Equality Analysis



Please refer to the guidance for carrying out Equality Analysis (available on the intranet). Text in blue is intended to provide guidance – you can delete this from your final version.

| What are the proposals being assessed? | Local Authority Covid Additional Restrictions Fend Policy |
|---|---|
| Which Department/ Division has the responsibility for this? | Corporate Services / Resources |

| Stage 1: Overview | |
|---|---|
| Name and job title of lead officer | David Keppler, Head of Revenues and Benefits |
| What are the aims, objectives and desired outcomes of your proposal? (Also explain proposals | Policy to enable award of business rates reliefs in the form of a reduction to the rates bill. Funding of £4,787,440 million provided by Government. Local policy agreed by Cabinet. |
| → g. reduction/removal of service, eletion of posts, changing criteria etc) | The aim of the Government grant is to help support businesses that have not received any help with their business rates bills for 2021/22. |
| 2. How does this contribute to the council's corporate priorities? | This addresses some concerns with the impact of businesses in the community that have been excluded from any reduction in rates bills – such as hospitality supply chain, language schools. |
| 3. Who will be affected by this proposal? For example who are the external/internal customers, | Local authorities are asked to identify businesses that did not receive relief under the extended retail, hospitality and leisure abd nursery relief schemes. The support is only for businesses that pay business rates. |
| communities, partners, stakeholders, the workforce etc. | The Council will have an application window and then once closed the actual level of support can be calculated. |
| 4. Is the responsibility shared with another department, authority or organisation? If so, who are the partners and who has overall responsibility? | None – the Council has responsibility for delivering this |

Stage 2: Collecting evidence/ data

| 5. | What evidence have | you considered as | part of this assessment? |
|----|--------------------|-------------------|--------------------------|
|----|--------------------|-------------------|--------------------------|

Provide details of the information you have reviewed to determine the impact your proposal would have on the protected characteristics (equality groups).

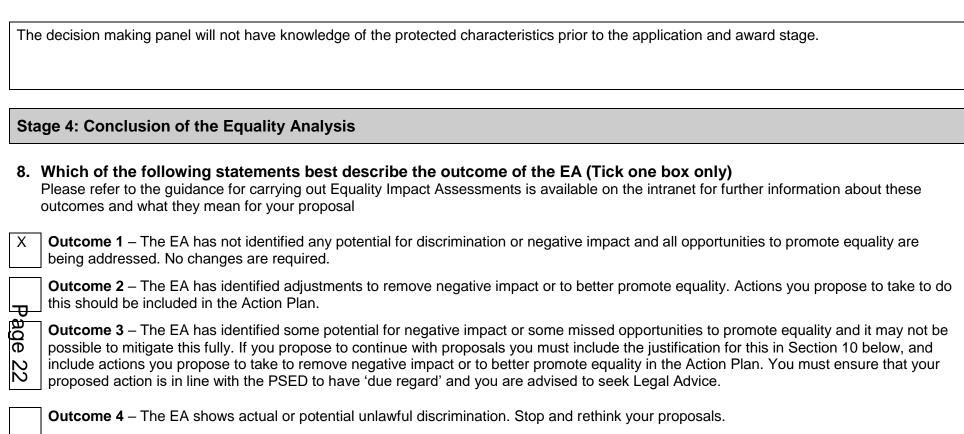
| This is a very recent addition to economic packages announced by Central Government to address the financial impact on business as a result of the pandemic. |
|--|
| We have used the guidance issued by Central Government as the underlying principles of the scheme although we have the discretion to modify to address any known local issues. |
| Applications will be assessed against the Council's criteria and policy by the Head of Revenues and Benefits. |
| The relief may have a positive impact on businesses or organisations in the borough. The relief may have a positive impact on businesses or organisations in the borough. The level of funding available will likely result in a relatively small percentage reduction in rates bills. Therefore many businesses that have been reflected by the pandemic will still be required to pay business rates for 2021/22 |
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Stage 3: Assessing impact and analysis

6. From the evidence you have considered, what areas of concern have you identified regarding the potential negative and positive impact on one or more protected characteristics (equality groups)?

| Protected characteristic (equality group) | Tick which applies Positive impact | | Tick which applies Potential negative impact | | Reason Briefly explain what positive or negative impact has been identified |
|---|------------------------------------|----|--|----|--|
| | Yes | No | Yes | No | |
| Age | | N | | N | All local specialist businesses will be able to apply if they meet the criteria. |
| Disability | | N | | N | All local specialist businesses will be able to apply if they meet the criteria. |
| Gender Reassignment | | N | | N | |
| Marriage and Civil Partnership | | N | | N | |
| Pregnancy and Maternity | | N | | | |
| Race | | N | | N | All local specialist businesses will be able to apply if they meet the criteria. |
| Religion/ belief | | N | | N | |
| Sex (Gender) | | N | | N | All local specialist businesses will be able to apply if they meet the criteria. |
| 2 | | | | | |
| S exual orientation | | N | | N | |
| Socio-economic status | | N | | N | All local specialist businesses will be able to apply if they meet the criteria. |
| | | | | | |

7. If you have identified a negative impact, how do you plan to mitigate it?



Stage 5: Improvement Action Pan

9. Equality Analysis Improvement Action Plan template – Making adjustments for negative impact

This action plan should be completed after the analysis and should outline action(s) to be taken to mitigate the potential negative impact identified (expanding on information provided in Section 7 above).

| Negative impact/ gap in information identified in the Equality Analysis | Action required to mitigate | How will you know this is achieved? e.g. performance measure/ target) | By when | Existing or additional resources? | Lead Officer | Action added to divisional/ team plan? |
|---|-----------------------------|---|------------|-----------------------------------|-----------------|--|
| | | | | | | |
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Note that the full impact of the decision may only be known after the proposals have been implemented; therefore it is important the effective monitoring is in place to assess the impact.

tage 6: Reporting outcomes

10. Summary of the equality analysis

This section can also be used in your decision making reports (CMT/Cabinet/etc) but you must also attach the assessment to the report, or provide a hyperlink

This Equality Analysis has resulted in an Outcome 1 Assessment

| Stage 7: Sign off by Director/ Head of Service | | | | | | |
|---|---|----------------------|---------------------|--|--|--|
| Assessment completed by | David Keppler – Head of Revenues and Benefits | Signature: D Keppler | Date: 14 January 22 | | | |
| Improvement action plan signed off by Director/ Head of Service | Roger Kershaw – Assistant Director Resources | Signature: R Kershaw | Date: 25 January 22 | | | |