

Equality Impact Assessment (EqIA)

Title of activity:	Houses in Multiple Occupation – Article 4 Direction Consultation
Lead officer:	Jill Warren, Deputy team leader development planning
Approved by:	Kevin Waters, Assistant Director Planning
Version Number	V0.1 DRAFT, FOR CONSULTATION
Date and Key Changes Made	04/08/2026 draft
Scheduled date for next review:	Following consideration of all responses received in response to statutory consultation on the making of the Article 4 Direction.

Did you seek advice from the Legal?	Yes
Does the EIA contain any confidential or exempt information that would prevent you publishing it on the Council's website? See Publishing Checklist.	No

1. Equality Impact Assessment Checklist

Please complete the following checklist to determine whether or not you will need to complete an EQIA and ensure you keep this section for your audit trail.

About your activity

1	Title of activity	Seeking permission to go out to consultation on a proposal to remove the right to change a dwelling to a house in multiple occupancy (HMO) without planning permission. This applies across the whole borough.		
2	Type of activity	Policy change impacting on requirement for planning applications.		
3	Scope of activity	Commencement of statutory consultation on the borough-wide Article 4 Direction by withdrawing permitted development rights granted by Schedule 2, Part 3, Class L(b) of the Town and Country Planning (General Permitted Development) Order 2015 (as amended) for changes of use from dwellinghouse (Use Class C3) to small HMOs (Use Class C4). Officers will collate and fully consider the responses received from this consultation, as required for the adoption of a new Article 4 Direction. The formal confirmation of this requires a minimum of 12 months notice from the original Article 4 Order, when it will be taken to the Cabinet for consideration for formal approval.		
4a	Are you changing, introducing a new, or removing a service, policy, strategy or function?	Yes - policy	If the answer to <u>either</u> of these questions is 'YES' Continue to question 5. Use the Screening tool before you answer this question. If you answer 'YES' Continue to question 5. If the answer to <u>all</u> of the questions (4a, 4b & 4c) is 'NO' Go to question 6.	
4b	Does this activity have the <i>potential</i> to impact (either positively or negatively) upon people from different backgrounds?	Yes		
4c	Does the activity have the potential to impact (either positively or negatively) upon any factors which determine people's health and wellbeing?	Yes / No		
5	If you answered YES:	Please complete the EQIA in Section 2 of this document. Please see Appendix 1 for Guidance.		
6	If you answered NO:	N/A		

Completed by:	Jill Warren, Deputy Team Leader Development Planning, Planning Service, Places Directorate.
Date:	04/08/2026

2. The EQIA – How will the strategy, policy, plan, procedure and/or service impact on people?

Background/context:

This is an activity undertaken in the Council's capacity as the Local Planning Authority (LPA). Article 4 of the Town and Country Planning General Permitted Development Order enables LPAs to remove "permitted development" for changes of use and/ or built development that otherwise would not need express planning permission from the LPA. This legal provision exists so that, where justified, such additional LPA control can be exercised over development types in the public interest.

The activity involves making an Article 4 Direction, specifying the otherwise permitted category of development now requiring express planning permission from the LPA. The Direction is publicised for 6 weeks and any representations received are to be taken into account when the LPA decides whether or not to confirm the Direction.

There are two types of Article 4 Direction: Immediate and Non-Immediate. The Article 4 Directions subject of this EIA are Non-Immediate and would take effect one year after being made.

Article 4 Directions are a routine procedure through which additional planning controls can be exercised. They introduce a need for planning permission before a development within the specified category may proceed. They are not a mechanism for refusing all development specified within the Direction irrespective of individual merit. A framework of established national, London and local planning policy would inform any planning application decisions and representations received in response to statutory consultation on individual planning applications would be taken into account. The 3 requirement for planning applications through an Article 4 Directions is not retrospective so would only apply to future formation of HMOs once the Article 4 directions are in effect.

There are already two Article 4 Directions in place within the borough, based on pre-2022 ward boundaries. These already remove permitted development of all flats, terraced houses and semi-detached houses to change use to a HMO without planning permission. In four wards (pre-2022 boundaries) this also applies to detached houses.

The Article 4 Directions were made on the then ward boundaries. These were reviewed by Government and in 2022 they were changed. This has led to confusion for property owners and developers and planning officer as the Article 4 areas no longer reflect current ward boundaries. This proposal will remove this confusion.

