

Action Plan to reduce or mitigate any actual or potential negative impact and to further the aims of the Equality Duty

Protected Characteristic Impacted	Action	Lead Officer	Timescale
Age	To mitigate the impact of charges to service users, the Council will continue to highlight the Cost of Living support and advice from the UK Government, which can be found on the GOV.UK website, i.e. Wales Fuel Support Scheme, income and disability benefits. Advice, guidance and specific cost of living support information can also be found on the Council's website. This information will be included in the letter sent to service users advising them of the outcome of the consultation and, if agreed, the preferred level of termly charge for the additional childcare element of the breakfast clubs.	Business Manager, Catering Services	January 2024
Disability	To mitigate the impact of charges to service users, the Council will continue to highlight the Cost of Living support and advice from the UK Government, which can be found on the GOV.UK website, i.e. Wales Fuel Support Scheme, income and disability benefits. Advice, guidance and specific cost of living support information can also be found on the Council's website. This information will be included in the letter sent to service users advising them of the outcome of the consultation and, if agreed, the preferred level of termly charge for the additional childcare element of the breakfast clubs.	Business Manager, Catering Services	January 2024
Pregnancy & Maternity	To mitigate the impact of charges to service users, the Council will continue to highlight the Cost of Living support and advice from the UK Government, which can be found on the GOV.UK website, i.e. Wales Fuel Support Scheme, income and disability benefits. Advice, guidance and specific cost of living support information can also be found on the Council's website. This information will be included in the letter sent to service users advising them of	Business Manager, Catering Services	January 2024

	the outcome of the consultation and, if agreed, the preferred level of termly charge for the additional childcare element of the breakfast clubs.		
Sex	To mitigate the impact of charges to service users, the Council will continue to highlight the Cost of Living support and advice from the UK Government, which can be found on the GOV.UK website, i.e. Wales Fuel Support Scheme, income and disability benefits. Advice, guidance and specific cost of living support information can also be found on the Council's website. This information will be included in the letter sent to service users advising them of the outcome of the consultation and, if agreed, the preferred level of termly charge for the additional childcare element of the breakfast clubs.	Business Manager, Catering Services	January 2024
Armed Forces Community	To mitigate the impact of charges to service users, the Council will continue to highlight the Cost of Living support and advice from the UK Government, which can be found on the GOV.UK website, i.e. Wales Fuel Support Scheme, income and disability benefits. Advice, guidance and specific cost of living support information can also be found on the Council's website. This information will be included in the letter sent to service users advising them of the outcome of the consultation and, if agreed, the preferred level of termly charge for the additional childcare element of the breakfast clubs.	Business Manager, Catering Services	January 2024
Impact on Carers	Support is available through the Council's carers support service. Carers are also entitled to their own assessment.	Responsible Commissioning Manager	On-going