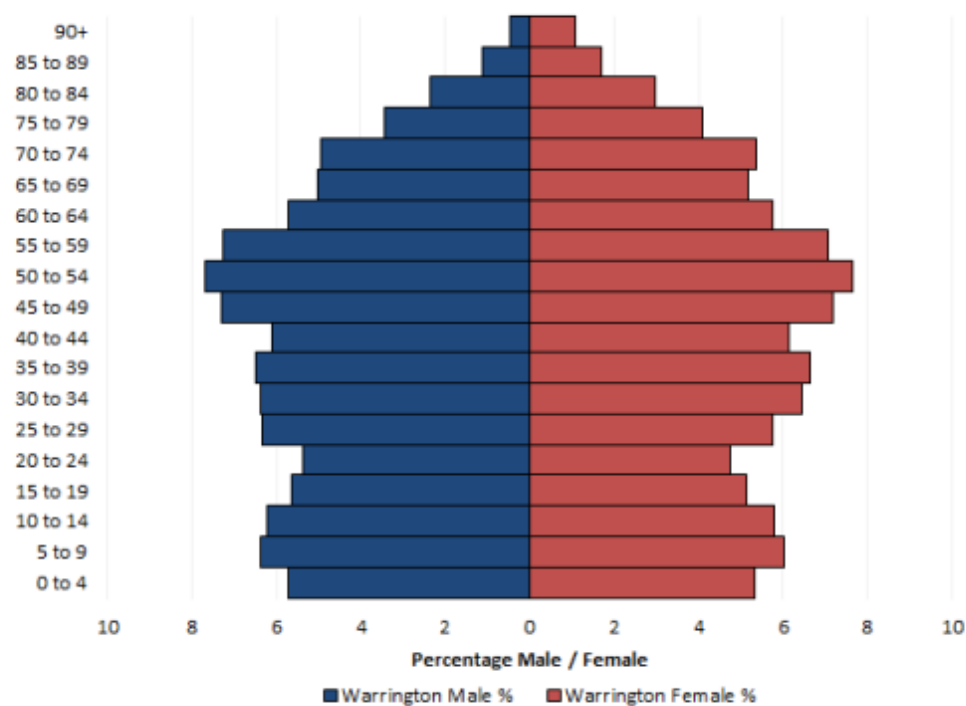
² A **carer** is anyone, including children and adults who provides unpaid care for a family member, partner or friend who needs help because of their illness, frailty, disability, a mental health problem or an addiction and cannot cope without their support. The Equality Act 2010 protects carers against direct discrimination or harassment because of their caring responsibilities this is called "discrimination by association".

Age e.g. children, older people etc

Population by broad age group



Warrington population – Percentage by 5 year age categories (2019)



	Excerpt from the Customer Public Sector Equality Duty Information. - Nearly a fifth of the resident population are aged 0 to 15 years. 6 out of every 10 of the resident population are aged 16 to 64 years. - Nearly a fifth of residents are aged 65 years or over. - Persons aged 50 to 54 years of age make up the largest age group accounting for 7.6% of the total population. - The average age is 42 years which is slightly higher than the Northwest and England average (40 years) According to the National Taxi and Private Hire Driver Survey 2024/25 the average age of the driver is 44 years. A significant proportion of people are potential users of taxis.
Carers	In Warrington in 2022: - 4.9% of the population provides 19 hours or less per week of unpaid. 1.9% of the population provided 20 to 49 hours per week of unpaid care. 2.7% of the population provide 50 or more hours per week of unpaid care.
Care Experience as a child or young person and Care Leavers	
Disability	Excerpt from the Customer Public Sector Equality Duty Information. 17.8% of residents are disabled which is the same as England (17.8%) but lower than the North West at 19.8%. 7.7% of residents are disabled with their day to day activities limited a lot. 10.1% of residents are disabled with their day to day activities limited a little. 82.2% of the population are not disabled. - In 2021/22 the council provided long term support for 1396 men (41.5%) and 1969 women (58.5%). 65.7% (2212) were aged 65 and over and 34.3% (1153) were aged 18-64. Physical support was provided to 1899 (56.4%) of residents. - In October 2022 10,389 people were registered to receive personal independence payments, 46.0% were men and 54% were women. 4,781 (14.6%) children and young people with special education needs attended Warrington schools.



