

# **Equality Impact Assessment / Equality Analysis**

**(Version 4)**

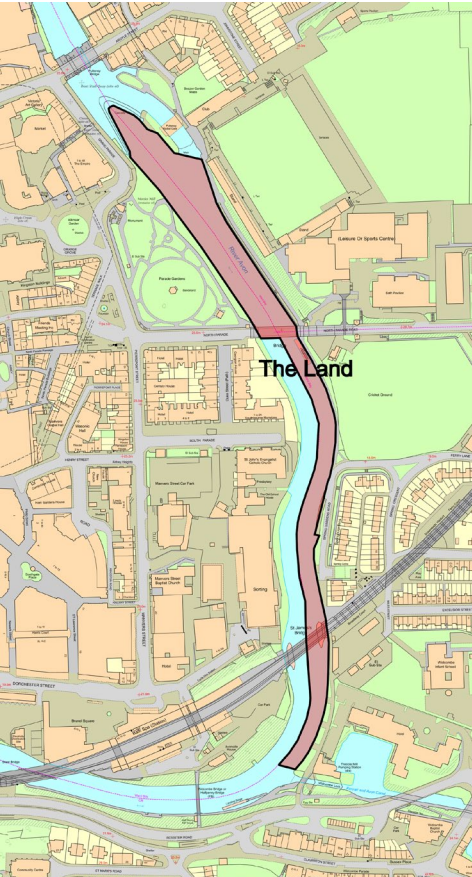
<b>Item name</b>	<b>Details</b>
<b>Title of service or policy</b>	Sustainable Economies Service – Better Moorings
<b>Name of directorate and service</b>	Sustainable Communities / Place Management
<b>Name and role of officers completing the EqlA</b>	Nicholas Lovelock (Project Manager – Better Moorings)
<b>Date of assessment</b>	27/10/2025

Equality Impact Assessment (or ‘Equality Analysis’) is a process of systematically analysing a new or existing policy or service to identify what impact or likely impact it will have on people and different groups within our community. The main aim is to identify any adverse impacts (i.e. discriminatory or negative consequences for a particular group or sector of the community, and to identify areas where equality can be better promoted). Equality impact Assessments (EqIAs) can be carried out in relation to services provided to customers and residents as well as employment policies/strategies that relate to staffing matters.

This toolkit has been developed to use as a framework when carrying out an Equality Impact Assessment (EqIA) or Equality Analysis. **Not all sections will be relevant – so mark N/A any that are not applicable.** It is intended that this is used as a working document throughout the process, and a final version will be published on the Council’s website following relevant service lead approval.

## 1.1 Identify the aims of the policy or service and how it is implemented

Key questions	Answers / notes
<p>1.1 Briefly describe purpose of the service/policy e.g.</p> <ul style="list-style-type: none"> <li>• How the service/policy is delivered and by whom</li> <li>• If responsibility for its implementation is shared with other departments or organisations</li> <li>• Intended outcomes</li> </ul>	<p>The EQIA links with the proposed removal of boats from council owned land within the Pulteney stretch and the introduction of measures to prevent future mooring.</p> <p>The Pulteney stretch runs from Pulteney Weir to Widcombe lock. The eastern riverbank is council owned, and approximately 20 boats are currently moored there without council authorisation. Between 20-25 people are expected to be directly impacted by this work.</p> <p>Mooring in this area is known to be unsafe, particularly in the winter months. Members of the public are exposed to health &amp; safety risks, and the council is exposed to occupiers liability and financial risk.</p> <p>This work will be delivered by the Better Moorings Project Manager (BMPM), currently aligned with the Sustainable Economic Services directorate. It will be supported by council attendees of the Better Moorings Project Steering Group (BMPSG), and external agencies such as the Canal &amp; River Trust (CRT) and Julian House.</p> <p>The main aims of this proposal are:</p> <ul style="list-style-type: none"> <li>- Enforcing removal of unauthorised boats through initial request, followed by legal action if reasonable request to move is not agreed</li> </ul> <p>This activity will benefit the council and wider community through:</p> <ul style="list-style-type: none"> <li>- Reducing public safety risks associated with unauthorised moorings.</li> </ul>

