

Thurrock Council

Community Equality Impact Assessment

Service area and lead officer

Name of service	Economic Development
CEIA Lead Officer	Michele Lucas
CEIA Lead Officer job title	Assistant Director – Education and Skills
CEIA Lead Officer email address	mlucas@thurrock.gov.uk

Subject of this assessment

What specific policy, strategy, function or service is the subject of this assessment?
Removal of Christmas lights subsidy
Borough-wide or location-specific?
<input type="checkbox"/> Borough-wide <input checked="" type="checkbox"/> Location-specific – please state locations below.
Grays High Street
Why is this policy, strategy, function or service development or review needed?
On 19 December 2022, Thurrock Council issued a 'Section 114' notice putting strict limits on what we can spend. This notice states the council should only be offering minimum statutory duties. Grays Christmas lights is dependent on Council funding while other towns across the borough have secured sponsorships. To bring Grays in line with other towns across the authority we will be seeking Sponsorship to cover the cost of Grays Christmas lights.

1. Engagement, consultation and supporting information

- 1.1. What steps you have taken, or do you plan to take, to engage or consult (where applicable) the whole community or specific groups affected by this development or review? **This is a vital step.**

Steps you have taken, or plan to take, to engage or consult

There has been no specific engagement in relation to this proposal. In the past the Council has had a Town Centre Officer who has led on Christmas Lights and event however the post has now been deleted. The economic development and skills team will work with local businesses in Grays to identify potential sponsorship – we will also approach the Grays Town Shopping Centre to speak to the owners around supporting the Christmas lights in Grays, recognising that all other town centres have secured sponsorship for the Christmas lights.

- 1.2. What data or intelligence sources have you used to inform your assessment of the impact? How have these helped you understand who will be affected by the development or review?

Sources of data or intelligence, and how they have been used

Diversity data has not been captured in the case of those attending switch-on events or benefitting from Christmas lights in Grays.

2. Community and workforce impact

- 2.1. What impacts will this development or review have on communities, workforce and the health and wellbeing of local residents?

Communities and groups	Positive	Neutral	Negative	Summary of positive and negative impacts	How will positives be maximised, and negatives minimised or eliminated?
Local communities in general	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	This is a Grays specific display. It is not possible to determine the number of additional visits from residents across the borough specific to the installation of Christmas lights.	N/A
Age	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No disproportionate direct impact anticipated on the basis of age.	N/A
Disability	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No disproportionate direct impact anticipated on the basis of disability.	N/A
Gender reassignment	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No disproportionate direct impact anticipated on the basis of gender reassignment.	N/A
Marriage and civil partnership	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No disproportionate direct impact anticipated on the basis of marriage and civil partnership.	N/A
Pregnancy and maternity	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No disproportionate direct impact anticipated on the basis of pregnancy and maternity.	N/A
Race	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No disproportionate direct impact anticipated on the basis of race.	N/A
Religion or belief	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No disproportionate direct impact anticipated on the basis of religion or belief.	N/A

Communities and groups	Positive	Neutral	Negative	Summary of positive and negative impacts	How will positives be maximised, and negatives minimised or eliminated?
Sex	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No disproportionate direct impact anticipated on the basis of sex.	N/A
Sexual orientation	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No disproportionate direct impact anticipated on the basis of sexual orientation.	N/A
Location-specific impact, if any	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	This proposal has the potential to deliver a negative impact for businesses in Grays with a potential reduction in footfall from any additional visits through the period of their installation.	Sponsorship will be sought to cover the costs to maintain Christmas lights in Grays and mitigate this risk.
Workforce	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No disproportionate direct impact anticipated for the council's workforce.	N/A
Health and wellbeing of residents	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	The installation of Christmas lights has a 'feel good' factor for some residents although there is no disproportionate direct impact on health and wellbeing anticipated from the withdrawal of this subsidy.	N/A
Socio-economic outcomes	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	This proposal has the potential to deliver a negative impact for Grays with a potential reduction in footfall and local spend further to the removal of festive lights and any additional visitors to the area for the period they are assembled.	Sponsorship will be sought to cover the costs to maintain Christmas lights in Grays and mitigate this risk.

Communities and groups	Positive	Neutral	Negative	Summary of positive and negative impacts	How will positives be maximised, and negatives minimised or eliminated?
Veterans and serving members of the armed forces	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No disproportionate direct impact anticipated for veterans and serving members of the armed forces.	N/A

3. Monitoring and review

3.1. How will you review community and equality impact once the policy, strategy, function or service has been implemented? These actions should be developed using the information gathered in sections 1 and 2 and included in your service area's business plans.

Action	By when	By who
Review any additional feedback from engagement and update this CEIA accordingly	January 2024	Michele Lucas
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4. Next steps

4.1. The information gathered must be used to inform reports presented to Cabinet or overview and scrutiny committees. This will give members a necessary understanding of the impact their decisions will have on different groups and the whole community.

Summarise the implications and customer impact below. This summary should be added to the committee reports template in the Diversity and Equality Implications section for review and sign-off at the consultation stage of the report preparation cycle.

Summary of implications and customer impact
It is anticipated that there will be an impact across all groups although this is unlikely to be disproportionate except for those that are located in Grays and have the opportunity to view the lights owing to the location of their home or visit Grays specifically to view the Christmas Lights installation (data is not held on this specifically to provide an accurate estimation of how individual groups will be impacted).
Other areas across the borough do not receive this discretionary funding therefore in the past Grays people have been supported more for this project than other local areas. As other locations across the borough, it is the expectation that sponsorship will be raised to offset the withdrawal of the council subsidy for Christmas lights in Grays.

5. Sign off

5.1. This Community Equality Impact Assessment must be authorised by the relevant project sponsor, strategic lead, or assistant director. This should not be the CEIA Lead Officer. Officers authorising this assessment are responsible for:

- the accuracy of the information
- making sure actions are undertaken

Name	Role	Date
Mark Bradbury	Director Place	16 October 2023
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