

Equality Analysis



Please refer to the guidance for carrying out Equality Analysis (available on the intranet).
Text in blue is intended to provide guidance – you can delete this from your final version.

What are the proposals being assessed?	Local Authority Additional Restrictions Grants Policy
Which Department/ Division has the responsibility for this?	Corporate Services / Resources

Stage 1: Overview	
Name and job title of lead officer	David Keppler, Head of Revenues and Benefits
1. What are the aims, objectives and desired outcomes of your proposal? (Also explain proposals e.g. reduction/removal of service, deletion of posts, changing criteria etc)	<p>Policy to enable award of discretionary grants to businesses. Funding of £4.1 million provided by Government. Local policy agreed by Cabinet.</p> <p>The aim of the Government grant is to help support businesses following the national lockdown. A further £1.834 million was allocated to the Council in January 2021</p>
2. How does this contribute to the council's corporate priorities?	This addresses some concerns with the impact of small businesses and others in the community that have been affected by the pandemic economically and have not received any business support
3. Who will be affected by this proposal? For example who are the external/internal customers, communities, partners, stakeholders, the workforce etc.	<p>Local authorities are asked to identify local priorities although the Government state that Council's should look to support businesses that have not had any of the previous business support. Local authorities may choose to make payments to other businesses based on local economic need. The allocation of funding will be at the discretion of local authorities.</p> <p>The Council will implement at least two phases for this support. Phase one was allocated £2 million in support and Phase two the remainder of the funding</p>
4. Is the responsibility shared with another department, authority or organisation? If so, who are the partners and who has overall	None – the Council has responsibility for delivering this scheme – the council will look to include MVSC and Chamber of Commerce in the decision making process

responsibility?

Stage 2: Collecting evidence/ data

5. What evidence have you considered as part of this assessment?

Provide details of the information you have reviewed to determine the impact your proposal would have on the protected characteristics (equality groups).

This is a very recent addition to economic packages announced by Central Government to address the financial impact on business as a result of the pandemic.

We have used the guidance issued by Central Government as the underlying principles of the scheme although we have the discretion to modify to address any known local issues.

Consultation has taken place as outline in 4 above to inform the best model to impact on those most at need. There is no equality data available for businesses that will be potentially be applying for the grants. Many SMEs are run by women and BAME residents.

Applications will be assessed against the Council's criteria and policy by the decision making panel.

The grants may have a positive impact on businesses or organisations in the borough. Those that meet the criteria and receive grants will benefit.

The level of funding available will not match the likely demand and therefore there will be a negative impact on the businesses and organisations that do not benefit from the grants.

The council will engage with the chamber of commerce and MVSC to promote the scheme and invite applications to businesses and organisations meeting the criteria.

Stage 3: Assessing impact and analysis

6. From the evidence you have considered, what areas of concern have you identified regarding the potential negative and positive impact on one or more protected characteristics (equality groups)?

Protected characteristic (equality group)	Tick which applies		Tick which applies		Reason Briefly explain what positive or negative impact has been identified
	Positive impact		Potential negative impact		
	Yes	No	Yes	No	
Age		N		N	All local specialist businesses will be able to apply if they meet the criteria.
Disability		N		N	All local specialist businesses will be able to apply if they meet the criteria.
Gender Reassignment		N		N	
Marriage and Civil Partnership		N		N	
Pregnancy and Maternity		N			
Race		N		N	All local specialist businesses will be able to apply if they meet the criteria.
Religion/ belief		N		N	
Sex (Gender)		N		N	All local specialist businesses will be able to apply if they meet the criteria.
Sexual orientation		N		N	
Socio-economic status		N		N	All local specialist businesses will be able to apply if they meet the criteria.

7. If you have identified a negative impact, how do you plan to mitigate it?

The decision making panel will not have knowledge of the protected characteristics prior to the application and award stage.

Stage 4: Conclusion of the Equality Analysis

8. Which of the following statements best describe the outcome of the EA (Tick one box only)

Please refer to the guidance for carrying out Equality Impact Assessments is available on the intranet for further information about these outcomes and what they mean for your proposal

Outcome 1 – The EA has not identified any potential for discrimination or negative impact and all opportunities to promote equality are being addressed. No changes are required.

Outcome 2 – The EA has identified adjustments to remove negative impact or to better promote equality. Actions you propose to take to do this should be included in the Action Plan.

Outcome 3 – The EA has identified some potential for negative impact or some missed opportunities to promote equality and it may not be possible to mitigate this fully. If you propose to continue with proposals you must include the justification for this in Section 10 below, and include actions you propose to take to remove negative impact or to better promote equality in the Action Plan. You must ensure that your proposed action is in line with the PSED to have ‘due regard’ and you are advised to seek Legal Advice.

Outcome 4 – The EA shows actual or potential unlawful discrimination. Stop and rethink your proposals.

Stage 5: Improvement Action Pan

9. Equality Analysis Improvement Action Plan template – Making adjustments for negative impact

This action plan should be completed after the analysis and should outline action(s) to be taken to mitigate the potential negative impact identified (expanding on information provided in Section 7 above).

Negative impact/ gap in information identified in the Equality Analysis	Action required to mitigate	How will you know this is achieved? e.g. performance measure/ target)	By when	Existing or additional resources?	Lead Officer	Action added to divisional/ team plan?
Potential negative impact if the grant criteria excludes local specialist companies, particularly Community Interest Companies.	Collect local data at the application stage	Attempt to collect data at the application stage although it may be challenging as web form does not capture equalities data	April 21 to June 21	Existing	D Keppler	No

Page
70

Note that the full impact of the decision may only be known after the proposals have been implemented; therefore it is important the effective monitoring is in place to assess the impact.

Stage 6: Reporting outcomes

10. Summary of the equality analysis

This section can also be used in your decision making reports (CMT/Cabinet/etc) but you must also attach the assessment to the report, or provide a hyperlink

This Equality Analysis has resulted in an Outcome 2 Assessment

There is potential negative impact on the SMEs that do not meet the Government criteria. Local equality data needs to be collected at the application stage to give a better picture of the types of businesses applying for the grant or may be ineligible for the grant.

Stage 7: Sign off by Director/ Head of Service

Assessment completed by	David Keppler – Head of Revenues and Benefits	Signature: D Keppler	Date: 4.3.21
Improvement action plan signed off by Director/ Head of Service	Roger Kershaw – Assistant Director Resources	Signature: R Kershaw	Date: 4.3.21

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