



Equality Impact Assessment

Responsibility and Ownership

Name of policy, practice, service or function: **Revenue Strategy**

Responsible department:

Service area:

Lead Officer: **Phillip Spurr**

Other members of assessment team

Name	Position	Area of expertise

Scope of the assessment

1	What are the main aims/objectives or purpose of the policy, strategy, practice, service or function?	Identify opportunities to increase revenue coming into the two Alliance Councils.
2	Are there any external factors we need to consider like changes in legislation?	Not at this stage - individual revenue opportunities will be considered on a business case-by-business case basis.
3	Who implements the policy, strategy, practice, service or function?	A range of services across BDC and NEDDC.
4	Who is affected by the policy, strategy, practice, service or function?	A wide variety of customers/service users.
5	What outcomes do we want to achieve, why & for whom?	To increase revenue streams into the councils to assist in their financial sustainability - balanced against the needs of our communities/corporate priorities.
6	What existing evidence do you have on the impact of the policy, strategy, practice, service or function?	None - individual proposals will be considered on a business case-by-business case basis, including the impact upon client groups.
7	How is information about the policy, practice, service or function publicised?	N/A - this will follow in the consideration of individual business cases.

Identifying Potential Equality Issues

Consider any impacts / barriers on each of the protected characteristics set out below and consider any that might cross over eg: between race / disability, gender / religion and belief, sexuality / age etc. Indicate where the policy, practice, service or function could have a positive or negative impact for different groups and your reasons. Specify which data sources have informed your assessment.

Race	N/A - Issues will be considered on a business case-by-business case basis as each revenue opportunity comes forward.
-------------	--

8	Identify any adverse impacts/barriers of the policy or procedure on people who may be disadvantaged because of their race	
	White	English / Welsh / Scottish / Northern Irish / British
		Irish
		Gypsy or Irish Traveller
		Any other White background
	Asian / Asian British	Indian
		Pakistani
		Bangladeshi
		Chinese
	Black / African / Caribbean / Black British	Any other Asian background
		African
		Caribbean
		Any other Black / African / Caribbean / Black British background
	Any other ethnicity	Arab
		Any other ethnic group

Sex / gender	N/A - Issues will be considered on a business case-by-business case basis as each revenue opportunity comes forward.
---------------------	--

9	Identify any adverse impact/barriers of policy, practice, service or function on people who may be disadvantaged because of their gender	
	Female	
	Male	
	Transgender	

Age	N/A - Issues will be considered on a business case-by-business case basis as each revenue opportunity comes forward.
------------	--

10	Identify any adverse impact/barriers of policy, practice, service or function on people who may be disadvantaged because of their age	
	0-9 years	
	10-15 years	
	16-18 years	
	19-24 years	
	25-34 years	
	35-44 years	
	45-54 years	
	55-59 years	
	60-64 years	
	65 years and over	

Disability	N/A - Issues will be considered on a business case-by-business case basis as each revenue opportunity comes forward.
-------------------	--

11	Identify any adverse impact/barriers of policy, practice, service or function on people who may be disadvantaged because of their disability or long term ill health	
	Physical or mobility impairments	
	Sensory (hearing, visual, speech)	
	Mental health	
	Learning disabilities	
	Non-visible conditions such as epilepsy or diabetes	

Religion or belief	N/A - Issues will be considered on a business case-by-business case basis as each revenue opportunity comes forward.
---------------------------	--

12	Identify any adverse impact/barriers of policy, practice, service or function on people who may be disadvantaged because of their religion or belief, including non belief	
	N/A - Issues will be considered on a business case-by-business case basis as each revenue opportunity comes forward.	
	No religion	

12	Identify any adverse impact/barriers of policy, practice, service or function on people who may be disadvantaged because of their religion or belief, including non belief
	N/A - Issues will be considered on a business case-by-business case basis as each revenue opportunity comes forward.
	Christian
	Buddhist
	Hindu
	Jewish
	Muslim
	Sikh
	Any other religion
	Any other philosophical belief

Sexual orientation	N/A - Issues will be considered on a business case-by-business case basis as each revenue opportunity comes forward.
---------------------------	--

13	Identify any adverse impact/barriers of policy, practice, service or function on people who may be disadvantaged because of their sexual orientation
	N/A - Issues will be considered on a business case-by-business case basis as each revenue opportunity comes forward.
	Heterosexual
	Lesbian
	Gay
	Bisexual
	Prefer not to say

Other categories

13	Identify any adverse impact/barriers of policy, practice, service or function on people who may be disadvantaged because of other factors	
	N/A - Issues will be considered on a business case-by-business case basis as each revenue opportunity comes forward.	
	Rural / urban	
	Carers	
	Child poverty	
	Social value	
	Any other	

Analysing the information and setting equality objectives and targets

Service or function	Policy or practice	Findings	Which groups are affected and how	Whose needs are not being met and how?
N/A at this stage.				

Document the evidence of analysis

Data or information	When and how was it collected?	Where is it from?	What does it tell you?	Gaps in information
Customer feedback and complaints	N/A at this stage.			

Data or information	When and how was it collected?	Where is it from?	What does it tell you?	Gaps in information
Consultation and community involvement				
Performance information including Best Value				
Take up and usage data				
Comparative information or data where no local information available				
Census, regional or national statistics				
Access audits or other disability assessments				
Workforce profile				
Where service delivered under procurement arrangements – workforce profile				
Monitoring and scrutiny arrangements				

Recommendations and Decisions

Take immediate action by: N/A at this stage.

Amending the policy, strategy, practice, service or function	
Use an alternative policy, strategy, practice, service or function	
Develop equality objectives and targets for inclusion in the service plan	
Initiate further research	
Any other method (please state)	

All actions must be listed in the following Equality Impact Assessment Improvement Plan Summary

Equality Impact Assessment Improvement Plan Summary

Name of policy, practice, strategy, service or function Revenue Strategy

Department

Date of assessment 15 May 2013

Please list all actions, recommendations and/or decisions you plan to take as a result of the equality impact assessment.

Recommendation/Decision	Action Required	Responsible Officer	Target Date	Resources	Progress	Actual Outcome
A detailed EIA will be undertaken as each revenue generating opportunity comes forward on a business case-by-business case basis.						

Please state where the departmental electronic assessment will be kept:

.....

EIA Assessment Group - N/A

Date of assessment		
Sub group approval	Yes / No	
Subject to minor amendments	Yes / No	
Date published on corporate website		

Copies of all EIAs are stored on PERFORM.

The Council publishes its Equality Impact Assessments as evidence of the analysis that it undertook to establish whether its policies, strategies, practices, services and functions would further or would have furthered the 3 aims of the general equality duty, details of the information that it considered and details of engagement undertaken when doing the analysis.

The general duty requires the council to:

- Eliminate discrimination, harassment & victimisation
- Advance equality
- Foster good relations between different groups