

Chesterfield Borough Council Equality Impact Assessment - Full Assessment Form

<i>Title of the policy, project, service, function or strategy:</i>	Mayoral Protocol	
<i>Service Area:</i>	Corporate	
<i>Section:</i>	Democratic Services	
<i>Lead Officer:</i>	Rachel Appleyard	
<i>Date of assessment:</i>	12/20	
<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?

The protocol provides a point of reference in order to achieve consistency and accountability for all decisions that relate to the Mayoralty. It also outlines the key components found within the Mayoral Training Manual which contains detailed guidance on all aspects of the Mayoralty to support the Mayor during their term of office.

The protocol aims to ensure that the Mayoralty continues to contribute towards achieving the council plan, particularly in supporting and encouraging community engagement, raising awareness of voluntary sector organisations and contributing to the visitor economy.

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

The protocol primarily seeks to benefit current and future Mayors as well as the officers who directly support them by providing a concise overview of the principles on which Mayoral decisions are taken, outlining the support for the Mayor and Mayoress/Consort in order to carry out their duties to the best of their ability and defining the key relationships.

Through achieving the outcomes of the protocol, there will also be a benefit to the Council as a whole and the residents of

Chesterfield by ensuring that the engagements undertaken by the Mayor add value and contribute towards the objectives for the year. Success will regularly be monitored through customer feedback and performance against the KPIs for the service.

3. What outcomes do you want to achieve?

The main outcome from the protocol is to ensure that current and future Mayors and Mayoresses/Consorts are informed of the expectations of the role and the support available to them, that the residents of Chesterfield see the benefit of the Mayoralty and that decisions are taken in line with agreed principles and best practice.

In recent years, there has been a rise in the number of requests for support and reasonable adjustments. The role of Mayor is a highly demanding role, therefore the need for additional support or reasonable adjustments is an important consideration when deciding whether to serve as Mayor. The revised protocol outlines the support that is on offer to elected members both in terms of reasonable adjustments but also through training to enable the Mayor to carry out their role to the best of their ability.

It is also necessary to provide greater clarity over the expectations of the Mayoress/Consort. Though this role is not provided for in the Local Government Act 1972, they will be seen as representatives of the Council to many who invite the Mayor and Mayoress/Consort to their engagements. The revised protocol refers to the expectations of the Mayor under the Members Code of Conduct and provides clarity on how these impact on the Mayoress/Consort.

The review of the protocol has also highlighted an equality issue regarding the distribution of the Mayoral allowance. In the majority of Mayoral terms, the Mayor is male whilst the Mayoress/Consort is female. Out of the last 20 years, there have only been four occasions when this was not the case. The Mayor is entitled to an allowance which covers their and their Mayoress/Consort's expenses during their term of office. Under the current protocol the Mayoress/Consort must ask the Mayor for money to cover any of their expenses. This creates an equality issue as more often than not a male Mayor has control of the allowance and has the potential to create a negative impact on the Mayoress/Consort who is expected to ask for money. As the Mayoress/Consort is not provided for in legislation, the Council is not able to provide a separate allowance; however, in recognition of the potential equality issue, the revised protocol proposes to ringfence a portion of the Mayoral allowance which can be claimed by the Mayoress/Consort through the Civic Office.

The revised protocol also reflects the increased focus on measuring success and continuous improvement which have been recommended as best practice by other local authorities and the National Association of Civic Officers. This includes working with the Mayor-Elect to develop objectives for the year, requesting feedback from engagements and working to a 95% target for engagements within the borough boundary to ensure that local residents benefit from the Mayoralty.

Section 2 – What is the impact?

4. 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>			
	Potentially positive impact	Potentially 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 checked="" type="checkbox"/>	<input type="checkbox"/>	<input 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"/>

Section 3 – Recommendations and monitoring

If you have answered that the policy, project, service, function or strategy could potentially have a negative impact on any of the above characteristics then a full EIA will be required.

5. Should a full EIA be completed for this policy, project, service, function or strategy?		
<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No	
<p>The protocol is anticipated to have a positive impact on the characteristics of age and disability and long-term conditions by raising awareness of the support that is available for current and future Mayors and defining when there might be a need for risk assessments for activities to ensure the safety of the Mayor and Mayoress/Consort and others in attendance.</p> <p>The gender and gender reassignment characteristic will be impacted positively due to the ringfencing of part of the Mayoral allowance and administration of this via the Civic Office rather than through the Mayor, as detailed in section 1.</p>		

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:	
	Date:	DD/MM/YY
Reviewed by Policy Service	Name:	
	Date:	DD/MM/YY
Final version of the EIA sent to Policy Service	<input type="checkbox"/>	
Decision information sent to Policy Service	<input type="checkbox"/>	