Bristol City Council Equality Impact Relevance Check

This tool will identify the equalities relevance of a proposal, and establish whether a full Equality Impact Assessment will be required. Please read the guidance prior to completing this relevance check.

What is the proposal?	
Name of proposal	Corporate Strategy: Business Plan
Please outline the proposal.	The aim of the Business Plan is to show what actions we will take in 2018/19 to meet the commitments that have been made in the Corporate Strategy 2018-2023 For each of the key commitments in the Corporate Strategy the Business Plan summarises high level actions and success measures that will make sure we spend our money, time and resources as effectively as possible.
What savings will this proposal achieve?	The Business Plan is aligned to the Corporate Strategy. Whilst the document is not a savings plan, it notes that the council must close a budget gap £108m within its timescale. Actual savings will be achieved through individual proposals outlined in the council's annual budget and five-year savings plan.
Name of Lead Officer	Tim Borrett

Could your proposal impact citizens with protected characteristics?   (This includes service users and the wider community)
Please outline where there may be significant opportunities or positive impacts, and for whom.
The Business Plan outlines what we will do to meet the commitments in the Corporate Strategy including the key aim to create a fairer Bristol, where everyone can share in the city's success. Reducing inequality runs throughout the themes and key commitments outlined in the strategy, and the actions are clearly aimed at creating positive outcomes for disadvantaged groups/communities.
Please outline where there may be significant negative impacts, and for whom.
The actions summarised in the Business Plan touch on all aspects of council business and therefore bring all Bristol citizens in to scope, particularly vulnerable people who receive the most critical services. We will ensure that due regard is given to any potential negative impact of specific proposals on people with protected characteristics by conducting individual Equality Impact Assessments for specific actions and proposals whenever Relevance Checks indicate they are required.

Could your proposal impact staff with protected characteristics? (i.e. reduction in posts, changes to working hours or locations, changes in pay)
Please outline where there may be significant opportunities or positive impacts, and for whom.
It is likely that the actions outlined in the Business Plan will require organisational change which will have an impact on our workforce. Equality Impact Assessments will be carried on an individual basis for these proposals (where required) to assess and maximise positive impacts for staff with protected characteristics.
Please outline where there may be negative impacts, and for whom.
As above - Equality Impact Assessments will be carried on an individual basis for outlined proposals (where required) to assess and mitigate potential negative impacts for staff with protected characteristics.

Is a full Equality Impact Assessment required?	
Does the proposal have the potential to impact on people with protected characteristics 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) ?	
Please indicate yes or no. If the answer is yes then a full impact assessment must be carried out. If the answer is no, please provide a justification.	No. The Business Plan is a thematic summary of top level actions and the most important measures of our success only. On this basis, Equality Relevance Checks and, where required, Equality Impact Assessments must be carried out for specific actions and proposals on a case by case basis.
Service Director sign-off and date: Tim Borrett, Acting Director of Policy and Strategy, 22/03/2018	Equalities Officer sign-off and date: Duncan Fleming 19/04/2018