	We know from the national driver survey that 50.4% of vehicles are wheelchair accessible, which reduces to 27.7% in the Northwest and Cumbria. 17.7% of the Warrington population is disabled, according to the 2021 census. The Department for Transport 2021 figures showed similar though slightly higher levels of disability nationally to Warrington. The last Warrington unmet demand survey of 2022 showed 8% of the private hire fleet were wheelchair accessible (WAV). In relation to WAV Hackneys, 28% surveyed at ranks revealed that passenger capacity was a key element in service use rather than WAV use. Nationally, this compared overall reasonably well to the DFT 2023 annual licensed vehicle statistics, though WAV numbers have decreased in the last two years.
Gender reassignment	Excerpt from the Customer Public Sector Equality Duty Information. • 95.13% of residents gender identity is the same as their sex registered at birth which is higher than England (93.5%) and the North West (94.19%) • 0.16% of resident's gender identity is different to that assigned at birth but no specific identity is given. • Smaller numbers of the population identified as transwomen, transmen, non-binary, and other gender identities. There is no specific intelligence of gender-based usage of licensed vehicles.
Pregnancy and maternity	Excerpt from the Customer Public Sector Equality Duty Information. • In 2021 the birth rate in Warrington was 1.48% which is lower than England and Wales (1.55%) and the North West (1.59%). • There were 1,619 live births to UK born mothers (83.8%) which is higher than England and Wales (71.23%) and the North West (78.20%).

	There were 313 (16.20%) live births to non UK born mothers which is fewer than England and Wales (28.76%) and the North West (21.80%)
Race/ethnicity	Excerpt from the Customer Public Sector Equality Duty Information. 3.3% of people identified their ethnic group within the "Asian, Asian British or Asian Welsh" category, up from 2.4% in 2011. This is lower than the North West (8.4%) and England (9.6%). 0.7% of people identified their ethnic group as Black, Black British, Black Welsh, Caribbean or African 1.6% identified their ethnic group as Mixed or Multiple ethnic groups. 93.5% of people identified their ethnic group within the "White" category (compared with 95.9% in 2011) 0.9% of people identified in another ethnic group. - In Warrington 105 different languages are spoken. The most spoken languages are: - English (94.6%), Polish (1.5%), Romanian (0.7%) and South Asian (0.6%). - The Traveller caravan count showed that there were 37 traveller caravans in Warrington. A number of drivers will represent ethnic groups.
Religion or belief	Excerpt from the Customer Public Sector Equality Duty Information. 34.6% of the population have no religion. This is similar to England (36.7%) and the North West (32.6%) 56.7% of the population are Christian. 1.7% of the population are Muslim. - Smaller numbers of the population are Buddhist, Hindu, Jewish, Sikh or identity with other religions. There is no specific information on the proportion on the religion of drivers or passengers.
Sex	Excerpt from the Customer Public Sector Equality Duty Information.

	• 91.8% of the population are Straight or Heterosexual which is higher than England at 89.37% and the North West 90.12% • 1.3% of the population are Gay or Lesbian • 1.0% of the population are Bisexual. • Smaller numbers of the population are Pansexual, Asexual, Queer, or identified with another sexual orientation. The national driver survey states that the average driver is male. We know that 93% of taxi drivers licensed with the Council identify as male.
Sexual orientation	Excerpt from the Customer Public Sector Equality Duty Information. • 91.8% of the population are Straight or Heterosexual which is higher than England at 89.37% and the North West 90.12% • 1.3% of the population are Gay or Lesbian • 1.0% of the population are Bisexual. • Smaller numbers of the population are Pansexual, Asexual, Queer, or identified with another sexual orientation. There is no specific information relating to taxi licensing.
Marriage and civil partnership	Excerpt from the Customer Public Sector Equality Duty Information. • 34.9% of residents have never married and never registered a civil partnership which is lower than England (37.9%) and the North West (39.4%) • 46.8% are married and 0.1 % are in a registered civil partnership. • 2.0% are separated and 9.6% are divorced or a civil partnership has been dissolved. • 6.6% are widowed or surviving a civil partnership partner. There is no specific information on taxi licensing.