Who will be affected by the activity?

The process of making this Article 4 Directions will impact on individuals/ groups in the following ways:

- People who are potential occupiers of future HMOs
- Owners who seek to convert their detached houses into HMOs
- Developers who seek to purchase detached houses to convert into HMOs
- Borough residents and businesses located within the vicinity of HMOs
- Public agencies and their partners eg Havering Council services, Utility companies, Emergency services who will be consulted on any future planning applications for HMOs

**Expand box as required*

Protected Characteristic - Age: Consider the full range of age groups

If there is an impact on under 18s, how have you / will you ensure their views are gained to inform decision making?

Please tick (ü) the relevant box:

Positive

Y

Neutral

Negative

Overall impact:

It is anticipated that the Article 4 directions will have a positive impact on Havering's public sector equality duty. HMO accommodation provides for often more affordable accommodation needs of all adult ages within the community such as but not limited to young people and older residents, specifically identified as in greater need of accommodation in the Councils SHMA (2023).

Making this Article 4 Direction will enable conventional planning controls to be introduced so that statutory and other agencies can be consulted on the suitability of the facilities and amenities provided by such accommodation in the interests of all future HMO occupiers irrespective of age and other protected characteristics.

Equally such planning controls will take account of the amenity interests of those people living near such proposed premises which will include people with protected characteristics. That would for example include older residents and/or long-term households who find change unsettling and concerning especially where there's a perceived vacuum in local control and accountability.

This creation of greater transparency of planning process will enable submission of representations on future planning applications and public access to the statutory information required as part of a planning application.

Having the borough wide Article 4 Direction is considered to be a positive policy change by:

- reducing the likelihood of discrimination, harassment and victimisation caused when members of society lack information about changes affecting them or feeling that they are powerless

		to have any influence or engagement with them; - improving equality of opportunity resulting for example from the creation of higher standards of HMO accommodation within the borough - fostering improved relations between those persons who occupy HMOs and those who occupy properties close to them especially as the latter will have opportunity to engage with and enjoy rights of representation within the statutory planning process <i>*Expand box as required</i>
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Evidence:

Population and social statistical data – comparison of Havering, London and England
 Anti-social behaviour, noise and nuisance
 Imbalanced and unsustainable communities
 Impacts on the physical environment
 Pressures upon parking provision
 Crime and fear of crime
 Pressure upon local community facilities

Sources Used:

Appendix 1: Non-Key ED HMO Article 4 Direction Evidence July 2026.
 Census 2021. Publisher: Office for National Statistics
 Havering Local Plan. Table 4 Borough Wide Housing Mix
 Havering Strategic Housing Market Assessment (SHMA 2023) with regard to housing need
 HMO Applications. Public register of planning applications (Jan 2024 to Feb 2026)
 Property Types. No. of detached houses in each ward – Ordnance Survey building identifier.
 Public Protection Licensing Complaints (Anonymised). (Jan 2024 to Feb 2026).
 Public Register of Licensed HMOs. May 2026
 Secured by Design. Police Crime Prevention Initiatives. Metropolitan Police

Protected Characteristic - Disability: Consider the full range of disabilities; including physical, mental, sensory, progressive conditions and learning difficulties. Also consider neurodivergent conditions e.g. dyslexia and autism.

Please tick (ü) the relevant box:

Overall impact:

Positive	Y	It is anticipated that the Article 4 directions will have a positive impact on Havering's public sector equality duty.
Neutral		
Negative		Making this Article 4 Direction will enable conventional planning controls to be introduced so that statutory agencies and other stakeholders including those representing the interests of all people irrespective of disability and other protected characteristics can be consulted on the suitability of the facilities and amenities provided by

