

Equality Impact Assessment [version 2.11]



Title: Discretionary Rate Relief (R30)	
<input checked="" type="checkbox"/> Policy <input type="checkbox"/> Strategy <input type="checkbox"/> Function <input type="checkbox"/> Service <input type="checkbox"/> Other [please state]	<input type="checkbox"/> New <input type="checkbox"/> Already exists / review <input checked="" type="checkbox"/> Changing
Directorate: Finance	Lead Officer name: Jane Hadley
Service Area: Revenues & Benefits	Lead Officer role: Revenues Operations Manager

Step 1: What do we want to do?

The purpose of an Equality Impact Assessment is to assist decision makers in understanding the impact of proposals as part of their duties under the Equality Act 2010. Detailed guidance to support completion can be found here [Equality Impact Assessments \(EqIA\) \(sharepoint.com\)](#).

This assessment should be started at the beginning of the process by someone with a good knowledge of the proposal and service area, and sufficient influence over the proposal. It is good practice to take a team approach to completing the equality impact assessment. Please contact the [Equality and Inclusion Team](#) early for advice and feedback.

1.1 What are the aims and objectives/purpose of this proposal?

Briefly explain the purpose of the proposal and why it is needed. Describe who it is aimed at and the intended aims / outcomes. Where known also summarise the key actions you plan to undertake. Please use plain English, avoiding jargon and acronyms. Equality Impact Assessments are viewed by a wide range of people including decision-makers and the wider public.

This proposal is to remove Discretionary Rate Relief (with effect from April 2024) which is currently provided to Leisure Centres under pre-existing contracts, however the recipient organisations do not meet the criteria of the DRR policy.

1.2 Who will the proposal have the potential to affect?

- | | | |
|---|--|--|
| <input type="checkbox"/> Bristol City Council workforce | <input type="checkbox"/> Service users | <input type="checkbox"/> The wider community |
| <input type="checkbox"/> Commissioned services | <input type="checkbox"/> City partners / Stakeholder organisations | |

Additional comments: The award of this relief results in a reduction in business rates payable to the authority and is therefore 'funded' through corporate budgets. Removal of the relief will, under existing contracts with Leisure Centres, result in the loss of an equivalent sum from the relevant service budget (Leisure Services).

1.3 Will the proposal have an equality impact?

Could the proposal affect access levels of representation or participation in a service, or does it have the potential to change e.g. quality of life: health, education, or standard of living etc.?

If 'No' explain why you are sure there will be no equality impact, then skip steps 2-4 and request review by Equality and Inclusion Team.

If 'Yes' complete the rest of this assessment, or if you plan to complete the assessment at a later stage please state this clearly here and request review by the Equality and Inclusion Team.

Yes No [please select]

There will be no impact on citizens, organisations, or businesses from this proposal, though it may create a pressure in the relevant service budget. Should that be the case, any proposals to mitigate that may require their own EQIA.

Step 5: Review

The Equality and Inclusion Team need at least five working days to comment and feedback on your EqIA. EqIAs should only be marked as reviewed when they provide sufficient information for decision-makers on the equalities impact of the proposal. Please seek feedback and review from the [Equality and Inclusion Team](#) before requesting sign off from your Director¹.

Equality and Inclusion Team Review: <i>Reviewed by Equality and Inclusion Team</i>	Director Sign-Off: Denise Murray, Director of Finance/S151 Officer
Date: 5/1/2023	Date: 19/1/23

¹ Review by the Equality and Inclusion Team confirms there is sufficient analysis for decision makers to consider the likely equality impacts at this stage. This is not an endorsement or approval of the proposal.