

# Equality impact assessment (EIA) form: evidencing paying due regard to protected characteristics

(Form updated October 2023)

## *Markets Harmonisation Ripon & Knaresborough*

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যদি আপনি এই ডকুমেন্ট অন্য ভাষায় বা ফরমেটে চান, তাহলে দয়া করে আমাদেরকে বলুন।

如欲索取以另一語文印製或另一格式製作的資料，請與我們聯絡。

اگر آپ کو معلومات کسی دیگر زبان یا دیگر شکل میں درکار ہوں تو برائے مہربانی ہم سے پوچھئے۔

Equality Impact Assessments (EIAs) are public documents. EIAs accompanying reports going to County Councillors for decisions are published with the committee papers on our website and are available in hard copy at the relevant meeting. To help people to find completed EIAs we also publish them in the Equality and Diversity section of our website. This will help people to see for themselves how we have paid due regard in order to meet statutory requirements.

Name of Directorate and Service Area	Parks and Grounds
Lead Officer and contact details	Jonathan Clubb – Head of Parks & Grounds
Names and roles of other people involved in carrying out the EIA	Sheila Horner – Strategy & Performance Manager Environment
How will you pay due regard? For example, working group, individual officer	Individual officer with advice from colleagues in legal team and direction from the HoS Parks and Grounds.
When did the due regard process start?	July 2024

**Section 1. Please describe briefly what this EIA is about.** (For example, are you starting a new service, changing how you do something, stopping doing something?)

The proposal is to cease the set-up of council owned market stalls at Ripon and Knaresborough



**Section 2. Why is this being proposed? What are the aims? What does the authority hope to achieve by it?** (For example, to save money, meet increased demand, do things in a better way.)

As a unitary authority, North Yorkshire Council (NYC) operates seven outdoor markets across the county with five of these (Thirsk, Northallerton, Helmsley, Pickering and Whitby) operating as 'self-set' where traders bring and set up their own stalls each week. Two markets, Knaresborough and Ripon, operate differently where permanent traders have the option of stalls being supplied and erected by the council for a modest surcharge on their pitch rentals. The proposal is to harmonise the operating model across the county and cease setting up market stalls for traders at Knaresborough and Ripon markets, bringing operations in line with how the other five outdoor markets run, to deliver a long term, efficient and sustainable solution.

If implemented, the proposals would address the current annual subsidy for stall set up which is in the region of £25,000 - £35,000 and address the current lack of correct transport and equipment that is required to safely and legally transport the market stalls and subsequent equipment.

**Section 3. What will change? What will be different for customers and/or staff?**

The change could result in a total of nine traders (total of fifteen market stalls overall) not having the business capacity to attend the market days of both sites.

Council officers who currently set up the stalls, would no longer be required to work additional hours outside of their substantive posts hours.

**Section 4. Involvement and consultation** (What involvement and consultation has been done regarding the proposal and what are the results? What consultation will be needed and how will it be done?)

Market traders affected by the proposals have been contacted by letter and have had the opportunity to submit comments. Eleven responses have been noted.

Council officers would be notified through the council HR process.

**Section 5. What impact will this proposal have on council budgets? Will it be cost neutral, have increased cost or reduce costs?**

If implemented, the proposals would address the current annual subsidy for stall set up which is in the region of £25,000 - £35,000 at a cost loss to the council.

<b>Section 6. How will this proposal affect people with protected characteristics?</b>	<b>No impact</b>	<b>Make things better</b>	<b>Make things worse</b>	<b>Why will it have this effect? Provide evidence from engagement, consultation and/or service user data or demographic information etc.</b>
Age			x	The proposals could have an effect on the elderly who prefer to shop locally, however, the market will still be operational but personal choice could be reduced. The number of local



				shops and supermarkets would not be affected.
Disability			x	<p>The proposals will have an effect on any market traders who have a disability and are unable to erect their own stalls. North Yorkshire Council has offered all traders use of the council stalls with the proviso that they store and erect them themselves and at their own cost. As business owners, traders will have the option to pay for assistance via another person/business of their choosing to erect their stalls on their behalf.</p> <p>In balance for the whole of the county - any market traders with protected characteristics at other council ran markets do not get council assistance to assemble their stalls.</p> <p>The proposals could have an effect on the public who have a disability and who prefer to shop locally, however, the market will still be operational but personal choice could be reduced. The number of local shops and supermarkets would not be affected.</p>
Sex	x			
Race	x			
Gender reassignment	x			
Sexual orientation	x			
Religion or belief	x			
Pregnancy or maternity	x			
Marriage or civil partnership	x			