Section 3 – Consultation and Engagement?

Details and date of the consultation/s and/or engagement activities	The consultation was carried out between 24th March, and 16th May,2025. There was a press release, updated website and online survey. Existing licence holders were contacted and drop-in sessions were held. There were approximately 60 responses to the online survey depending on the number of responses to each question. There is currently 640 drivers licensed with the Council, so the overall response rate, whilst being higher than previous similar surveys, was low in terms of its statistical relevance. Some common themes and issues were identified. The information Commissioners Office were contacted. The Survey was shared with key stakeholders which included the disability partnership.
Feedback received	There were approximately 60 responses to the online survey, this is low in proportion to the number of licensed drivers and the likely proportion of users. In summary the following feedback was received:- • 64% agreed with the revised conviction and behaviour policy • 39% agreed with the revised dual driver policy. • 61% agreed with the retention of the driving test as part of the application process, with 38% supporting removing the driving test but to retain it as a potential requirement for existing drivers if concerns are raised around driving standards. • 41% agreed with moving to a discretionary CCTV policy with 49% disagreeing. • 43% agreed with the revised private hire operators policy, with 12% disagreeing. • 36% agreed with the proposed changes to the policy and 35% agreed with the proposed changes to the appendices. Key issues included:- • CCTV and whether to move towards a discretionary policy. • Concerns over proposals to introduce vehicle age limits on the cost of living. • Concerns over the proportionality of medical testing when compared with other similar occupations. • A number of general points.
Gaps in consultation and engagement feedback	The response to the consultation was low, there was no specific engagement with people with protected characteristics, but equality data was requested as part of the survey. Only 12 responses were received from members of the public, and only two from businesses. The proportion of responses from drivers at 44 was low, when compared to the number of licensed drivers.

	Detailed consultation comments were received. It is the responsibility of the Licensing Committee to give due weight and regard to the comments and to determine the next steps and their policy accordingly.
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Section 4 – Equality Impact Analysis

Using the information from sections 2 and 3 please assess the impact of your proposal by protected characteristic. In many cases it is likely that your proposal will impact more significantly on some protected characteristics i.e. age, sex, or disability. Your proposal may not impact on some protected characteristics at all i.e. marriage or civil partnership. If this is the case, please state “no impact” on the template.

Protected characteristics from the Equality Act 2010	Potential Impact Positive/Negative Not Applicable	Summary of Impact.	Actions and recommendations to mitigate any negative impacts.
Age	Potential impact prior mitigation and to giving weight to the feedback (Negative)	Taxis are used by a cross section of the community for a range of purposes. The policy is intended to set out how the Council will discharge its functions and responsibilities, protect the public. People will to a greater or lesser degree be dependent on taxis depending on their age, for example getting to school, returning from a night-out, getting to work, shopping or attending medical appointments. Whilst nationally the typical age of a driver is 44 changes to the policy are unlikely to impact on drivers due to age. The National Audit on Group based Child Sexual Exploitation and Abuse, by Baroness Casey, comments that the ability of local authorities to control and regulate who is a fit and proper person to drive a taxi in their area, has the potential to be an important lever to safeguard children, and others who are vulnerable, to child sexual exploitation.	Drivers are required to undergo a medical as part of the consideration as to whether they are fit and proper person to hold a licence. This requirement is standards with driving occupations. The proposed changes include a requirement for medical certificates to be required every five years until the age of 50; every two years between the ages of 50 and 60; and every year from the age of 60. Whilst accepting that the priority must remain whether the person remain medically fit to drive a passenger vehicle, we have received feedback from some drivers that this requirement is in excess of that required by the Driver and Vehicle Licensing Agency for other professions. The issue will therefore be presented to the Licensing Committee prior to adoption to ensure that the policy is proportionate and that sufficient safeguards remain in place to protect the travelling public. The policy states that The Council will not accept or tolerate any discriminatory behaviour on the part of any applicant or licensee.



