

Initial Equality Impact Assessment

1. The Project

Directorate: Environment, Asset & Transport Services

Lead Officer: John Flannigan

Date: December 2025

Description of the project:

North Somerset Council's **Local Devolution Programme** sets out a structured approach to transferring assets and services to local communities, with the aim of increasing local control, ownership and resilience.

Rooted in the principles of openness, collaboration and responsiveness to local needs, the LDP framework encourages Town and Parish Councils, as well as Voluntary and Community Sector groups, to actively participate in shaping their communities through the devolution of assets and services.

Aligning with the North Somerset Corporate Plan 2024–2028, it supports place-based solutions, acknowledging that community-led initiatives can often deliver more effective and sustainable outcomes than centrally run services.

Summary of changes:

Portishead Town Council has requested the freehold transfer of all assets listed in “Appendix 1 – Asset Transfer list for Portishead”. This will transfer responsibility for the management and maintenance of these assets from North Somerset Council to Portishead Town Council.

2. Customer equality impact summary

Will the changes proposed in this project have a disproportionate impact (or bias) for any of these groups?

Insert X into one box per row, for impact level and type.

H = High, M = Medium, L = Low, N = None

+ = Positive, - = Negative

Protected or significant group	Impact Level				Impact type	
	H	M	L	N	+	-
Disabled people (Including the consideration of neurodiversity)				N		
People from different ethnic groups				N		

Men or women (including those who are pregnant or on maternity leave)	N		
People who are LGBTQ+	N		
People on a low income	X		X
People in particular age groups	N		
People in particular faith groups	N		
People who are married or in a civil partnership	N		
People who are undergoing gender reassignment	N		
Other significant groups, for example: Armed Forces Community, care experienced young people, carers, parents. Please specify:	N		

3. Explanation of customer impact

- Increase in precept costs for Portishead residents will therefore impact those groups that are on a low income.
- Costs to deliver the basic service (currently provided by North Somerset Council) for related land in Portishead will inevitably increase because smaller town/parish councils do not have the economies of scale that North Somerset Council can utilise to negotiate a competitive contract.
- Town/ parish councils do not also have the technical and back-office support staff required to manage parks and open spaces providing another avenue for cost increases.

Please describe how you will communicate these changes to those impacted.

Portishead Town Council have committed to communicating their decision making and are best placed to explain increases in costs to their local residents.

4. Staff equality impact summary

Are there any staffing implications for this proposal?

Yes.

Explanation of staff impact

- A full detailed EIA covering staff impacts will be submitted alongside the Cabinet decision notice going to the 11 February 2025 meeting

5. Cumulative equality impacts

Is this project linked to or likely to have an impact on any other service areas?

No.

6. Action Plan

Are there any further actions that should be taken because of this Equality Impact Assessment?

Issue Identified	Planned Action	Lead Officer	Time for review
Detailed EIA will be undertaken for the Cabinet report being taken to the 11 February 2026 meeting	As part of the business case process a detailed EIA will be required as part of the approval process	Relevant Service Office	Dictated by programme schedule

7. Review and Sign Off

Service Manager Review

Is a further detailed equality impact assessment needed?

Yes (as per report)

If 'yes', when will the further assessment be completed?

Per asset

Service Manager:

Mickey Green

Date:

December 2025