

Chesterfield Borough Council Equality Impact Assessment - Full Assessment Form

<i>Title of the policy, project, service, function or strategy:</i>	Concessions Policy (review 2020)	
<i>Service Area:</i>	Policy and Communications	
<i>Section:</i>	Policy	
<i>Lead Officer:</i>	Donna Reddish	
<i>Date of assessment:</i>	10/20	
<i>Is the policy, project, service, function or strategy:</i>		
<i>Existing</i>	<input checked="" type="checkbox"/>	
<i>Changed</i>	<input 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?

The main aim of the Concessions Policy is to ensure one corporate approach to the determination and application of service charge concessions, for its discretionary services. This will provide consistency and clarity of approach across the relevant council services. The policy provides a framework to ensure concessions on service charges support the strategic aims and objectives of the council.

As required the policy has been reviewed during October 2020 – no major changes to the policy are recommended.

2. Who is intended to benefit from the policy and how?

As outlined in previous versions of this EIA, and aligned with the council's strategic aims and objectives as included in the Council Plan and medium term financial plans, the policy will benefit the users of council services. In the main this includes people who live, work and/or study in Chesterfield, but also includes visitors to the area. Concessions apply to a variety of people based on income disadvantage, age and other key groups.

People that meet specific eligibility criteria to receive a concession will benefit from the reduced rate of charge which will help make services more affordable and therefore more accessible to them providing more equal opportunity for social involvement.

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3. What outcomes do you want to achieve?

Regarding outcomes from the introduction of the policy, more clarity and consistency across the council is needed in the application of concessions. Achieving this includes identifying and using one set of eligibility criteria, most of which are based on the current, national benefits system and eligibility, taking account of benefits changes such as the migration of many benefits to the new Universal Credit benefits system.

Regarding policy outcomes for those people meeting the disadvantaged criteria specified in the policy, concessions will provide an inducement to use the services in the interests of their general wellbeing by creating greater equality of access, social inclusion, physical and mental health improvement, and education and learning. This will directly assist the council in meeting a number of its social responsibilities, and strategic aims and objectives.

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

There are financial barriers to the council due to ongoing control and reductions by government of local government funding, alongside the requirement for the council to become self-funded. The council needs to more carefully target its resources to areas of most need and review and adjust its policies accordingly.

Section 2 – Collecting your information

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

As required within the policy, data has been collected by service areas to enable evaluation of the impact and review of the policy. The policy requires Service Managers to have suitable methods in place to collect this data. This information has been used to inform both decisions to vary concession rates, and to the ongoing review of the policy.

Section 3 – Additional engagement activities

6. 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
October 2020	Finance and Performance Board (as part of policy review)	No amendments recommended to existing policy.
June – October 2020	Consultation with service areas (as part of policy review)	Ongoing discussions have been held with relevant service areas when collating data regarding the implementation of the policy. No changes to the existing arrangements have been proposed.
01.04.17	Learning from 1 st quarter policy implementation including customer interaction.	Minor change recommended to the policy to improve accessibility to events and performance for disabled people – introduction of essential companion category.
20.09.16	Financial Planning Group	Discussion regarding principles and financial considerations emerging from the policy and draft EIA. The importance of impact assessment and prioritisation in line with the Council Plan and medium term financial plan were emphasised.
	Research	CIPFA (former Audit Commission) nearest neighbours family group. Concession rates vary across different local authorities and different services, ranging from no concession to 50% concession, or even free service in some cases. Regarding the migration of means tested benefits to Universal Credit, little evidence was found to indicate the approach other councils are taking.
Meetings held 16.5.16 28.6.16 14.9.16	Policy Working Group	This Policy Working Group was established to consider the concessions policy and associated EIA. The Working Group comprises both elected councillors and employee representatives (i.e. Service Managers). Findings identify that there are different equalities needs affecting different council services. This supports the need for a corporate policy which provides a framework within which services can make flexible and responsive decisions, to ensure all services meet the council's equalities obligations. However for all services to take one single approach to application of concessions eligibility and their rates could have very detrimental effect on service delivery / cost of service delivery. Findings also include some difficulties in evidencing eligibility and the need to reprioritise eligibility for senior citizens.

Section 4 – What is the impact?

7. Summary of anticipated impacts.			
	Positive impact	Negative impact	No disproportionate impact
Age	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input 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 type="checkbox"/>	<input type="checkbox"/>	<input checked="" 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"/>

8. Details of anticipated positive impacts.								
a)	The Policy offers an inducement to encourage access to and inclusion of older and younger people in discretionary council services.							
	<input checked="" 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	<input type="checkbox"/> Religion
b)	The Policy offers an inducement to encourage access to and inclusion of disabled people in discretionary council services. Eligibility criteria specifically includes concessions for Carers and essential companions.							
	<input type="checkbox"/> Age	<input checked="" type="checkbox"/> Disability	<input type="checkbox"/> Gender	<input type="checkbox"/> Marriage	<input type="checkbox"/> Pregnancy	<input type="checkbox"/> Sexual orientation	<input type="checkbox"/> Ethnicity	<input type="checkbox"/> Religion
c)								
	<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	<input type="checkbox"/> Religion

9. Details of anticipated negative impacts.

a)	<i>Negative impact:</i>	None identified						
	<i>Mitigating action:</i>							
	<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 <input type="checkbox"/> Religion							
b)	<i>Negative impact:</i>							
	<i>Mitigating action:</i>							
	<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 <input type="checkbox"/> Religion							
c)	<i>Negative impact:</i>							
	<i>Mitigating action:</i>							
	<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 <input type="checkbox"/> Religion							

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

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

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

Given that council services are delivered in the public interest, the EIA helped to focus the development of the policy on the public interest, particularly those more disadvantaged and or vulnerable in society who have greater need. In this way the EIA helps place the councils social and legal responsibilities in relation to equalities, at the centre of the policy.

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

The council's Policy and Communications Manager will be responsible for ongoing monitoring and review of the policy in accordance with the Council's scheme of delegation. The full review of the policy will take place at least every 2 years.

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:	D Reddish
	Date:	10/20
Reviewed by Policy Service	Name:	K Marshall
	Date:	10/20
Final version of the EIA sent to Policy Service	<input checked="" type="checkbox"/>	
Decision information sent to Policy Service	<input checked="" type="checkbox"/> w	

