

Equality Impact Analysis

This equality impact analysis establishes the likely effects both positive and negative and potential unintended consequences that decisions, policies, projects and practices can have on people at risk of discrimination, harassment and victimisation. The analysis considers documentary evidence, data and information from stakeholder engagement/consultation to manage risk and to understand the actual or potential effect of activity, including both positive and adverse impacts, on those affected by the activity being considered.

To support completion of this analysis tool, please refer to the equality impact analysis guidance.

Section 1 – Analysis Details (Page 5 of the guidance document)

| | |
|--|--|
| Name of Policy/Project/Decision | Greater Manchester Joint Minerals and Waste Plan – Decision-Making Process |
| Lead Officer (SRO or Assistant Director/Director) | Cris Logue |
| Department/Team | Place |
| Proposed Implementation Date | 9 July 2025 |
| Author of the EqIA | David Wiggins |
| Date of the EqIA | 27 May 2025 |

| |
|--|
| 1.1 What is the main purpose of the proposed policy/project/decision and intended outcomes? |
| To delegate to AGMA Executive Board the formulating and preparing of the joint development plan document to cover planning for minerals and waste across Greater Manchester. |

Section 2 – Impact Assessment (Pages 6 to 10 of the guidance document)

| |
|--|
| 2.1 Who could the proposed policy/project/decision likely have an impact on? |
| <p>Employees: No</p> <p>Community/Residents: No</p> <p>Third parties such as suppliers, providers and voluntary organisations: No</p> <p>This decision is to delegate responsibility for the preparation of the Plan to the AGMA Executive Board. The approval of the Plan itself will be subject to further reports and any impacts on the above will be considered at that stage.</p> |

If the answer to all three questions is 'no' there is no need to continue with this analysis.

2.2 Evidence to support the analysis. Include documentary evidence, data and stakeholder information/consultation

Documentary Evidence:

Data:

Stakeholder information/consultation:

2.3 Consider the following questions in terms of who the policy/project/decision could potentially have an impact on. Detail these in the impact assessment table (2.4) and the potential impact this could have.

- Could the proposal prevent the promotion of equality of opportunity or good relations between different equality groups?
- Could the proposal create barriers to accessing a service or obtaining employment because of a protected characteristic?
- Could the proposal affect the usage or experience of a service because of a protected characteristic?
- Could a protected characteristic be disproportionately advantaged or disadvantaged by the proposal?
- Could the proposal make it more or less likely that a protected characteristic will be at risk of harassment or victimisation?
- Could the proposal affect public attitudes towards a protected characteristic (e.g. by increasing or reducing their presence in the community)?
- Could the proposal prevent or limit a protected characteristic contributing to the democratic running of the council?

| 2.4 Characteristic | Potential Impacts | Evidence (from 2.2) to demonstrate this impact | Mitigations to reduce negative impact | Impact level with mitigations Positive, Neutral, Negative |
|--------------------|-------------------|--|---------------------------------------|--|
| Age | | | | |
| Disability | | | | |

| | | | | |
|---|--|--|--|--|
| Gender Reassignment | | | | |
| Marriage and Civil Partnership | | | | |
| Pregnancy and Maternity | | | | |
| Race | | | | |
| Religion and Belief | | | | |
| Sex | | | | |
| Sexual Orientation | | | | |
| Carers | | | | |
| Care Experienced Children and Care Leavers | | | | |
| Socio-economically vulnerable | | | | |
| Veterans | | | | |

Actions required to mitigate/reduce/eliminate negative impacts or to complete the analysis

| 2.5 Characteristics | Action | Action Owner | Completion Date |
|----------------------------|---------------|---------------------|------------------------|
| | | | |
| | | | |
| | | | |
| | | | |
| | | | |
| | | | |
| | | | |

Section 3 - Impact Risk

Establish the level of risk to people and organisations arising from identified impacts, with additional actions completed to mitigate/reduce/eliminate negative impacts.

3.1 Identifying risk level (Pages 10 - 12 of the guidance document)

| Impact x Likelihood = Score | | | Likelihood | | | |
|--------------------------------|---|-------------------------|------------|----------|--------|-------------|
| | | | 1 | 2 | 3 | 4 |
| | | | Unlikely | Possible | Likely | Very likely |
| Impact | 4 | Very High | 4 | 8 | 12 | 16 |
| | 3 | High | 3 | 6 | 9 | 12 |
| | 2 | Medium | 2 | 4 | 6 | 8 |
| | 1 | Low | 1 | 2 | 3 | 4 |
| | 0 | Positive / No impact | 0 | 0 | 0 | 0 |

| | | | | |
|-------------------|--------------------|-------------------------|----------------------------|---------------------------|
| Risk Level | No Risk = 0 | Low Risk = 1 - 4 | Medium Risk = 5 – 7 | High Risk = 8 - 16 |
|-------------------|--------------------|-------------------------|----------------------------|---------------------------|

| | |
|---|--|
| 3.2 Level of risk identified | |
| 3.3 Reasons for risk level calculation | |

Section 4 - Analysis Decision (Page 11 of the guidance document)

| 4.1 Analysis Decision | X | Reasons for This Decision |
|---|---|---------------------------|
| There is no negative impact therefore the activity will proceed | | |
| There are low impacts or risks identified which can be mitigated or managed to reduce the risks and activity will proceed | | |
| There are medium to high risks identified which cannot be mitigated following careful and thorough consideration. The activity will proceed with caution and this risk recorded on the risk register, ensuring continual review | | |

Section 5 – Sign Off and Revisions (Page 11 of the guidance document)

| 5.1 Sign Off | Name | Date | Comments |
|-------------------------------------|---------------|----------|----------|
| Lead Officer/SRO/Project Manager | David Wiggins | 27/05/25 | |
| Responsible Asst. Director/Director | Cris Logue | 27/05/25 | |
| EDI | | | |

EqIA Revision Log

| 5.2 Revision Date | Revision By | Revision Details |
|-------------------|-------------|------------------|
| | | |
| | | |
| | | |
| | | |
| | | |