	<ul style="list-style-type: none"> <li>- Reducing the council's financial exposure.</li> <li>- Reducing the council's occupiers liability caused by unauthorised moorings in unsafe locations.</li> <li>- Reducing environmental hazards.</li> </ul> <p>Subsequent work will implement medium to long term methods of prohibiting mooring and unauthorised water-based access to the Pulteney stretch.</p>
<p>1.2 Provide brief details of the scope of the policy or service being reviewed, for example:</p> <ul style="list-style-type: none"> <li>● Is it a new service/policy or review of an existing one?</li> <li>● Is it a national requirement?).</li> <li>● How much room for review is there?</li> </ul>	<p>This geographic scope of this project is the eastern riverbank of the Pulteney stretch. This area is outside of the navigational waters. This is shown in the picture below.</p>  <p>This work will involve the removal of approximately 20 boats from the stretch, a majority of which have been moored there for between 3-5 years, without council authorisation. Most of the boats provide a primary residence for their owners.</p> <p>This is likely to affect:</p> <ul style="list-style-type: none"> <li>- Individuals currently residing on or using the boats within the Pulteney stretch.</li> <li>- Local residents and visitors to the Pulteney stretch.</li> <li>- Boating community located elsewhere within the region.</li> <li>- One business that moors their commercial tour boat in the stretch.</li> </ul> <p>This change is not a national requirement, but lack of specific council powers to effectively manage mooring on council land is a national issue.</p> <p>Post boat removal, the council aims to ensure compliance with any court orders obtained through installing clear signage, use of a dedicated staff member, and any other measures required to safely limit access to, and prevent mooring in the stretch.</p>

<p>1.3 Do the aims of this policy link to or conflict with any other policies of the Council?</p>	<p><b>Yes.</b></p> <p>A local equalities variation exists to ensure that socio-economically challenged individuals should be considered when making changes that directly affect them. Some boaters moored/living within this stretch are believed to be socio-economically challenged.</p> <p>This policy could affect Housing and Homelessness. Forcing some people to enlist on the local housing register and/or seek emergency housing. This may result from boats being moved onto the navigation with owners who are unable to licence their boats with the local inland navigation authority – Canal &amp; River Trust (CRT), and subsequently having their boats removed from the waterway by CRT. The prevention duty places a responsibility on the authority to help prevent individuals becoming homeless.  <a href="https://www.bathnes.gov.uk/sites/default/files/SEB%20Housing%20Aug25v2.pdf">https://www.bathnes.gov.uk/sites/default/files/SEB%20Housing%20Aug25v2.pdf</a></p> <p>Whilst there is no specific council policy that specifies its consideration, this work may affect employment and training opportunities for those moved out of the stretch, along with ease of access to the city and potential essential services such as a registered GP surgery. Although these factors are identified, it is important to note that these issues are not unique to those members of the boating community within scope of this work, with a majority of the boater community being in some way affected.</p> <p>S. 8 Housing Act 1985 imposes a duty for Local Authorities to consider the needs of people residing in, or resorting to, their district with respect to the provision of... places on inland waterways where houseboats can be moored.</p> <p>This work links with the Corporate Strategy to Deliver Homes in the Right Places and Creating Safer and Cleaner Neighbourhoods.</p>
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## 2. Consideration of available data, research and information

Key questions	Data, research and information that you can refer to
<p><b>2.1</b> What equality focussed training have staff received to enable them to understand the needs of our diverse community?</p>	<p>The Better Moorings Project Manager leading this work has received B&amp;NES Equality Training, and Specialist Equalities &amp; Inclusion support is being provided by the council's Corporate Equalities &amp; Diversity Officer.</p>
<p><b>2.2</b> What is the equality profile of service users?</p>	<p>A survey of boaters comprising 30 people (September/October 2024) completed in the two areas of focus identified that: 100% of respondents were aged between 36-55; 16.6% of respondents were female; 0% of respondents identified as disabled; 100% of respondents identified as white; 33.3% identified their religion as Christian, with 16.6% identifying as Pagan and 33.3% preferring not to say; 0% of respondents were pregnant or had carer responsibility for young children; 50% of respondents identified as not being in a civil partnership, with 16.6% identifying as being in a civil partnership and 16.6% preferring not to say; 83.3% of respondents identified as heterosexual, while 16.6% identified as LGBT.</p> <p>Whilst it is understood that these statistics may have changed since October 2024, the same boats remain moored in the area, without any movement.</p>
<p><b>2.3</b> Are there any recent customer satisfaction surveys to refer to? What were the results? Are there any gaps? Or differences in experience/outcomes?</p>	<p>In addition to the 2024 survey, the last Boat Dwellers Accommodation Assessment (BDAA) was completed in 2022. This takes place every 5-6 years.  <a href="https://www.bathnes.gov.uk/sites/default/files/B%26NES%20Boat%20Dwellers%20Accommodation%20Assessment.pdf">https://www.bathnes.gov.uk/sites/default/files/B%26NES%20Boat%20Dwellers%20Accommodation%20Assessment.pdf</a></p> <p>Only Age and Sex were considered for the BDAA. The question about 'life limiting health problems', is also unhelpful and ambiguous when identifying disabled boaters needs in-line with the definition contained within s.6 of the Equality Act 2010.</p> <p>Differences were:</p> <ul style="list-style-type: none"> <li>- Age Range for boaters, with the BDAA identifying that the wider boating community includes some children (under 18 years old) and some over 65s.</li> </ul>

