

SSDC Equality Analysis Template (2017)

Page 1: What is Equality Analysis?

Q1. Q1.1 Please describe the change that is the subject of this EqA i.e. the introduction of a new, or significant change to an existing, policy strategy, service or function .

Introduction of a new relief policy to allocate funding provided by Central Government to assist businesses and organisations that have been adversely affected by the business rate revaluation.

Page 2: EQUALITY ANALYSIS (EA)

Q2. Q2.1 What information have you used to analyse the effects on equality, particularly in relation to protected groups?

We have reviewed how every business and organisation across South Somerset has been affected.

The only data we have is the Ratepayers name and address (some of whom are businesses and not individuals) so it has not been possible to analyse impact with regard to protected characteristics. This information is not available.

What we do know is charitable relief will still be provided as before and that the new policy also makes provision for an amount of discretionary relief that can be awarded on a case by case basis for those that are experiencing difficulty paying (hardship) as a direct result of revaluation but are not eligible under the policy for relief.

The policy will be reviewed to ensure the policy is making the most effective use of the revaluation relief grant provided by Government.

Q3. Q2.2 What has this information told you about the potential effect on equality, particularly in relation to the protected groups?

we have not been able to make an assessment as this information is not available

Q4. Q2.3 The Equality Act Aims to: Eliminate unlawful discrimination, harassment and victimisation Advance equality of opportunity Foster good relations With these three aims in mind, what is your assessment of the likely impact of the policy, strategy, service or function on the following?:

	Likely to benefit (Positive Impact)	Likely to disadvantage (Negative Impact)	No specific impact
People from different age groups			X
Men or women			X
Women who are pregnant or have recently given birth			X
People who have undergone, are proposing or are undergoing gender reassignment			X
People with disabilities or carers			X
People from different religions, belief or faith (including those with no belief)			X
People of different race or ethnicity			X
People who are lesbian, gay or bisexual			X
Marriage/Civil Partnership			X
People who are serving or have served in the armed forces and their families* (* this group is not protected by the Equality Act but are still potentially vulnerable or at risk of exclusion)			X

Q5. Q2.4 Where you have indicated a Positive or Negative Impact in Q2.3, please describe in more detail what the specific Impacts are.

Not applicable

Q6. Q2.5 What actions will be, or have been taken to either mitigate any negative impacts or create a positive impact as identified in Q4?

Not Applicable

Q7. Q2.6 If there is a need to review the EqA, when do you propose to do this?

* 04/12/2017

Q8. Q2.7 How will you monitor the impact that the decision or policy has had on protected groups?

We cannot monitor impact on specific groups due to the lack of data. After thorough consideration there cannot be any form of link between the intention of this policy and protected characteristics as the relief is purely about helping business or organisations that have been most adversely affected by an increase in their rates.

The team will monitor the take up of the revaluation support and the special revaluation discretionary relief, this will identify any issues in terms of the accessibility of claiming the relief.

For clarity ratepayers will be directly contacted, to advise them of the relief and to advise them of how to apply, some will be able to apply over the telephone.

Page 3: Quality Check / Approval Log

Q9. Q3.1 Date and name of Officer Completing the EqA

* 29/08/2017

Name of Officer Completing the EqA and Date Completed
J Gale

Q10. Q3.2 Date and name of the Line Manager/Senior Manager approving the EqA

* 31/08/2017

Name of the Line Manager approving the EqA
Ian Potter

Q11. Q3.3 Date and Name of the Equality Coordinator signing off the EA

* 31/08/2017

Name of the Equality Coordinator
David Crisfield

Q12. Q3.4 Any Comments

No Response