

Equality Impact Relevance Check Form



The Public Sector Equality Duty requires us to eliminate discrimination, advance equality of opportunity and foster good relations with protected groups. This tool will identify the equalities relevance of a proposal, and establish whether a full Equality Impact Assessment will be required.

What is the proposal?	
Name of the proposal	Business Rates Reliefs
Type of proposal (new or changed Strategy, policy, project, service or budget):	Minor change to existing policy
Brief description of the proposal:	Agreement sought to amend policy in line with legislation/ govt guidance
Name of lead officer:	Alison Hann

You should consider whether the proposal has the potential to negatively impact on citizens or staff in the following ways:

- Access to or participation in a service,
- Levels of representation in our workforce, or
- Reducing quality of life (i.e. health, education, standard of living)

A negative impact is any change that could be considered detrimental. If a negative impact is imposed on any citizens or staff with protected characteristics, the Council has a legal duty to undertake a full Equality Impact Assessment.

Could your proposal negatively impact citizens with protected characteristics? (This includes service users and the wider community)	NO
Could your proposal negatively impact staff with protected characteristics? (i.e. reduction in posts, changes to working hours or locations, changes in pay)	NO

Is a full Equality Impact Assessment required?	NO
If Yes, Please provide a brief description of where there may be negative impacts, and for whom. Then complete a full Equality Impact assessment Form	
If No, Please set out your justification for why not.	
This policy change is to enable extended relief to the businesses in the Hospitality, Retail and Leisure sectors for a further year and introduce a relief for those who do not fit the above criteria but have been adversely affected by Covid-19. There will be no negative impact on businesses owned by or serving people from Protected Characteristics. The reliefs will deliver a positive impact to those who receive them therefore no full Equality Impact Assessment is required.	
Service Director / Manager sign-off and date	Kirsty Larkins 22/1/22
Equalities Officer sign-off and date	Dave Crisfield 24 th January 2022