

Equality Impact Assessment

Section 1: Identifying details

Your function, service area and team: Resources, Revenues, Business Rates

If you are submitting this EqlA on behalf of another function, service area or team, specify the originating function, service area or team: N/A

Title of policy or decision: 2017 Revaluation Discretionary Rate Relief Scheme

Officer completing the EqlA: Tel: Rob Pavey Email: 4211

Date of completing the assessment: 17th August 2017

Section 2: Policy to be analysed

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| 2.1 | <p>Is this a new policy (or decision) or a change to an existing policy, practice or project?</p> <p>New policy</p> |
| 2.2 | <p>Describe the main aims, objectives and purpose of the policy (or decision): To provide rate relief to local businesses within the scheme that have experienced an increase in their bills as a result of the 2017 Business Rates Revaluation.</p> <p>What outcome(s) are you hoping to achieve (ie decommissioning or commissioning a service)? To increase the ability to pay Business Rates bills of those who receive the relief.</p> |
| 2.3 | <p>Does or will the policy or decision affect:</p> <ul style="list-style-type: none">• service users• employees• the wider community or groups of people, particularly where there are areas of known inequalities? <p>It affects ratepayers within the district.</p> <p>Will the policy or decision influence how organisations operate? No</p> |
| 2.4 | <p>Will the policy or decision involve substantial changes in resources? No</p> |
| 2.5 | <p>Is this policy or decision associated with any of the Council's other policies and how, if applicable, does the proposed policy support corporate outcomes? No</p> |

Section 3: Evidence/data about the user population and consultation¹

As a minimum you must consider what is known about the population likely to be affected which will support your understanding of the impact of the policy, eg service uptake/usage, customer satisfaction surveys, staffing data, performance data, research information (national, regional and local data sources).

| | |
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| 3.1 | What does the information tell you about those groups identified? Analysis of the effects of the 2017 Revaluation has identified those ratepayers who will be eligible for the relief. The scheme is targeting local businesses and will improve their ability to pay their bills |
| 3.2 | Have you consulted or involved those groups that are likely to be affected by the policy or decision you want to implement? If so, what were their views and how have their views influenced your decision? Consultation has taken place with the other major precepting authorities who are part of local business rates retention plus the Essex Police and Crime Commissioner. Their comments will be reported to the Cabinet meeting. |
| 3.3 | If you have not consulted or engaged with communities that are likely to be affected by the policy or decision, give details about when you intend to carry out consultation or provide reasons for why you feel this is not necessary: The scheme has a limited level of funding via s31 grant and as such national businesses, chains and multi-nationals have been excluded, as well as empty properties (so as not to provide a disincentive to occupy properties). Consultation with these organisations would be lengthy and administratively expensive. Smaller local businesses are the recipients of the relief and as this is a positive measure contained by affordability consultation would only delay the process in distributing the relief. |

Section 4: Impact of policy or decision

Use this section to assess any potential impact on equality groups based on what you now know.

| Description of impact | Nature of impact Positive, neutral, adverse (explain why) | Extent of impact Low, medium, high (use L, M or H) |
|------------------------------|--|---|
| Age | | |
| Disability | | |
| Gender | | |
| Gender reassignment | | |
| Marriage/civil partnership | | |
| Pregnancy/maternity | | |
| Race | | |
| Religion/belief | | |
| Sexual orientation | | |

None in this category specifically although local businesses and sole traders will benefit from the scheme along with local charities.

Section 5: Conclusion

| | | Tick Yes/No as appropriate | |
|-----|--|--|--|
| 5.1 | Does the EqlA in Section 4 indicate that the policy or decision would have a medium or high adverse impact on one or more equality groups? | No <input checked="" type="checkbox"/> | |
| | | Yes <input type="checkbox"/> | If ' YES ', use the action plan at Section 6 to describe the adverse impacts and what mitigating actions you could put in place. |

Section 6: Action plan to address and monitor adverse impacts

| What are the potential adverse impacts? | What are the mitigating actions? | Date they will be achieved. |
|---|--|-----------------------------|
| Those businesses not eligible for the relief may complain or appeal | The scheme is discretionary and defined by the approved policy. The parameters of the scheme are also defined by Government. | October 2017 |
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Section 7: Sign off

**I confirm that this initial analysis has been completed appropriately.
(A typed signature is sufficient.)**

Signature of Head of Service: Bob Palmer

Date:

Signature of person completing the EqIA: Rob Pavey

Date: 17th August 2017**Advice**

Keep your director informed of all equality & diversity issues. We recommend that you forward a copy of every EqIA you undertake to the director responsible for the service area. Retain a copy of this EqIA for your records. If this EqIA relates to a continuing project, ensure this document is kept under review and updated, eg after a consultation has been undertaken.