Protected characteristics from the Equality Act 2010	Potential Impact Positive/Negative Not Applicable	Summary of Impact.	Actions and recommendations to mitigate any negative impacts.
		Recommendation 11 of the review states that “The Department for Transport should take immediate action to put a stop to ‘out of area taxis’ and bring in more rigorous statutory standards for local authority licensing and regulation of taxi drivers”.	The Government has stated that it will legislate to address the important issues raised in the National Audit on Group based Child Sexual Exploitation and Abuse. This will be done as quickly as possible and will consider all options-including out of area working, national standards and enforcement-seeking the best overall outcomes for passenger safety. The Government will in the interim act urgently to make improvements, including consulting on making local transport authorities responsible for taxi and hire vehicle licensing, and determining how statutory guidance can be strengthened to further protect the public. There is also a commitment to reviewing local authorities’ compliance with the existing guidance and reference to the existing controls. The Council will be mindful of the national position, in determining its policy now and in the future.
Carers	N/A	The Policy must be consistent with the national standards, and it does not override the primary legislation or the Equality Act 2010. Each case must be considered on its relative merits. It does not discriminate on the grounds of caring responsibilities. The policy states that The Council will not accept or tolerate any discriminatory behaviour on the part of any applicant or licensee.	N/A



Protected characteristics from the Equality Act 2010	Potential Impact Positive/Negative Not Applicable	Summary of Impact.	Actions and recommendations to mitigate any negative impacts.
Care Experience as a child or young person and Care Leavers	Potential impact prior mitigation and to giving weight to the feedback (Negative)	Care leavers maybe more vulnerable. There is currently a requirement for vehicles licensed with the Council to have CCTV to a required specification. It is proposed that in common with the vast majority of other Licensing Authorities to revert to a discretionary policy. There has already been a significant reduction in the number of vehicles licensed by the Council (being in the region of 50% fewer). CCTV coverage within vehicles operating in the town will have reduced as a result. People with protected characteristics may be concerned by this change. It is not known to what extent the reduction in vehicles licensed with the Council has reached a plateau. The proposed policy changes are intended to maintain an element of local control, so that where necessary action can still be taken to investigate any cases occurring within WBC licensed vehicles. Cases relating to vehicles licensed in other areas can only be reported to the relevant Council that issued the licences.	There are existing protections and safeguards to ensure that drivers are and remain fit and proper persons to hold a licence. Drivers are required to undergo safeguarding training. Vehicles licensed by other Councils who do not mandate CCTV are allowed to operate in the area. The Council would still act as the data controller for systems previously installed to the required specification if they remained in a vehicle licensed by the Council. Vehicle owners would still be able to install a CCTV system of their choosing provided that they are registered as a data controller. It is not known how many would choose to take up this option. Options will be presented to committee on the use of CCTV , so that due weight and regard can be given to the issue. The Council continues to support care leavers. We will continue to have regard to the national position and the Governments response to the National Audit on Group based Child Sexual Exploitation and Abuse in determining our policy position, and in endeavoring to maintain an appropriate degree of local control.

Protected characteristics from the Equality Act 2010	Potential Impact Positive/Negative Not Applicable	Summary of Impact.	Actions and recommendations to mitigate any negative impacts.
		The National Audit on Group based Child Sexual Exploitation and Abuse, by Baroness Casey, comments that the ability of local authorities to control and regulate who is a fit and proper person to drive a taxi in their area, has the potential to be an important lever to safeguard children, and others who are vulnerable, to child sexual exploitation.	
Disability	N/A	The Policy does not override the primary legislation or the Equality Act 2010. It does not discriminate on the grounds of disability. Operators and hackney proprietors should comply with the Equality Act 2010. A proportionate of our fleet is wheelchair accessible and some people are likely to be more reliant on disability access taxis. We publish a list on our website of disability access vehicles. The policy states that the Council will not accept or tolerate any discriminatory behaviour on the part of any applicant or licensee. The policy states that All licensees must ensure that they comply with their statutory duties in relation to disabled people under the Equality Act	