		such accommodation in the interests of future HMO occupiers. This creation of greater transparency of planning process will enable submission of representations on future planning applications and public access to the statutory information required as part of a planning application, In doing so the introduction of these Article 4 directions would thereby be likely to help: Having the borough wide Article 4 Direction is considered to be a positive policy change by: • reducing the likelihood of discrimination, harassment and victimisation caused when members of society lack information about changes affecting them or feeling that they are powerless to have any influence or engagement with them; • improving equality of opportunity resulting for example from the creation of higher standards of HMO accommodation within the borough • fostering improved relations between those persons who occupy HMOs and those who occupy properties close to them especially as the latter will have opportunity to engage with and enjoy rights of representation within the statutory planning process
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Protected Characteristic – Sex / gender: Consider both men and women		
Please tick (ü) the relevant box:		Overall impact:
Positive	☒	It is anticipated that the Article 4 directions will have a positive impact on Havering's public sector equality duty.
Neutral	☐	Making an Article 4 Direction will enable conventional planning controls to be introduced so that statutory agencies and stakeholders can be consulted on the suitability of the facilities and amenities provided by such accommodation in the interests of all future HMO occupiers irrespective of sex/gender or other protected characteristics. Consideration of safety and prevention of crime by designing out crime at an application stage is a positive impact of the consideration of planning applications. This creation of greater transparency of planning process will enable submission of representations on future planning applications and public access to the statutory information required as part of a planning application, In doing so the introduction of these Article 4 directions would thereby be likely to help: • reduce the likelihood of discrimination, harassment and victimisation caused when members of society lack information about changes affecting them or feeling that they are powerless to have any influence or engagement with them; • improve equality of opportunity resulting for example from the creation of higher standards of HMO accommodation within the borough • foster improved relations between those persons who occupy HMOs and those who occupy properties close to them especially as the latter will have opportunity to engage with and enjoy rights of representation within the statutory planning process
Negative	☐	
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Protected Characteristic – Ethnicity / race / nationalities: Consider the impact on different minority ethnic groups and nationalities

Please tick (ü) the relevant box:

Positive

Y

Neutral

Negative

Overall impact:

Implementation of the Article 4 Direction will enable conventional planning controls to be introduced thereby bringing transparency and greater openness including clarification of the applicants seeking to form HMOs and what their proposed development entails.

Previous data held by LBH indicates that within currently occupied HMOs in the borough some 85% of occupiers regard themselves as White British, which is broadly comparable with the proportion of White British residents living in Havering.

The Council doesn't have detailed ethnicity breakdown of residents who occupy currently known HMOs. Having greater transparency will therefore enable the council to identify if there are certain ethnic groups that are more likely to be affected by the proposals. The positive impact will benefit all people associated with the quality and impacts of HMOs irrespective of ethnicity and other protected characteristics.

The greater transparency of planning process will enable submission of representations on future planning applications and public access to the statutory information required as part of a planning application, In doing so the introduction of this Article 4 direction.

- reduce the likelihood of discrimination, harassment and victimisation caused when members of society lack information about changes affecting them or feeling that they are powerless to have any influence or engagement with them;
- improve equality of opportunity resulting for example from the creation of higher standards of HMO accommodation within the borough
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		process	<i>*Expand box as required</i>
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Protected Characteristic – Religion / faith: Consider people from different religions or beliefs, including those with no religion or belief			
Please tick (ü) the relevant box:		Overall impact:	
Positive	y	It is anticipated that the Article 4 direction will have a positive impact on Havering's public sector equality duty.	
Neutral		Making an Article 4 Direction will enable conventional planning controls to be introduced so that statutory agencies and stakeholders can be consulted on the suitability of the facilities and amenities provided by such accommodation in the interests of all future HMO occupiers irrespective of religion, faith or other protected characteristics.	
Negative		Consideration of safety and prevention of crime by designing out crime at an application stage is a positive impact of the consideration of planning applications. This creation of greater transparency of planning process will enable submission of representations on future planning applications and public access to the statutory information required as part of a planning application, In doing so the introduction of these Article 4 directions would thereby be likely to help: • reduce the likelihood of discrimination, harassment and victimisation caused when members of society lack information	

		about changes affecting them or feeling that they are powerless to have any influence or engagement with them; • improve equality of opportunity resulting for example from the creation of higher standards of HMO accommodation within the borough • foster improved relations between those persons who occupy HMOs and those who occupy properties close to them especially as the latter will have opportunity to engage with and enjoy rights of representation within the statutory planning process
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Protected Characteristic - Sexual orientation: Consider people who are heterosexual, lesbian, gay or bisexual

