

## Winchester City Council



# Equality Impact Assessment Template (EqIA)

## Section 1 - Data Checklist

When undertaking an EqIA for your policy or project, it is important that you take into consideration everything which is associated with the policy or project that is being assessed.

The checklist below is to help you sense check your policy or project before you move to Section 2.

		Yes/No	Please provide details
1	Have there been any complaints data related to the policy or project you are looking to implement?	No	
2	Have all officers who will be responsible for implementing the policy or project been consulted, and given the opportunity to raise concerns about the way the policy or function has or will be implemented?	Yes	The policy will be implemented by the Community Infrastructure Levy Implementation Officer and overseen by the Service Lead: Community and Wellbeing, both of whom have been involved with the consultation and formulation of the policy.
3	Have previous consultations highlighted any concerns about the policy or project from an equality impact perspective?	No	
4	Do you have any concerns regarding the implementation of this policy or project?  <i>(i.e. Have you completed a self-assessment and action plan for the implementation of your policy or project?)</i>	No	

		Yes/No	Please provide details
5	Does any accessible data regarding the area which your work will address identify any areas of concern or potential problems which may impact on your policy or project?	No	
6	Do you have any past experience delivering similar policies or projects which may inform the implementation of your scheme from an equality impact point of view?	Yes	The spending protocol has always included projects which were required to maximise equality, accessibility and inclusion.
7	Are there any other issues that you think will be relevant?	No	

## Section 2 - Your EqIA form

<b>Directorate:</b> Place	<b>Your Service Area:</b> Economy and Community	<b>Team:</b> Community & Wellbeing	<b>Officer responsible for this assessment:</b> Steve Lincoln	<b>Date of assessment:</b> 3 February 2026
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	<b>Question</b>	<b>Please provide details</b>
1	What is the name of the policy or project that is being assessed?	Community Infrastructure Levy Spending Protocol
2	Is this a new or existing policy?	This is an existing policy, with the criteria for assessing CIL bids having been reviewed with the involvement of a cross-party working group in 2023.
3	Briefly describe the aim and purpose of this work.	To ensure that the CIL funding collected is allocated to projects in line with legislation and which align with Council priorities.
4	What are the associated objectives of this work?	To provide infrastructure required to support or mitigate development.
5	Who is intended to benefit from this work and in what way?	All current and future residents of Winchester district.
6	What are the outcomes sought from this work?	To provide required infrastructure to meet the needs of an increased resident population. This both supports growth, reduces pressure on existing provision, and improves quality of life in local communities.
7	What factors/forces could contribute or detract from the outcomes?	Pace of development contributes to the outcomes. A slower pace of new development reduces the amount of CIL collected

	Question	Please provide details		
		which can be used on the provision, improvement, replacement, operation or maintenance of infrastructure.		
8	Who are the key individuals and organisations responsible for the implementation of this work?	Community Infrastructure Levy Implementation Officer and Service Lead: Community & Wellbeing within Winchester City Council. Also parish councils, community groups and other agencies such as Hampshire County Council through funding awarded to them.		
9	Who implements the policy or project and who or what is responsible for it?	Community Infrastructure Levy Implementation Officer, Service Lead: Community & Wellbeing, Cabinet Member for Place and Local Plan.		
10a	Could the policy or project have the potential to affect individuals or communities on the basis of race differently in a negative way?	Y	N	People who don't speak English (or for whom English is not their first language) may have difficulty accessing funding.
10b	What existing evidence (either presumed or otherwise) do you have for this?	<ul style="list-style-type: none"> <li>Census data from 2021 showed that 3.4% of the district population did not speak English as a first language.</li> </ul>		
11a	Could the policy or project have the potential to affect individuals or communities on the basis of sex differently in a negative way?	Y	N	There is no indication that there would be disproportionate impacts on individuals with this protected characteristic.
11b	What existing evidence (either presumed or otherwise) do you have for this?	N/A		
12a	Could the policy or project have the potential to affect individuals or communities on the basis of disability differently in a negative way?			Certain forms of funded infrastructure project have the potential to be inaccessible for people on the basis of disability, if not designed with those issues in mind.

	<b>Question</b>	<b>Please provide details</b>		
	<p><i>you may wish to consider:</i></p> <ul style="list-style-type: none"> <li>• <i>Physical access</i></li> <li>• <i>Format of information</i></li> <li>• <i>Time of interview or consultation event</i></li> <li>• <i>Personal assistance</i></li> <li>• <i>Interpreter</i></li> <li>• <i>Induction loop system</i></li> <li>• <i>Independent living equipment</i></li> <li>• <i>Content of interview)</i></li> </ul>	<b>Y</b>	<b>N</b>	
12b	What existing evidence (either presumed or otherwise) do you have for this?	<ul style="list-style-type: none"> <li>• Census data from 2021 showed that 15.4% of the district population identify as disabled under the Equality Act.</li> <li>• Many applicants include accessibility measures within the scope of their projects.</li> </ul>		
13a	Could the policy or project have the potential to affect individuals or communities on the basis of sexual orientation differently in a negative way?	<b>Y</b>	<b>N</b>	There is no indication that there would be disproportionate impacts on individuals with this protected characteristic.
13b	What existing evidence (either presumed or otherwise) do you have for this?	N/A		
14a	Could the policy or project have the potential to affect individuals on the basis of age differently in a negative way?	<b>Y</b>	<b>N</b>	Some infrastructure funded via CIL is for specific age groups (such as playground or skate parks) but this does not specifically exclude other age groups.
14b	What existing evidence (either presumed or otherwise) do you have for this?	N/A		

