



## **Public Sector Equality Duty**

### **Equality analysis for Andover Town Councils Grant Funding Policy**

This document records the analysis undertaken by Andover Town Council to fulfil the requirements of the Public Sector Equality Duty (PSED) as set out in section 149 of the Equality Act 2010.

The protected characteristics which have been considered are:

- sex
- age → consideration of different age bands of younger and older people
- disability → long term limited conditions and mental health
- gender reassignment
- pregnancy and maternity
- race
- religion or belief
- sexual orientation
- marriage and civil partnership (but only in respect of the first aim of the Equality Duty).

We have also considered the following other groups not included within the list of protected characteristics within the Act:

- working patterns → part time or flexible working
- carers
- socio-economic group
- other groups

PSED Andover Town Council Grant Funding Policy and Procedure

**1. Policy/service**

Andover Town Council's Grant Funding Policy is designed to benefit all Andover Town residents, taxpayers and businesses.

**2. The impact**

The Grant Funding Policy and Procedure complies with Andover Town Council's mission statement, primary activities and actions. It includes equal opportunity to all social-economic and other groups, including those with protected characteristics of unlawful discrimination, harassment, victimisation; and any other conduct prohibited by the Act.

<b>Diversity Target Group</b>	<b>Reason/Comment</b>
<b>Sex</b>	Positive impacts of helping to make Andover a great place to live and work, regardless of sex. Keeping the policy, open to benefit and welcome all genders.
<b>Race and ethnicity</b>	Positive impacts of helping to make Andover a great place to live and work, regardless of race and ethnicity.
<b>Disability/ long term Health condition and mental health</b>	Positive impacts of helping to make Andover a great place to live and work, regardless of disability, long term health and mental health conditions.
<b>Sexual Orientation</b>	Positive impact of helping to make Andover a great place to live and work, regardless of sexual orientation. Arial
<b>Gender reassignment</b>	Positive impacts of helping to make Andover a great place to live and work, regardless of gender reassignment
<b>Age (Inter-generational groups)</b>	Positive impacts of helping to make Andover a great place to live and work, regardless of age
<b>Religion &amp; Beliefs groups</b>	Positive impacts of helping to make Andover a great place to live and work, regardless of religion and beliefs
<b>Marriage or Civil Partnership</b>	Positive impacts of helping to make Andover a great place to live and work, regardless of marital status

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<b>Pregnancy or maternity</b>	Positive impacts of helping to make Andover a great place to live and work, regardless of pregnancy or maternity
<b>Non protected groups</b>	
<b>Carers</b>	Positive impacts of helping to make Andover a great place to live and work for carers
<b>Socio economic group</b>	Positive impacts of helping to make Andover a great place to live and work for all socio-economic groups.
<b>Working patterns (P/T or Flexible)</b>	Positive impacts of helping to make Andover a great place to live and work for all working patterns
<b>Other groups (e.g. introverts or extroverts)</b>	Positive impacts of helping to make Andover a great place to live and work for all groups

### 3. Decision making

Proceed as planned. The analysis has identified no negative impacts on any group with a protected characteristic or other groups of people.

### 4. Monitoring

Andover Town Council will monitor the impacts of the Grant Funding Policy and Procedure on Andover residents and taxpayers by measuring and publishing specific council performance indicators as set out in the Andover Town Council Business Plan 2025-27.

Sign off:

Tor Warburton, Town Clerk

Date