Protected characteristics from the Equality Act 2010	Potential Impact Positive/Negative Not Applicable	Summary of Impact.	Actions and recommendations to mitigate any negative impacts.
		2010 as amended which includes not charging disabled people any more for a particular journey than an able-bodied person would be charged.	
Gender reassignment	N/A	The Policy does not override the primary legislation or the Equality Act 2010. It does not discriminate on the grounds of gender reassignment. There has recently been national coverage as to gender. People may feel that a discretionary CCTV position if introduced may afford them a lower level of protection than if the current mandated CCTV requirement remains. The majority of other Councils do not operate a mandatory CCTV system. Vehicles fitted with CCTV are likely to remain within the fleet, whilst the systems remain operational. The policy states that The Council will not accept or tolerate any discriminatory behaviour on the part of any applicant or licensee. There are existing protections and safeguards to ensure that drivers are and remain fit and proper persons to hold a licence.	

Protected characteristics from the Equality Act 2010	Potential Impact Positive/Negative Not Applicable	Summary of Impact.	Actions and recommendations to mitigate any negative impacts.
Pregnancy and maternity	N/A	The policy does not override the primary legislation or the Equality Act 2010. It does not discriminate on the grounds of pregnancy or maternity. The policy states that The Council will not accept or tolerate any discriminatory behaviour on the part of any applicant or licensee.	
Race/ethnicity	Potential impact prior mitigation and to giving weight to the feedback (Negative)	Drivers may be subject to racial hate crime, although it is not possible to distinguish levels by occupation. The current CCTV system has visual and audio capability, the latter upon activation. The proposal is to move to a discretionary system. There has already been a significant reduction (in the region of 50%) in the number of vehicles licensed by the Council. CCTV coverage within vehicles operating in the town will have reduced as a result. People with protected characteristics may be concerned by this change. It is not known to what extent the reduction in vehicles licensed with the Council has reached a plateau. The proposed policy changes are intended to maintain an element of local control, so that where necessary action can still be taken to investigate any cases occurring within WBC	The Policy does not override the primary legislation or the Equality Act 2010. It does not discriminate on the grounds of Race. The policy states that the Council will not accept or tolerate any discriminatory behaviour on the part of any applicant or licensee. Drivers will still have the option of maintaining the existing CCTV system, or installing CCTV if they feel that it will act as a deterrent or offer a greater level of assurance or protection. Options will be presented to committee on the use of CCTV, so that due weight and regard can be given to the issue.



Protected characteristics from the Equality Act 2010	Potential Impact Positive/Negative Not Applicable	Summary of Impact.	Actions and recommendations to mitigate any negative impacts.
		licensed vehicles. Cases relating to vehicles licensed in other areas can only be reported to the relevant Council that issued the licences. All drivers are required to meet literacy standards so that they can provide an appropriate level of care to their customers.	
Religion or belief	Potential impact prior mitigation and to giving weight to the feedback (Negative)	Drivers may be subject to crime based on their religion or belief, although it is not possible to distinguish levels by occupation. The current CCTV system has visual and audio capability, the latter upon activation. The proposal is to move to a discretionary system. There has already been a significant reduction (in the region of 50%) in the number of vehicles licensed by the Council. CCTV coverage within vehicles operating in the town will have reduced as a result. People with protected characteristics may be concerned by this change. It is not known to what extent the reduction in vehicles licensed with the Council has reached a plateau. The proposed policy changes are intended to maintain an element of local control, so that where necessary action can still be taken to investigate any cases occurring within WBC licensed vehicles. Cases relating to vehicles licensed in other areas can only be reported to the relevant Council that issued the licences.	The Policy does not override the primary legislation or the Equality Act 2010. The policy states that The Council will not accept or tolerate any discriminatory behaviour on the part of any applicant or licensee. Drivers will still have the option of maintaining the existing CCTV system, or installing CCTV if they feel that it will act as a deterrent or offer a greater level of assurance or protection.