	<b>Question</b>	<b>Please provide details</b>		
15a	Could the policy or project have the potential to affect individuals or communities on the basis of religious belief differently in a negative way?	¥	<b>N</b>	CIL can be spent on community and cultural facilities which could be provided by / at a faith-based organisation. This may deter people from different faiths accessing that facility.
15b	What existing evidence (either presumed or otherwise) do you have for this?	N/A		
16a	Could this policy or project have the potential to affect individuals on the basis of gender reassignment differently in a negative way?	¥	<b>N</b>	There is no indication that there would be disproportionate negative impacts on individuals with this protected characteristic.
16b	What existing evidence (either presumed or otherwise) do you have for this?	N/A		
17a	Could this policy or project have the potential to affect individuals on the basis of marriage and civil partnership differently in a negative way?	¥	<b>N</b>	There is no indication that there would be disproportionate impacts on individuals with this protected characteristic.
17b	What existing evidence (either presumed or otherwise) do you have for this?	N/A		
18a	Could this policy or project have the potential to affect individuals on the basis of pregnancy and maternity differently in a negative way?	¥	<b>N</b>	There is no indication that there would be disproportionate impacts on individuals with this protected characteristic.
18b	What existing evidence (either presumed or otherwise) do you have for this?	N/A		

	<b>Question</b>	<b>Please provide details</b>									
19	<p>Could any negative impacts that you identified in questions 10a to 15b create the potential for the policy to discriminate against certain groups on the basis of protected characteristics?</p>	<b>Y</b>	<p style="text-align: center;"><b>N</b></p> <p>There is potential for the policy to discriminate in the following ways:</p> <ul style="list-style-type: none"> <li>• Inability of people who don't speak English (or for whom English is not their first language) to understand the policy and apply for funding.</li> <li>• People with disabilities may not be able to access facilities funded through this programme.</li> <li>• Some age groups may be excluded from some forms of infrastructure specifically design for certain other age groups.</li> <li>• Some community and cultural facilities may be provided at / by faith-based organisations.</li> </ul>								
20	<p>Can this negative impact be justified on the grounds of promoting equality of opportunity for certain groups on the basis of protected characteristics? Please provide your answer opposite against the relevant protected characteristic.</p>	<b>Y</b>	<p style="text-align: center;"><b>N</b></p> <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="padding: 2px;">Race: NA</td> </tr> <tr> <td style="padding: 2px;">Sex: NA</td> </tr> <tr> <td style="padding: 2px;">Disability: No</td> </tr> <tr> <td style="padding: 2px;">Sexual orientation:</td> </tr> <tr> <td style="padding: 2px;">Age: Yes – certain age groups will have access to facilities that are designed specifically for them to increase their access to such infrastructure and the benefits to be gained by doing so.</td> </tr> <tr> <td style="padding: 2px;">Gender reassignment: NA</td> </tr> <tr> <td style="padding: 2px;">Pregnancy and maternity: NA</td> </tr> <tr> <td style="padding: 2px;">Marriage and civil partnership: NA</td> </tr> </table>	Race: NA	Sex: NA	Disability: No	Sexual orientation:	Age: Yes – certain age groups will have access to facilities that are designed specifically for them to increase their access to such infrastructure and the benefits to be gained by doing so.	Gender reassignment: NA	Pregnancy and maternity: NA	Marriage and civil partnership: NA
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Pregnancy and maternity: NA											
Marriage and civil partnership: NA											

	Question	Please provide details		
				Religious belief: - Yes - certain facilities may be provided by faith-based organisations to service a specific local community, however the facility should be open to all.
21	How will you mitigate any potential discrimination that may be brought about by your policy or project that you have identified above?	<ul style="list-style-type: none"> <li>• Access to information on the CIL funding scheme can be made available in a variety of formats on request, to ensure accessibility.</li> <li>• Information about CIL funding is published on the council website and people are encouraged to contact the team if they require assistance in making an application. Contact details are provided.</li> <li>• Applicants are required to explain how they ensure their activities and services are open and inclusive when they apply for funding and (where appropriate) include a copy of the specification.</li> </ul>		
22	Do any negative impacts that you have identified above impact on your service plan?	Y	N	

Signed by completing officer	Steve Lincoln, Service Lead: Community & Wellbeing
Signed by Service Lead or Corporate Head of Service	Susan Robbins, Corporate Head of Economy and Community