Please tick (ü) the relevant box:		Overall impact:
Positive	y	It is anticipated that the Article 4 direction will have a positive impact on Havering's public sector equality duty. Making an Article 4 Direction of this type will enable conventional planning controls to be introduced so that statutory agencies and other stakeholders can be consulted on the suitability of the facilities and amenities provided by such accommodation in the interests of all future HMO occupiers irrespective of their sexual orientation. Positive Y Neutral Negative This creation of greater transparency of planning process will enable submission of representations on future
Neutral		
Negative		

		planning applications and public access to the statutory information required as part of a planning application, In doing so the introduction of these Article 4 directions would thereby be likely to help: • reduce the likelihood of discrimination, harassment and victimisation caused when members of society lack information about changes affecting them or feeling that they are powerless to have any influence or engagement with them; • improve equality of opportunity resulting for example from the creation of higher standards of HMO accommodation within the borough • foster improved relations between those persons who occupy HMOs and those who occupy properties close to them especially as the latter will have opportunity to engage with and enjoy rights of representation within the statutory planning process <i>*Expand box as required</i>
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Protected Characteristic - Gender reassignment: Consider people who are seeking, undergoing or have received gender reassignment surgery, as well as people whose gender identity is different from their gender at birth

Please tick (ü) the relevant box:

Overall impact:

Positive

It is anticipated that the Article 4 directions will have a positive impact on Havering's public sector equality duty.

Neutral

ü

Making an Article 4 Direction will enable conventional planning controls

Negative	to be introduced so that statutory agencies and stakeholders can be consulted on the suitability of the facilities and amenities provided by such accommodation in the interests of all future HMO occupiers irrespective of gender reassignment or other protected characteristics. Consideration of safety and prevention of crime by designing out crime at an application stage is a positive impact of the consideration of planning applications. This creation of greater transparency of planning process will enable submission of representations on future planning applications and public access to the statutory information required as part of a planning application, In doing so the introduction of these Article 4 directions would thereby be likely to help: • reduce the likelihood of discrimination, harassment and victimisation caused when members of society lack information about changes affecting them or feeling that they are powerless to have any influence or engagement with them; • improve equality of opportunity resulting for example from the creation of higher standards of HMO accommodation within the borough • foster improved relations between those persons who occupy HMOs and those who occupy properties close to them especially as the latter will have opportunity to engage with and enjoy rights of representation within the statutory planning process <i>*Expand box as required</i>
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Protected Characteristic – Marriage / civil partnership: Consider people in a marriage or civil partnership		
Please tick (ü) the relevant box:		Overall impact:
Positive		It is anticipated that the Article 4 directions will have a positive impact on Havering's public sector equality duty.
Neutral	ü	Making an Article 4 Direction will enable conventional planning controls to be introduced so that statutory agencies and stakeholders can be consulted on the suitability of the facilities and amenities provided by such accommodation in the interests of all future HMO occupiers irrespective of whether married or in a civil partnership or other protected characteristics. Consideration of safety and prevention of crime by designing out crime at an application stage is a positive impact of the consideration of planning applications.
Negative		This creation of greater transparency of planning process will enable submission of representations on future planning applications and public access to the statutory information required as part of a planning application, In doing so the introduction of these Article 4 directions would thereby be likely to help: reduce the likelihood of discrimination, harassment and victimisation caused when members of society lack information about changes affecting them or feeling that they are powerless to have any influence or engagement with them; improve equality of opportunity resulting for example from the creation of higher standards of HMO accommodation within the borough and foster improved relations between those persons who occupy HMOs and those who occupy properties close to them especially as the latter will have opportunity to engage with and enjoy rights of representation within the statutory planning process <i>*Expand box as required</i>
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Protected Characteristic - Pregnancy, maternity and paternity: Consider those who are pregnant and those who are taking maternity or paternity leave

Please tick (ü) the relevant box:

Positive	x	Overall impact: <i>It is anticipated that the Article 4 directions will have a positive impact on Havering's public sector equality duty</i> Making an Article 4 Direction will enable conventional planning controls to be introduced so that statutory agencies and other stakeholders can be consulted on the suitability of the facilities and amenities provided by such accommodation in the interests of all future HMO occupiers irrespective of pregnancy, maternity or paternity. This creation of greater transparency of planning process will enable submission of representations on future planning applications and public access to the statutory information required as part of a planning application, In doing so the introduction of these Article 4 directions would thereby be likely to help reduce the likelihood of discrimination, harassment and victimisation caused when members of society lack information about changes affecting them or feeling that they are powerless to have any influence or engagement with them; -improve equality of opportunity resulting for example from the creation of higher standards of HMO accommodation within the borough -foster improved relations between those persons who occupy HMOs and those who occupy properties close to them especially as the latter will have opportunity to engage with and enjoy rights of representation within the statutory planning process
Neutral		
Negative		