Protected characteristics from the Equality Act 2010	Potential Impact Positive/Negative Not Applicable	Summary of Impact.	Actions and recommendations to mitigate any negative impacts.
Sex	Potential impact prior mitigation and to giving weight to the feedback (Negative)	Female passengers may feel more vulnerable and welcome the assurance provided by CCTV. Female drivers may feel more vulnerable if the vehicle does not have CCTV. There has already been a significant reduction (in the region of 50%) in the number of vehicles licensed by the Council. CCTV coverage within vehicles operating in the town will have reduced as a result. People with protected characteristics may be concerned by this change. It is not known to what extent the reduction in vehicles licensed with the Council has reached a plateau. The proposed policy changes are intended to maintain an element of local control, so that where necessary action can still be taken to investigate any cases occurring within WBC licensed vehicles. Cases relating to vehicles licensed in other areas can only be reported to the relevant Council that issued the licences.	The Policy does not override the primary legislation or the Equality Act 2010. It does not discriminate on the grounds of sexual orientation. The policy states that The Council will not accept or tolerate any discriminatory behaviour on the part of any applicant or licensee. Other licensed vehicles without CCTV are already operating in the area. Research showed that CCTV in general was not a strong factor in deciding to book a vehicle but this was not broken down by sex. If we moved to a discretionary system CCTV would still be available in some vehicles. Operators may seek to offer CCTV in their vehicles for their passengers. Operators may still maintain or install CCTV for the reassurance of their drivers but they will be able to install systems of their choosing if a discretionary policy was adopted. Other safeguards and controls, in common with other Licensing Authorities, remain place to ensure that drivers remain fit and proper persons.

Protected characteristics from the Equality Act 2010	Potential Impact Positive/Negative Not Applicable	Summary of Impact.	Actions and recommendations to mitigate any negative impacts.
Sexual orientation	Potential impact prior mitigation and to giving weight to the feedback (Negative)	Passengers may feel more vulnerable and welcome the assurance provided by CCTV. Drivers may feel more vulnerable without CCTV. There has already been a significant reduction (in the region of 50%) in the number of vehicles licensed by the Council. CCTV coverage within vehicles operating in the town will have reduced as a result. People with protected characteristics may be concerned by this change. It is not known to what extent the reduction in vehicles licensed with the Council has reached a plateau. The proposed policy changes are intended to maintain an element of local control, so that where necessary action can still be taken to investigate any cases occurring within WBC licensed vehicles. Cases relating to vehicles licensed in other areas can only be reported to the relevant Council that issued the licences.	The policy states that The Council will not accept or tolerate any discriminatory behaviour on the part of any applicant or licensee. If we moved to a discretionary system CCTV would still be available in some vehicles. Operators may seek to offer CCTV in their vehicles for their passengers. Operators may still maintain or install CCTV for the reassurance of their drivers but they will be able to install systems of their choosing if a discretionary policy was adopted. Other safeguards and controls, in common with other Licensing Authorities, remain place to ensure that drivers remain fit and proper persons.
Marriage and civil partnership	N/A	The policy does not override the primary legislation or the Equality Act 2010. It does not discriminate on the grounds of marriage and civil partnerships.	The policy states that The Council will not accept or tolerate any discriminatory behaviour on the part of any applicant or licensee.

Section 5 - Monitoring and review

How will the impact of the service, service change, decommissioning of the service, strategy, function, or procedure be monitored? How will actions to mitigate negative impacts be monitored? Date for review of the EIA	
Details of monitoring activities	The Council will continue to keep its policy under review. We will review data as part of the Community Safety Partnership to review any impact. We will continue to seek feedback from drivers and the public, to carry out compliance checks and to investigate complaints. An initial review will be carried out within 6 months of adopting the policy.
Date and responsible officer for the review of the EIA	Responsible Officer: [REDACTED] Department: Place Directorate Review by the 31st December 2025.

Section 6- Sign off.

When you have completed your EIA, it should be signed off by a senior manager within your Department. **Please forward a copy of the EIA to the Business Intelligence Team at equalities@warrington.gov.uk.** EIA's will be published on the Council intranet and website.

Name	Signature	Date
[REDACTED]		25/07/2025

Section 7 - Help and support.

Contact the Business Intelligence Team at equalities@warrington.gov.uk