	<p>- Sex; the BDAA identifying that the wider boater community has a 53:47% Male to Female ratio.</p>
<p><b>2.4</b> What engagement or consultation has been undertaken as part of this EIA and with whom? What were the results?</p>	<p>Canal &amp; River Trust (CRT) have been consulted with. Recommendations were received that engagement with boaters should take place at the earliest possible time. This would ensure that individuals are given the maximum amount of notice to vacate the area and relocate, prior to flood season. This would also ensure that boaters have the opportunity to relocate prior to any lock closures or unsafe boating conditions.</p> <p>Julian House have been advised of the proposals, and feedback and support has been invited.</p> <p>Boaters moored within the Pulteney stretch were engaged with in September and October 2024, when the risks of mooring in the area were highlighted to them, and they were requested to pause any Airbnb rentals and leave the area during the winter months for their own safety. During this period, the engagement survey was also carried out and boaters were advised that the council was considering its options to either permanently or seasonally prohibit mooring in the area.</p>
<p><b>2.5</b> If you are planning to undertake any consultation in the future regarding this service or policy, how will you include equality considerations within this?</p>	<p>Consultations will be planned to engage with the communities affected by this work. This is likely to take the form of letters, and notices being issued.</p> <p>Council staff will also visit the moorings and speak directly with boat owners. This will provide the council with the opportunity to obtain community feedback on its proposals that will inform its subsequent decision making.</p> <p>Equalities considerations will be included in the form of in-person visits being made, various contact methods being made available to boaters on all correspondence such as telephone, and email contact. Details of support services and council housing offices will also be provided to those affected by this work, through sharing of the Gypsy, Romany, Boater, Traveller, Showman (GRTBS) contact book.</p> <p>Local support sessions will also be arranged. This will allow those with any needs or concerns to raise them with the appropriate organisation for support and advice.</p>

### 3. Assessment of impact: 'Equality analysis'

Based upon any data you have considered, or the results of consultation or research, use the spaces below to demonstrate you have analysed how the service or policy:

- Meets any particular needs of equalities groups or could help promote equality in some way.
- Could have a negative or adverse impact for any of the equality groups

Key questions	Examples of what the service has done to promote equality	Examples of actual or potential negative or adverse impact and what steps have been or could be taken to address this
<b>3.1 Issues relating to all groups</b> and protected characteristics	<p>Assessment made in September/October 2024 to understand the drive for people to moor in the areas of focus and identify any protected characteristics of the boating community.</p> <p>Previous general mooring related EqIA published in 2024.</p>	<p>Risk of litigation and removal will affect everyone.</p> <p>Steps will be taken to ensure that key messages are provided through verbal and written methods.</p> <p>Sign posting to a wide range of support charities throughout the work will minimise the impact, along with arranging support drop-in sessions for people to connect with key support charities on a face-to-face basis.</p>
<b>3.2 Sex</b> – identify the impact/potential impact of the policy on women and men.	Assessment made in September/October 2024 identified that men will be more affected by this proposal than women. This is based purely on the demographic of boaters within the area.	<p>This change of policy is likely to affect men and women to an equal degree and is not sex specific, so is unlikely to cause any unfairness between those of either sex affected by this change.</p> <p>As such no specific steps have been taken to address this.</p>
<b>3.3 Pregnancy and maternity</b>	Assessment made in September/October 2024 identified that no members of the boating community in focus of this work, are, or have recently been pregnant.	<p>If any individuals are pregnant, this work could distance them from GP or emergency healthcare. This work will also impose additional stress on individuals affected.</p> <p>No specific steps have been taken to address this. However, sign posting to a wide range of support charities throughout the work will minimise the impact, along with arranging support drop-in sessions for people to connect with key support charities on a face-to-face basis.</p>