**Expand box as required*

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Socio-economic status: Consider those who are from low income or financially excluded backgrounds

Please tick (ü) the relevant box:

Positive

Y

Overall impact:

It is anticipated that the Article 4 directions will have a positive impact on Havering's public sector equality duty

Neutral

Making an Article 4 Direction will enable conventional planning controls to be introduced so that statutory and other consultee agencies can be consulted on the suitability of the facilities and amenities provided by such accommodation in the interests of all future HMO occupiers irrespective of their socio-economic status.

Negative

It is noted that HMO accommodation is at the lower end of the cost scale in the borough and so the overall improvement to quality through the planning process is a positive impact, so there could be a greater positive impact on those renting this type of accommodation for those who are from a low income or financially excluded backgrounds.

This creation of greater transparency of planning process will enable submission of representations on future planning applications and public access to the statutory information required as part of a planning application, In doing so the introduction of these Article 4 directions would thereby be likely to help:

- reduce the likelihood of discrimination, harassment and victimisation caused when members of society lack information about changes affecting them or feeling that they are powerless to have any influence or engagement with them;
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**Expand box as required*

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Health & Wellbeing Impact Consider both short and long-term impacts of the activity on a person's physical and mental health, particularly for disadvantaged, vulnerable or at-risk groups. Can health and wellbeing be positively promoted through this activity?							
<i>Please tick (ü) all the relevant boxes that apply:</i>	Overall impact:						
<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 15%; padding: 5px;">Positive</td> <td style="width: 5%; padding: 5px; text-align: center;">y</td> </tr> <tr> <td style="padding: 5px;">Neutral</td> <td style="padding: 5px;"></td> </tr> <tr> <td style="padding: 5px;">Negative</td> <td style="padding: 5px;"></td> </tr> </table>	Positive	y	Neutral		Negative		It is noted that HMO accommodation is at the lower end of the cost scale in the borough and so the overall improvement to quality through the planning process is a positive impact on those renting this type of accommodation. The location is considered through a planning application which also looks at proximity to facilities and infrastructure in the vicinity of the application location. <i>*Expand box as required</i> Do you consider that a more in-depth HIA is required as a result of this brief assessment? Please tick (ü) the relevant box Yes O No X
Positive	y						
Neutral							
Negative							
Evidence: Population and social statistical data – comparison of Havering, London and England Anti-social behaviour, noise and nuisance Imbalanced and unsustainable communities Impacts on the physical environment Pressures upon parking provision							

Crime and fear of crime
Pressure upon local community facilities

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3. Health & Wellbeing Screening Tool

Will the activity / service / policy / procedure affect any of the following characteristics? The following are a range of considerations that might help you to complete the assessment.

Lifestyle NO ☐ ☐ Diet ☐ Exercise and physical activity ☐ Smoking ☐ Exposure to passive smoking ☐ Alcohol intake ☐ Dependency on prescription drugs ☐ Illicit drug and substance use ☐ Risky Sexual behaviour ☐ Other health-related behaviours, such as tooth-brushing, bathing, and wound care	Personal circumstances YES ☐ ☐ Structure and cohesion of family unit ☐ Parenting ☐ Childhood development ☐ Life skills ☐ Personal safety ☐ Employment status ☐ Working conditions ☐ Level of income, including benefits ☐ Level of disposable income ☐ Housing tenure ☐ Housing conditions ☐ Educational attainment ☐ Skills levels including literacy and numeracy	Access to services/facilities/amenities YES ☐ ☐ to Employment opportunities ☐ to Workplaces ☐ to Housing ☐ to Shops (to supply basic needs) ☐ to Community facilities ☐ to Public transport ☐ to Education ☐ to Training and skills development ☐ to Healthcare ☐ to Social services ☐ to Childcare ☐ to Respite care ☐ to Leisure and recreation services and facilities
Social Factors YES ☐ ☐ ☐ Social contact ☐ Social support ☐ Neighbourliness ☐ Participation in the community ☐ Membership of community groups ☐ Reputation of community/area ☐ Participation in public affairs ☐ Level of crime and disorder ☐ Fear of crime and disorder ☐ Level of antisocial behaviour ☐ Fear of antisocial behaviour ☐ Discrimination ☐ Fear of discrimination ☐ Public safety measures ☐ Road safety measures	Economic Factors NO (addressed in housing) ☐ ☐ Creation of wealth ☐ Distribution of wealth ☐ Retention of wealth in local area/economy ☐ Distribution of income ☐ Business activity ☐ Job creation ☐ Availability of employment opportunities ☐ Quality of employment opportunities ☐ Availability of education opportunities ☐ Quality of education opportunities ☐ Availability of training and skills development opportunities ☐ Quality of training and skills development opportunities ☐ Technological development ☐ Amount of traffic congestion	Environmental Factors NO (addressed in ASB) ☐ ☐ Air quality ☐ Water quality ☐ Soil quality/Level of contamination/Odour ☐ Noise levels ☐ Vibration ☐ Hazards ☐ Land use ☐ Natural habitats ☐ Biodiversity ☐ Landscape, including green and open spaces ☐ Townscape, including civic areas and public realm ☐ Use/consumption of natural resources ☐ Energy use: CO2/other greenhouse gas emissions ☐ Solid waste management ☐ Public transport infrastructure

