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Relevant impact based on the agreed / supported decision highlighted in question

Neutral impact, as not all disabled members will experience the need to access meetings or attend remotely. Being able to offer a remote attendance will attract more diverse members to run for council / cabinet, and participate fully in public life and council based decisions, thus enhancing our compliance with our Public Sector Equality Duty participate. It would also support in removing barriers they may experience based on their individual accessibility and disability status.

No impact anticipated based on gender reassignment, in allowing attendance (as defined above) remotely, or when proxy voting. Allowing such practices at the discretion of the council may allow for a more diverse range of our currently under-represented communities becoming interested in and participating fully in public life and council based decisions, thus enhancing our compliance with our Public Sector Equality Duty.

No impact anticipated based on marriage and civil partnership status.

Positive impact based on pregnancy and maternity (a six month period after giving birth), in allowing attendance (as defined above) remotely, or when proxy voting. This may be positive for some members, due to being able to utilise equipment comfortably, when mobility, access or other symptomatic conditions relating to pregnancy / maternity arise and affect members ability to attend in person events or meetings. Opening the opportunity to attend remotely rather than not attend at all would be a positive element for the decision. It could also benefit those who have given birth and are managing a home environment with one or more young child and baby at home, and benefitting those whose wish to be involved whilst being pregnant or on maternity leave and are more suitable to remote attendance (for example those needing to be in close proximity to facilities that support a pregnancy or post birth symptom or condition).

Neutral impact, as not all members will experience the need to access meetings or attend remotely. Being able to offer a remote attendance will attract more diverse members to run for council / cabinet, and participate fully in public life and council based decisions, thus enhancing our compliance with our Public Sector Equality Duty.

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Positive impact based on religion and belief, or no belief, in allowing attendance (as defined above) remotely, or when proxy voting. Since the times, dates and plans for council and cabinet (and organisationally) are predominantly tailored to a Christian centric calendar of events, this will be