

Budget Equality Impact Assessment – pro-forma

This budget Equality Impact Assessment (EIA) checklist will help you and the Council to assess whether there are any negative impacts on customers or stakeholders affected by the recommendations for budget proposals.

It is an opportunity for you and the Council to check whether your budget recommendation leaves those affected by its implementation worse off than they were before the decision was taken. If there are negative impacts, the EIA should specify how these can be reduced or removed. The identification of any negative / adverse impact and putting in place actions to reduce the impact is in line with our statutory duty under the Equality Act 2010 (age, disability, gender, transgender, race, religion/ belief, and sexual orientation).

The EIA is also an opportunity to promote the positive benefits you anticipate will be received by customers or stakeholders as a result of the budget proposal.

The EIA should address whether these positive benefits are equitable across the range of diversity groups affected by the decision (on the basis of age, disability, gender, transgender, race, religion/belief, and sexual orientation), and whether they contribute to positive attitudes and relations between different diversity groups within the **borough / district – delete as applicable**. As above, if the positive benefits are not equitably received by all diversity groups, the EIA should specify how any inequities can be reduced or removed.

What to do

Your EIA should be started as soon as possible, as part of the process of producing your budget proposals. The Council's statutory Duty to Involve (Disability Discrimination (Amendment) Act 2000, Sustainable Communities Act 2007) means that a range of stakeholders including **members of service user groups (don't forget children and young people), staff groups, partnerships, forums etc.** should be involved in service analysis, planning, implementation and review. Please ensure that the evidence on which you base your budget proposals includes this kind of input. If it is not present, identify it as a gap in your EIA and say in your action plan what will be done to address this gap.

Discuss the questions in the attached template with the officers who have been involved in the development of your budget proposals. Identify whether there are any potential negative impacts for any of your customers. If there are, discuss with the group what actions can be taken to reduce or remove these negative impacts for the customers involved. Be specific as to which actions apply to which protected diversity characteristics.

Budget Equality Impact Assessment

Budget proposal	Charge Parish Councils for election services
Directorate / Service	Communications
Names and roles of the people involved	Sally Renwick, Elections Officer, Angela Tebbutt, HoS
Date EIA completed	5 Jan 2011
Date approved by the <i>[insert name of signing group here]</i>	

1.	Who are the customers or stakeholders affected by the budget proposal?
Parish Councils	

2.	Which of those customers or stakeholders (mentioned at point 1) have you consulted with?
None todate	

3a.	What are the expected positive impacts that customers or stakeholders will receive as a result of the budget proposal?
No positive impact for parish councils as they would have to pay. It would be positive for the Borough Council from a budget perspective.	
b.	Are there any differential outcomes between different diversity groups arising from the implementation of the budget proposal?
The proposal would not impact on individual groups by diversity as they would affect everyone and no one disproportionately within diversity groups. Added charge to Parish Councils. It may discourage Parishes from holding elections which would not be in line with best practice and may meant people do not have the opportunity to stand for election which may have an adverse affect but we would need to undertake further research into the diversity make up of communities and elected councillors.	
c.	Which groups benefit, and which do not?
MBC benefits. Parish Councils do not. The benefits are financial.	
d.	If there are differential outcomes between different diversity groups, how can the outcomes be made more equitable for all diversity groups?

Unless further research indicates that there is inequality with regards to the make up of the community v the parish councillors and that pcs will not hold elections if they have to pay thus, making it less accessible to people from diverse groups there is no adverse effect.

4a.	What are the potential negative/adverse impacts that customers or stakeholders could receive as a result of the implementation of the budget proposal?
Increased cost for Parish Councils	
b.	Which protected diversity groups would be affected/most affected? How would they be affected?
Diversity groups not affected adversely, see above.	
c.	How can these negative impacts be reduced or removed? (<i>add these to your action plan</i>)
If evidence suggests that parish councils do not hold elections and due to the make up of the demographics this results in an impact then the impact could be reduced by positively encouraging pcs to hold elections. There is no information readily available that suggests this is or would be the case.	

Action Plan

Diversity group	Adverse impact identified	Action required	Anticipated outcome and when it should be measured	Lead Officer	Timescale for action/ measurement
Age					
Disability					
Gender/Gender Identity					
Race					
Religion/ Belief					
Sexual Orientation					
Priority neighbourhoods					
Other associated issues (if appropriate)					

NOTE: All boxes must be completed, and relevant actions must be carried over and included in your service plan