		The provision of notice will also enable individuals to make alternative arrangements for ongoing healthcare.
<b>3.4 Gender reassignment</b> – identify the impact/potential impact of the policy on transgender people	Assessment made in September/October 2024 identified that no members of the boating community in focus of this work identify as transgender or have undergone any gender reassignment.	<p>No specific negative or adverse impacts identified to date.</p> <p>As such no specific steps have been taken to address this.</p>
<b>3.5 Disability</b> – identify the impact/potential impact of the policy on disabled people (ensure consideration of physical, sensory and mental health needs/differences)	Assessment made in September/October 2024 identified that no members of the boating community in focus of this work are disabled.	<p>Written and verbal methods of communication should be used to ensure that disabled people are able to fully engage with consultations and provide their input.</p> <p>Any events would take place at suitable venues to ensure community engagements are fully accessible.</p>
<b>3.6 Age</b> – identify the impact/potential impact of the policy on different age groups	Assessment made in September/October 2024 identified that all members of the boating community in focus of this work are aged between 36 – 55.	<p>This change of policy may have differed effects on those in different age groups.</p> <p>In working aged individuals, this change may mean that people have a longer commute to work or essential services. It may also make any employment unsustainable, causing unemployment.</p> <p>Individuals older than working age may experience financial difficulties and struggle to pay for essential items for living on the navigation. Such items include a CRT license and any alternative moorings. This could mean that enforcement action is taken by CRT to remove them from the waterway.</p>



		Older individuals may also struggle with the physical demands of living elsewhere or navigating the waterways, leading them to seek alternative land-based accommodation or register as homeless
<b>3.7 Race</b> – identify the impact/potential impact on across different ethnic groups	<p>Assessment made in September/October 2024 identified that all members of the boating community in focus of this work were White.</p> <p>From in-person engagement with all boaters, moored in all areas of focus, all boaters affected by this work are English speakers, able to engage in English.</p>	<p>Language could have been a barrier to engagement. If this was identified through completing the in-person pre-survey engagements, a translation service could have been used for subsequent in-person visits, and written correspondence would have been multi-lingual. However, this was not required.</p> <p>If any cultural differences were identified through in-person pre-survey engagements, consideration would have been given to the member of the household that was engaged with regarding engagement surveys, and the timings of visits would have been amended to ensure minimal disturbance to cultural/religious routines and maximise engagement.</p> <p>This will continue to be monitored, and an appropriate response provided.</p>
<b>3.8 Sexual orientation</b> – identify the impact/potential impact of the policy on lesbian, gay, bisexual, heterosexual, questioning people	<p>Assessment made in September/October 2024 identified that:</p> <p>83.3% of respondents identified as Heterosexual. 16.6% of respondents identified as LGBT.</p>	<p>This change of policy is likely to affect all sexual orientations to an equal degree. And is not likely to cause any unfairness.</p> <p>As such no specific steps have been taken to address this.</p>
<b>3.9 Marriage and civil partnership</b> – does the policy/strategy treat married and civil	<p>This change of policy is likely to affect all persons to an equal degree, regardless of Marital Status, or Civil Partnership Status. And is not likely to cause any unfairness between persons.</p>	<p>No negative or adverse impacts identified to date.</p> <p>As such no specific steps have been taken to address this.</p>

partnered people equally?		
<b>3.10 Religion/belief</b> – identify the impact/potential impact of the policy on people of different religious/faith groups and also upon those with no religion.	This change of policy is likely to affect all persons to an equal degree, regardless of Religion, or Belief. And is not likely to cause any unfairness between persons.	If any religious differences were identified through in-person pre-survey or subsequently the engagement survey itself, consideration would have been given to the member of the household that was engaged with regarding any subsequent engagements, and the timings of visits or subsequent scheduling and placement of any engagement events would have taken account of particular religious practices.
<b>3.11 Socio-economically disadvantaged*</b> – identify the impact on people who are disadvantaged due to factors like family background, educational attainment, neighbourhood, employment status can influence life chances <b>(this is not a legal requirement but is a local priority).</b>	<p>Assessment made in September/October 2024 to understand socio-economic status of those mooring in the areas of focus.</p> <p>It is generally assumed that the boater community have limited life choices due to lack of support, that limits educational and professional attainments, and employment opportunities.</p> <p>It is noted that the majority of boaters mooring within the Pulteney stretch live on their boat, having identified it as their sole place of residence.</p>	<p>This work could result in some boaters giving up their boat and registering on the Homeless Register.</p> <p>This work could also result in some boaters losing their employment (as a result of having to move to alternate mooring locations... to areas where there is limited access to public transport).</p> <p>Some boaters may require assistance moving their boats due to lack of a functional engine / poor condition of boat / lack of insurance / lack of boat safety certificate / lack of license.</p> <p>Some boaters may experience financial difficulty relocating to the navigational waters. This will place</p>