<b>Section 7. How will this proposal affect people who...</b>	<b>No impact</b>	<b>Make things better</b>	<b>Make things worse</b>	<b>Why will it have this effect? Provide evidence from engagement, consultation and/or service user data or demographic information etc.</b>
..live in a rural area?	x			



...have a low income?	x			
...are carers (unpaid family or friend)?	x			
..... are from the Armed Forces Community	x			

**Section 8. Geographic impact – Please detail where the impact will be (please tick all that apply)**

North Yorkshire wide	
Craven	
Hambleton	
Harrogate	x
Richmondshire	
Ryedale	
Scarborough	
Selby	

**If you have ticked one or more areas, will specific town(s)/village(s) be particularly impacted? If so, please specify below.**

**Ripon and Knaresborough**

**Section 9. Will the proposal affect anyone more because of a combination of protected characteristics? (for example, older women or young gay men) State what you think the effect may be and why, providing evidence from engagement, consultation and/or service user data or demographic information etc.**

**No.**

<b>Section 10. Next steps to address the anticipated impact. Select one of the following options and explain why this has been chosen. (Remember: we have an anticipatory duty to make reasonable adjustments so that disabled people can access services and work for us)</b>	<b>Tick option chosen</b>
<b>1. No adverse impact - no major change needed to the proposal.</b> There is no potential for discrimination or adverse impact identified.	
<b>2. Adverse impact - adjust the proposal</b> - The EIA identifies potential problems or missed opportunities. We will change our proposal to reduce or remove these adverse impacts, or we will achieve our aim in another way which will not make things worse for people.	



<b>3. Adverse impact - continue the proposal</b> - The EIA identifies potential problems or missed opportunities. We cannot change our proposal to reduce or remove these adverse impacts, nor can we achieve our aim in another way which will not make things worse for people. (There must be compelling reasons for continuing with proposals which will have the most adverse impacts. Get advice from Legal Services)	<b>x</b>
<b>4. Actual or potential unlawful discrimination - stop and remove the proposal –</b> The EIA identifies actual or potential unlawful discrimination. It must be stopped.	
<b>Explanation of why option has been chosen.</b> (Include any advice given by Legal Services.)  The operational context to the proposed decision together with the need to deliver on transformation plans means that the both the working arrangements and subsidy cannot be sustained beyond the short term.	

**Section 11. If the proposal is to be implemented how will you find out how it is really affecting people?** (How will you monitor and review the changes?)

To undertake a post implementation review 6-12 months after any changes are made. However, this will need to take account of any further decision around devolution of services and the possibility that a similar stall set-up service may be continued by another operator in the future.

**Section 12. Action plan.** List any actions you need to take which have been identified in this EIA, including post implementation review to find out how the outcomes have been achieved in practice and what impacts there have actually been on people with protected characteristics.

Action	Lead	By when	Progress	Monitoring arrangements
Continued devolution discussions	HoS Parks & Grounds	Ongoing (there are currently no deadlines imposed for devolution of services)		
Post implementation Review	Commercial Manager – Parks & Grounds	July – Dec 2025		Assessment of what actually took place in terms of stall holder numbers.

**Section 13. Summary** Summarise the findings of your EIA, including impacts, recommendation in relation to addressing impacts, including any legal advice, and next steps. This summary should be used as part of the report to the decision maker.

The EIA has highlighted there may be an adverse impact to continue with the proposal. This could include older people that prefer the market to shop locally and a possible temporary reduction in stalls could reduce personal choice.



The proposals will have an effect on any market traders who have a disability and are unable to erect their own stalls. North Yorkshire Council has offered all traders use of the council stalls with the proviso that they store and erect them themselves and at their own cost. As business owners, traders will have the option to pay for assistance via another person/business of their choosing to erect their stalls on their behalf. In balance for the whole of the county - any market traders with protected characteristics at other council ran markets do not get council assistance to assemble their stalls.

The proposals could have an effect on the public who have a disability and who prefer to shop locally, however, the market will still be operational but personal choice could be reduced. The number of local shops and supermarkets would not be affected.

Overall the operational context to the proposed decision together with the need to deliver on transformation plans means that the both the working arrangements and subsidy cannot be sustained beyond the short term.

The proposed action plan arising from the EIA recommends that devolution discussions with the relevant parishes continues as this may lead to the continuation of a stall set-up service by another operator. Additionally, a post implementation review should be undertaken 6-12 months post implementation to review actual impacts and actions required.

#### **Section 14. Sign off section.**

This full EIA was completed by:

**Name: Job title: Jon Clubb, Head of Parks & Grounds**  
**Directorate: Environment**  
**Signature:**

**Completion date: 15 November 2024**

**Authorised by relevant Assistant Director (signature):**

**Date:**