

### **What is it for?**

Our corporate values include putting the customer first, providing opportunities for bright futures and narrowing inequality across the Borough.

From 1 April 2011, a new legal duty applies to all public authorities. It covers these protected characteristics:

- age;
- disability;
- gender reassignment;
- pregnancy and maternity;
- race;
- religion or belief;
- gender;
- sexual orientation; and, for some aspects,
- marriage and civil partnerships.

The duty means that – as previously - we should analyse the effect of existing and new policies and practices on equality. It does not specify how we should do this. However, legal cases on the meaning of the previous general equality duties make it clear that we must carry out the analysis **before making the relevant policy decision**, and include consideration as to whether we can reduce any detrimental impact.

#### **1. Purpose**

- To provide Pest Control services to a neighbouring authority's and bring in additional income to help offset budget cuts needed by the Council
- Neighbouring authority's will benefit from suitable management and provision of the service and Hyndburn will benefit from an additional income stream.
- The Service Level Agreement will provide a degree of security on both sides to assist in service planning and service provision.

#### **2. Evidence**

- Monthly service meetings with the neighbouring authority's Senior Management, and day to day contact with service managers, ensure the service delivered is suitable and fit for purpose.

#### **3. Impact**

- Suitable management of the service ensures that the customers of neighbouring authority's involved, and Hyndburn BC have the same level of service provision.

#### **4. Actions**

- Continuation of the service with regular management assessment to ensure neighbouring authority's involved, and Hyndburn BC customers receive suitable service provision.

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