

Chesterfield Borough Council Equality Impact Assessment - Full Assessment Form

<i>Title of the policy, project, service, function or strategy:</i>		Review of Members Allowance Scheme / Independent Remuneration Panel Review
<i>Service Area:</i>	Corporate	
<i>Section:</i>	Democratic and Elections / Monitoring Officer	
<i>Lead Officer:</i>	Gerard Rogers	
<i>Date of assessment:</i>	November 2023	
<i>Is the policy, project, service, function or strategy:</i>		
<i>Existing</i>	<input type="checkbox"/>	
<i>Changed</i>	<input checked="" type="checkbox"/>	
<i>New / Proposed</i>	<input type="checkbox"/>	

Section 1 – Clear aims and objectives

1. What is the aim of the policy, project, service, function or strategy?
<p>The Local Authorities (Members Allowances) (England) Regulations 2003 requires the Council to establish an independent remuneration panel (IRP) and have due regard to their findings when establishing or updating their member allowances scheme. The Chesterfield Borough Council members allowance scheme is reviewed every four years following borough elections.</p> <p>An Independent Remuneration panel has been recruited to for the period 2023 – 2027. The panel have now submitted their report which recommends a number of changes to the members allowance scheme. These will be considered by Full Council in December 2023 and if accepted will be implemented for 2024/25.</p>
2. Who is intended to benefit from the policy and how?
<p>The overall scheme helps to attract a more diverse range of potential elected members by providing fair remuneration and increased support. Enhanced provisions around sickness, ill health, disability and care responsibilities have been considered specifically as</p>

part of the scheme. Between the 2019 review and this current review additional voluntary provisions have already been made around members parental leave.

3. What outcomes do you want to achieve?

A fair and affordable members allowance scheme which adequately remunerates and supports elected members and helps to maintain / increase the diversity of potential candidates for elected members roles and improve community representation and decision making.

4. What barriers exist for both the Council and the groups/people with protected characteristics to enable these outcomes to be achieved?

The scheme must meet the legal criteria around member remuneration and provide value for money for residents.

5. Any other relevant background information

N/A

Section 2 – Collecting your information.

6. What existing data sources do you have to assess the impact of the policy, project, service, function or strategy?

- 2019 IRP report and background submissions
- 2019 – 2023 Chesterfield BC scheme
- Benchmarking - Derbyshire district councils
- Benchmarking – Cipfa family group authorities
- Briefing note and evidence from the Service Director – Corporate detailing changes made during the Local Government Boundary Review of the Council, changes made to committee sizes and Cabinet responsibilities following the election in May 2023, impact of local government pay rises and member support policies
- Discussions with the Chief Executive, Monitoring Officer and Democratic Services Officer to clarify information

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Section 3 – Additional engagement activities

7. Please list any additional engagement activities undertaken when developing the proposal and completing this EIA. Have those who are anticipated to be affected by the policy been consulted with?		
Date	Activity	Main findings
September / October 2023	All elected members received a letter with information about the review and how to engage in the process – including how to make representations to the panel.	The IRP met with six elected members and received written submissions from three elected members. These representations raised issues around clarity and parity of policies within the member allowance scheme, these have been addressed within the report.

Section 4 – What is the impact?

8. Summary of anticipated impacts. <i>Please tick at least one option per protected characteristic. Think about barriers people may experience in accessing services, how the policy is likely to affect the promotion of equality, knowledge of customer experiences to date. You may need to think about sub-groups within categories eg. older people, younger people, people with hearing impairment etc.</i>			
	Positive impact	Negative impact	No disproportionate impact
Age	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Disability and long term conditions	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Gender and gender reassignment	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Marriage and civil partnership	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Pregnant women and people on parental leave	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sexual orientation	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Ethnicity	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Religion and belief	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

9. Details of anticipated positive impacts.

a)	<ul style="list-style-type: none"> • The dependant carers allowance has been increased to better reflect costs. This has a positive impact for members impacted by either childcare responsibilities or the care of an adult with care needs related to ill health or disability. • Since the last review of the members allowance scheme a voluntary policy around allowances for parental leave has been introduced to support members taking parental leave including for adoption • The IRP carefully considered representations around arrangements for long-term illness of committee chairs – this has now been clarified within the proposed scheme and improves this provision. 						
	<input type="checkbox"/> Age	<input checked="" type="checkbox"/> Disability	<input type="checkbox"/> Gender	<input type="checkbox"/> Marriage	<input checked="" type="checkbox"/> Pregnancy	<input type="checkbox"/> Sexual orientation	<input type="checkbox"/> Ethnicity

10. Details of anticipated negative impacts.

a)	N/A						
	<input type="checkbox"/> Age	<input type="checkbox"/> Disability	<input type="checkbox"/> Gender	<input type="checkbox"/> Marriage	<input type="checkbox"/> Pregnancy	<input type="checkbox"/> Sexual orientation	<input type="checkbox"/> Ethnicity

11. Have all negative impacts identified in the table above been mitigated against with appropriate action?

X Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A	<i>If no, please explain why:</i>
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Section 5 – Recommendations and monitoring

12. How has the EIA helped to shape the policy, project, service, function or strategy or affected the recommendation or decision?

The initial EIA – including the consideration of the current members allowance scheme helped to identify areas for consideration by the panel including carers allowance and arrangements for long-term ill health.

13. How are you going to monitor the policy, project, service, function or strategy, how often and who will be responsible?

The EIA will remain under review and will be a key source of information for the next formal IRP review.

Section 6 – Knowledge management and publication

Please note the draft EIA should be reviewed by the appropriate Service Manager and the Policy Service **before** WBR, Lead Member, Cabinet, Council reports are produced.

Reviewed by Head of Service/Service Manager	Name:	Donna Reddish
	Date:	
Reviewed by Policy Service	Name:	
	Date:	
Final version of the EIA sent to Policy Service	<input type="checkbox"/>	
Decision information sent to Policy Service	<input type="checkbox"/>	