

# EQUALITY IMPACT ASSESSMENT

## SCREENING DOCUMENT

**Name of Proposal**

Financial Resilience And Policy Support For People,  
Businesses And Key Suppliers – Proposed Revisions (Report  
173/20)

**Lead Department/Service**

Finance

What is the aim of the proposal?

The report seeks the Committee's approval of revisions to the Council's financial resilience support for local people and businesses which would apply from 1 July 2020. The proposed revisions are intended to strike an appropriate balance between continuing to support local people and businesses and taking appropriate steps to collect monies due to the Council which will reduce the risks to the Council's own financial sustainability.

Is this a new or a review of an existing policy, procedure, function or report?

The report reviews existing temporary policies implemented to respond to COVID-19 and seeks to discontinue some of those temporary policies and revert to the Council's existing policies and procedures which have previously been subject to equalities impact review. On key suppliers the report proposes to continue these temporary arrangements for a further period.

### Screening Process

1. Has the proposal already been assessed for its impact on age; disability; gender; gender re-assignment; pregnancy/maternity; marriage and civil partnership; race; religion and belief; and sexual orientation? **If yes, go to 1 a. If no, go to 1 b.**

**1 a.** Unless there have been significant changes, no further action is required. **Please add your name, position and date below at 3.**

**1 b.** Does the proposal involve or have consequences for the people the council serves or employs? **If yes, go to 2. If no, go to 1 c.**

**1 c.** Please state why not

**The proposal is not relevant and no further action is required. Sign and date below at 3.**

**2.** Is the proposal relevant to one or more of the protected characteristics? **If yes, go to 2 a. If no, go to 2 b.**

**2 a. Proceed to Step 1 of the Full Equality Impact Assessment on page 2.**

**2 b.** Please state why not

**The proposal not relevant and no further action is required. Add your name, position and date below at 3.**

**3. Name:**

\_\_\_\_\_

**Position:**

\_\_\_\_\_

**Date:**

\_\_\_\_\_

## FULL EQUALITY IMPACT ASSESSMENT

### Step 1

Are there any statutory legal requirements affecting this proposal? If so please describe.

The Council has duties to ensure debts due are collected effectively and the report proposals are consistent with those duties

### Step 2

What data/research is available to assess the likely impact of the proposal?

Data is limited to previous year trends and information on debts outstanding now. The impact will depend on individual circumstances and the policy approach will take those circumstances into account.

### Step 3

Is there any reason to believe the proposal could affect people differently due to their protected characteristic ie age; disability; gender; gender re-assignment; pregnancy/maternity; marriage and civil partnership; race; religion and belief; and sexual orientation? Please **place a cross** in each box that applies, and give details alongside.

Age  It is possible that some citizens due to their age may be less able to use all avenues for payment of any sums due e.g. payment in cash is still possible but may not be a suitable option for anyone shielding or otherwise unable to use that option \_\_\_\_\_

Disability  Similar to Age comments above – people with disabilities may be less able to use all means of transacting with the Council and alternative approaches may be required \_\_\_\_\_

Gender  \_\_\_\_\_

Gender Re-assignment  \_\_\_\_\_

Pregnancy/maternity  \_\_\_\_\_

Marriage and civil Partnership  \_\_\_\_\_

Race  \_\_\_\_\_

Religion and belief  \_\_\_\_\_

Sexual orientation  \_\_\_\_\_

### Step 4

Is there evidence to suggest that any part of the proposal could unlawfully discriminate against people? If so, how?

No – the Council will treat all people, businesses and suppliers fairly and equitably in our approach to policy implementation and that will include responding as far as possible to individual circumstances.

### Step 5

Can the proposal be seen to favour one section of the community

Yes  No

or deny opportunities to another?

Yes  No

If yes, please give details.

**Step 6**

Does the proposal advance or restrict equality?

Yes  No

If yes, give details

The proposals are considered to be broadly neutral in equalities terms and in the main involve the reinstatement of existing policies and procedures.

**Step 7**

Are there any other actions which could have been taken to enhance equality of opportunity?

If so please state

The proposals offer a comprehensive range of supports which will enable us to respond to individual circumstances wherever possible with the staff resources available

**Step 8**

Based on the work you have done, rate the level of relevance being allocated to this proposal.

High  Medium  Low  Unknown

**Step 9**

If during **Steps 3 - 6** there has been an adverse impact identified, consider whether this can be justified.

Yes  No

If yes please give details.

If no, consider alternative ways of delivering the proposal to minimise negative impact or eliminate unlawful discrimination. Give details of the changes to be made to the proposal.

Negative impacts are considered to be limited and we will work with people to ensure as far as practical that they can transact with the Council in a manner which suits their needs and circumstances

**Step 10**

Do you need to carry out a further impact assessment?

Yes  No

If yes, what actions do you need to take?

**Step 11**

Make arrangements to monitor and review the impact assessment.

The report advises that the policies will be kept under review

**Step 12**

Publish impact assessment.

Where will the Equality Impact Assessment be published?

As part of the Committee papers on Council website

Please state your name, position and date, and forward this pro forma either to your designated Equality Impact Assessment Co-ordinator, or if it refers to a committee report, it should be forwarded with the report to committee services.

**Name: Ian Lorimer**

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**Position: Director of Finance**

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**Date: 17 June 2020**

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**For additional information and advice please contact:**  
the Equalities Officer - Tel: 01307 476058 or E-mail: [Equalities@angus.gov.uk](mailto:Equalities@angus.gov.uk)