	<p>A majority of respondents identified that any move without support would likely cause an adverse financial and social impacts.</p> <p>33.3% of respondents advised that if they were no longer able to moor in their current location, they would move onto the navigational waters.</p> <p>16.6% of respondents advised that they would sell their boat and register as homeless.</p>	<p>an additional financial burden on any unregistered boat owners to become registered with CRT for a license. CRT, Citizen's Advice, and other support services may be able to assist with this to ensure that any payment plans are appropriate to individual means.</p> <p>Limited alternative mooring options may be available for boats to safely relocate. All local private marinas are likely to be full to capacity, and the canal network may be full, or have winter mooring charges applied to it by CRT.</p> <p>Although council enforced boat movement may adversely impact socio-economically challenged individuals, regular boat movement is a generally accepted requirement of living on a boat if you are a continuous cruiser as defined by CRT. Lack of previous council enforcement activity has provided boaters moored in the area with a mid-term exclusion from this general requirement but there is no general right to long-term moorings on the river, without a privately owned and CRT-approved mooring. this proposal has been shared with B&amp;NES Housing Department to obtain their support in developing an effective strategy and prepare them for potential increase in support requirements.</p> <p>Communication to be maintained with Canal &amp; Rivers Trust and Julian House to ensure that licensing and other support is given to anyone relocating, to help minimise adverse impacts and support license acquisition and maintenance.</p>
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		<p>Information about support services, should be made available to affected individuals at the earliest opportunity through sharing a GRTBS Contact Book with them when issuing any notices.</p> <p>Where individuals are unable to self-propel their boat from the area, council should consider the need to provide tug or manpower to manually pull the boats from the stretch, onto the navigation.</p>
<p><b>3.12 Rural communities*</b> identify the impact / potential impact on people living in rural communities</p>	<p>The impact on Rural Communities has not yet been actively factored into this project. However, as boats are likely to move back to the navigational waters, it will put pressure on existing mooring capacity.</p>	<p>Any adverse impacts of this work on Rural Communities could be minimised through engagement with Boaters and clear installation of signage on council estate, to ensure boaters are aware of the areas of the river on which they are permitted to moor.</p> <p>Ongoing support from appropriate charities for those who identify needs will also help to address this.</p>
<p><b>3.13 Armed Forces Community **</b> serving members; reservists; veterans and their families, including the bereaved. Public services are required by law to pay due regard to the Armed Forces Community when developing policy, procedures and making decisions, particularly in</p>	<p>This change of policy is likely to affect all people to an equal degree. And is not likely to cause any unfairness or inequality between those in the armed forces community or wider members of the public.</p>	<p>No negative or adverse impacts identified to date.</p>

the areas of public housing, education and healthcare (to remove disadvantage and consider special provision).		
<p><b>3.14 Care Experienced</b> ***</p> <p>This working definition is currently under review and therefore subject to change:</p> <p>In B&amp;NES, you are 'care-experienced' if you spent any time in your childhood in Local Authority care, living away from your parent(s) for example, you were adopted, lived in residential, foster care, kinship care, or a special guardianship arrangement.</p>	<p>This change of policy is not expected to cause any additional unfairness between those who are and are not 'care experienced'.</p>	<p>No negative or adverse impacts identified to date.</p>

\*There is no requirement within the public sector duty of the Equality Act to consider groups who may be disadvantaged due to socio economic status, or because of living in a rural area. However, these are significant issues within B&NES and have therefore been included here.

\*\* The Equality Act does not cover armed forces community. However, the Armed Forces Bill (which came in on 22 Nov 2022) introduces a requirement to pay 'due regard' to make sure the Armed Forces Community are not disadvantaged when accessing public services.