4. Outcome of the Assessment

The EQIA assessment is intended to be used as an improvement tool to make sure the activity maximises the positive impacts and eliminates or minimises the negative impacts. The possible outcomes of the assessment are listed below and what the next steps to take are:

Please tick (✓) what the overall outcome of your assessment was:

✓	1. The initial screening exercise showed a strong indication that there will be no impacts on people and need to carry out an EQIA. 2. The EQIA identified <u>no significant concerns</u> OR the identified <u>negative concerns</u> have already been <u>addressed</u>		Proceed with implementation of your activity
	3. The EQIA identified some <u>negative impact</u> which still needs <u>to be addressed</u>		COMPLETE SECTION 5: Complete action plan with measures to mitigate the and finalise the EQIA
	4. The EQIA identified some <u>major concerns</u> and showed that it is <u>impossible to diminish negative impacts</u> from the activity to an acceptable or even lawful level		Stop and remove the activity or revise the activity thoroughly. Complete an EQIA on the revised proposal.

5. Action Plan

The real value of completing an EQIA comes from identifying the actions that can be taken to eliminate/minimise **negative** impacts and enhance/optimize positive impacts. In this section you should list the specific actions that set out how you will mitigate or reduce any **negative** equality and/or health & wellbeing impacts, identified in this assessment. Please ensure that your action plan is: more than just a list of proposals and good intentions; if required, will amend the scope and direction of the change; sets ambitious yet achievable outcomes and timescales; and is clear about resource implications.

Protected characteristic / health & wellbeing impact	Identified Negative or Positive impact	Recommended actions to mitigate Negative impact* or further promote Positive impact	Outcomes and monitoring**	Timescale	Lead officer
ALL	Positive Implementation of greater controls over planning issues – consideration of location and quality standards of proposed accommodation	Review EQIA at the Confirmation stage of implementing the HMO Article 4 Direction	Review evidence and consultation responses at the Confirmation stage of implementing the HMO Article 4.	Sealing of the proposed HMO Article 4 for the 8 week consultation in August 2026. Confirmation of the proposed HMO Article 4 Direction will take place at least one year from the Sealing date.	Jill Warren

6. Review

In this section you should identify how frequently the EQIA will be reviewed; the date for next review; and who will be reviewing it.

Review:

The proposal to introduce the borough-wide HMO Article 4 Direction is in two stages. Stage one is formally Sealing the HMO Article 4 Order and consulting on the Article 4 Direction and associated documentation, which includes an evidence report and this EQIA.

The second stage is to consider the responses received from the consultation and where relevant, address the matters raised. This would then lead to a formal Confirmation of the HMO Article 4 Direction. The decision process to confirm the Direction would include a review and publication of the EQIA.

There must be at least one full year between the two approval processes, this is in order for any outstanding HMOs to be implemented under the current permitted development rights.

Th consultation process will also enable the identification of any further evidence data to inform the final stage of hte process.

Scheduled date of review: One year from the Order (September / October 2027)

Lead Officer conducting the review: Jill Warren
Deputy Team Leader Development Planning

**Expand box as required*