

# EQUALITY IMPACT ASSESSMENT FORM



Equality impact assessment is a legal requirement for all strategies, plans, functions, policies, procedures and services under the Equalities Act 2010. We are also legally required to publish assessments.

## Section 1: Description

|  |  |  |   |
|--|--|--|---|
| Department   | FINANCE & BUSINESS SERVICES  | Lead officer responsible for assessment      | PAUL MANNING                            |
| Service  | REVENUES   | Other members of team undertaking assessment | ANDREA WALKER                           |
| Date   | 17/07/2012   | Version                                      | 1                                       |
| Type of document (mark as appropriate)   | <div>Strategy</div> <div>Plan</div>  | <div>Function</div> <div>Policy</div>        | <div>Procedure</div> <div>Service</div> |
| Is this a new/existing/revision of an existing document (mark as appropriate)  | New  | Existing                                     | Revision                                |
| Title and subject of the impact assessment (include a brief description of the aims, outcomes , operational issues as appropriate and how it fits in with the wider aims of the organisation)<br><br>Please attach a copy of the strategy/plan/function/policy/procedure/service | <b>NNDR Rate Relief Policy Revision</b><br><br>Discretionary Rate Relief for Charitable and Non-Profit making organisations was previously granted at different levels by the three legacy district Councils. At reorganisation, Cheshire East introduced its own Rate Relief policy. Organisations that had previously been granted a lower level of Relief than the Cheshire East policy allowed were granted additional Relief. Organisations that had previously been granted a higher level of Relief than that awarded by Cheshire East had their position protected. The revision is required in order to balance the inequities in awards of Rate Relief in relation to different areas of Cheshire. |  |   |
| Who are the main stakeholders? (eg general public, employees, Councillors, partners, specific audiences)   | Charitable and 'Non Profit making' organisations and their stakeholders  |  |   |

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## Section 2: Initial screening

|  |   |                          |                              |                          |                          |                   |                                     |                          |        |                          |                          |
|--|---|--------------------------|------------------------------|--------------------------|--------------------------|-------------------|-------------------------------------|--------------------------|--------|--------------------------|--------------------------|
| <b>Who is affected?</b><br>(This may or may not include the stakeholders listed above)   | Charitable and 'Non Profit making' organisations and their stakeholders   |                          |                              |                          |                          |                   |                                     |                          |        |                          |                          |
| <b>Who is intended to benefit and how?</b>   | Other Charitable and 'non-profit making' organisations will no longer be disadvantaged<br>Council Tax payers – reduction in Cheshire East expenditure |                          |                              |                          |                          |                   |                                     |                          |        |                          |                          |
| <b>Could there be a different impact or outcome for some groups?</b>   | Yes   |                          |                              |                          |                          |                   |                                     |                          |        |                          |                          |
| <b>Does it include making decisions based on individual characteristics, needs or circumstances?</b>   | No  |                          |                              |                          |                          |                   |                                     |                          |        |                          |                          |
| <b>Are relations between different groups or communities likely to be affected?</b><br>(eg will it favour one particular group or deny opportunities for others?)  | No  |                          |                              |                          |                          |                   |                                     |                          |        |                          |                          |
| <b>Is there any specific targeted action to promote equality? Is there a history of unequal outcomes (do you have enough evidence to prove otherwise)?</b>   | No.   |                          |                              |                          |                          |                   |                                     |                          |        |                          |                          |
| <b>Is there an actual or potential negative impact on these specific characteristics? (Please tick)</b><br><br>Due to the nature of the organisations affected, there may be an impact on a number of the following characteristics depending on the organisations' particular area of work. We have identified that the organisations may assist groups which reflect the following characteristics |   |                          |                              |                          |                          |                   |                                     |                          |        |                          |                          |
| Age  | <input checked="" type="checkbox"/>   | <input type="checkbox"/> | Marriage & civil partnership | <input type="checkbox"/> | <input type="checkbox"/> | Religion & belief | <input checked="" type="checkbox"/> | <input type="checkbox"/> | Carers | <input type="checkbox"/> | <input type="checkbox"/> |

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|  |  |   |                       |   |   |                    |          |   |                       |                                      |    |
|--|--|---|-----------------------|---|---|--------------------|----------|---|-----------------------|--------------------------------------|----|
| Disability   | <b>Y</b>   | N | Pregnancy & maternity | Y | N | Sex                | <b>Y</b> | N | Socio-economic status | Y                                    | N  |
| Gender reassignment  | Y  | N | Race                  | Y | N | Sexual orientation | Y        | N |                       |                                      |    |
| What evidence do you have to support your findings? (quantitative and qualitative) Please provide additional information that you wish to include as appendices to this document, i.e., graphs, tables, charts |  |   |                       |   |   |                    |          |   |                       | Consultation/involvement carried out |    |
|  |  |   |                       |   |   |                    |          |   |                       | Yes                                  | No |
| Age  | <p>Organisations supporting groups for whom any of the relevant characteristics are subject to impact have been notified of the impact at an early stage and a number have responded. The responses will be considered by Cabinet members when the policy is reviewed. Groups representing the specific characteristics indicated above have been identified and details and further information is attached for each.</p> <p>Support and advice will be offered through engagement with CVS in terms of signposting alternative channels for funding where this is available. For example, CVS are liaising with Sport Cheshire to support sporting clubs that may be affected by a revised policy.</p> <p>Cheshire East Council may consider alternative, shorter term relief in certain circumstances where other funding is not available.</p> |   |                       |   |   |                    |          |   |                       |                                      |    |
| Disability   |  |   |                       |   |   |                    |          |   |                       |                                      |    |
| Gender reassignment  |  |   |                       |   |   |                    |          |   |                       |                                      |    |
| Marriage & civil partnership   |  |   |                       |   |   |                    |          |   |                       |                                      |    |
| Pregnancy & maternity  |  |   |                       |   |   |                    |          |   |                       |                                      |    |
| Race   |  |   |                       |   |   |                    |          |   |                       |                                      |    |
| Religion & belief  |  |   |                       |   |   |                    |          |   |                       |                                      |    |
| Sex  |  |   |                       |   |   |                    |          |   |                       |                                      |    |
| Sexual orientation   |  |   |                       |   |   |                    |          |   |                       |                                      |    |
| Carers   |  |   |                       |   |   |                    |          |   |                       |                                      |    |
| Socio-economic status  |  |   |                       |   |   |                    |          |   |                       |                                      |    |

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|  |     |    |                 |
|--|-----|----|-----------------|
| Proceed to full impact assessment? (Please tick) | Yes | No | Date 17/07/2012 |
|--|-----|----|-----------------|

Please publish this completed EIA form on your website