\*\*\*The Equality Act does not cover care experienced people. B&NES adopted this group as a protected characteristic in March 2024 alongside over 80 other Local Authorities. Although we have data for care leavers and children/young people who are currently in the care of B&NES we do not have wider data on disadvantage experienced through being in care.

#### 4. Bath and North East Somerset Council Equality Impact Assessment Improvement Plan

Please list actions that you plan to take as a result of this assessment/analysis. These actions should be based upon the analysis of data and engagement, any gaps in the data you have identified, and any steps you will be taking to address any negative impacts or remove barriers. The actions need to be built into your service planning framework. Actions/targets should be measurable, achievable, realistic and time framed.

Issues identified	Actions required	Progress milestones	Officer responsible	By when
Disability – Causing Barriers for any disabled person to engage.	Alternative Written and Verbal Formats of engagement should be taken in to account to ensure that disabled people that wish to engage in proceedings are able to fully engage and able to raise concerns or support needs. If any engagement events are planned, suitable venues should be used that are fully accessible.	Engagement/notice.  All engagement should sign-post support services available for those in need.	NL (BMPPM)	Throughout the entire project
Disabled & older people & those with caring responsibilities may need extra (physical) help.	Early identification of needs should be linked to longer term support by support charities, helping people pre, during, and post-removal.	This will also be addressed through arrangement of drop-in sessions, giving individuals the opportunity to verbalise concerns and obtain support.		

Age  People of different ages may wish to engage through different communication methods.	Engagement events should allow members of the public to engage via different means – I.e. Online, Paper (Written) and Verbally (In-person). This will enable maximum levels of engagement, whilst ensuring that everyone who wishes to become involved are give the opportunity to do so.	All engagement should sign-post support services available for those in need.	NL (BMPPM)	Throughout the entire project
Financially difficulties may be experienced by individuals during the removal process	Early identification of needs should be linked to longer term support charities, helping people pre, during, and post-removal.	This will also be addressed through arrangement of drop-in sessions, giving individuals the opportunity to verbalise concerns and obtain support.	NL (BMPPM)	Throughout the entire project
Socio-Economic  Creating a lawful, and robust plan for offering housing, and various other support means to those in need.  This work could result in some boaters giving up their boat and registering on the Homeless Register.	Plans to be shared and developed in collaboration with B&NES Housing Department to obtain their support in developing an effective strategy and prepare them for potential increase in support requirements.	All engagement should sign-post support services available for those in need.  This will also be addressed through arrangement of drop-in sessions, giving individuals the opportunity to verbalise concerns and obtain support.	NL (BMPPM)	Throughout the entire project
This work could result in some boaters losing their employment (as a result of having to move to alternate mooring locations... to areas where there is limited access to public transport).	Engagement with CRT, Julian House, and Wellbeing Hub should also start early, and be sustained throughout the project to ensure that support is being given to those who require it.	N/A	N/A	
Some boaters may require assistance moving their boats due to lack of a functional engine. / poor condition of boat / lack of insurance / lack of boat safety certificate / lack of license		Following any such representations being made during the notice period.	NL (BMPPM) with CM (Sponsor)	

Some boaters may experience financial difficulty relocating to the navigational waters. This will place an additional financial burden on any unregistered boat owners to become registered with CRT for a license. CRT, Citizen's Advice, and other support services may be able to assist with this to ensure that any payment plans are appropriate to individual means.	Council to factor movement support in to contingency costs to facilitate the moves. Ongoing support from support charities and CRT should be maintained to minimise this outcome.	Council to maintain effective communications with CRT throughout the process to ensure that updates are shared without delay.		
Limited alternative mooring options may be available for boats to safely relocate. All local private marinas are likely to be full to capacity, and the canal network may be full or locked, or have winter mooring charges applied to it by CRT.	If such representations are made or circumstances arise (lock closures due to heavy rainfalls/high water levels), council to halt progress of possession orders and re-instate it following the 25/26 winter season, or progress legal orders and seek an effective date for after the 25/26 winter season to enable boats to relocate.	The key milestones for this decision will be during any initial notice period and during any court proceedings.		

## 5. Sign off and publishing

Once you have completed this form, it needs to be 'approved' by your Divisional Director or their nominated officer. Following this sign off, send a copy to the Equality Team ([equality@bathnes.gov.uk](mailto:equality@bathnes.gov.uk)), who will publish it on the Council's website. Keep a copy for your own records.

**Signed off by:** Chris Major  
**Date:** 31/10/25

(Divisional Director or nominated senior officer)