

STIRLING COUNCIL: EQUALITY IMPACT ASSESSMENT FORM (June 2014)

The Guidance: **Equality Impact Assessment Toolkit June 2014** should be used when doing an Equality Impact Assessment (EqIA) and completing this form and a link is provided to this. The term **proposal** used below is intended to include “policy, strategy, service, function, procedure or project.”

SUMMARY DETAILS

1. Title of Proposal: SERVICE PBB Ref (if applicable)

Increase Car Parking Charges	Communities & People, Safer, Connected Communities (Safer Communities)	FC037
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2. Lead and Contact Officer Details.

Lead Officer authorising assessment		Contact Officer/s undertaking assessment	
Title	Senior Manager People and Communities	Title/s	Service Manger Safer, Connected, Communities
Name	Alan Milliken	Name/s	Margaret Wallace

3. Which other Council Services or Partner Agencies are / will be involved in the delivery of this proposal?

Roads & Land

4. Have they been involved in the Equality Impact Assessment process and if so, how?

No, Roads & Land will only be involved in the alteration/maintenance of signs and lines.
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5. What is the nature of the proposal? *(Tick/complete all that apply)*

Review of an existing policy/strategy		Review of an existing service/function	x
Reduction in an existing service/function		Removal of an existing service	
Introduction of a new policy/strategy		Introduction of new service/function	
Other e.g. technical, progress, procedural report			
PBB category e.g. transformational change			

6. For proposals with implications for budgets complete the following:

		(£000s)
Current expenditure on activity	In Council area as a whole	925.66
	In/for specific community/ies	
Total anticipated savings or proposed increased spend	In/for Council area as a whole	73.303
	In/ for specific community/ies	
Delivery Timescale and Phasing	Start date for savings/increased spend	2018/19
	End Date for savings/increased spend	2020/21
	Savings/increased spend Year 1	26.1
	Savings/increased spend Year 2	47.203
	Savings/increased spend Year 3	
	Savings/increased spend Year 4	
	Savings/increased spend Year 5	

OUTCOMES, AIMS AND OBJECTIVES

7. What longer term outcomes is this proposal expected to achieve? Consider (a) the Single Outcome Agreement 2013 – 23, (b) Council Key Priorities 2014, (c) the Council's Equality Outcomes 2014 – 17 and any additional relevant strategies or policies. A link is provided to items (a)-(c).

OUTCOME	SOURCE DOCUMENT
Ensure enforcement action is taken across all areas of Council activity and make full use of Council policy to combat antisocial behaviour	Single Outcome Agreement

8. What are the main aims of this proposal? If this proposal revises an existing policy have its aims changed?

Car parking charges have not be increased for a number of years. As an interim measure parking charges will be increased, generating increased income in the context of PBB5. This will promote responsible parking and road safety and feed into the new Parking Strategy.

9. Who is most likely to be affected by this proposal? Consider current and potential future service users including people with particular needs, specific geographical communities and current and prospective employees. Provide anticipated numbers affected by the proposal where possible.

This is an increase to all parking charges, therefore all business and people visiting Stirling will be affected. Although the proposal is linked to some areas of deprivation, the majority of car parks are used by business and people visiting Stirling rather than residents.

GATHERING EVIDENCE

10. What evidence has been used to identify the potential impact of this proposal, where did it come from and how it was obtained? Please list all the evidence used. (Examples may include research undertaken at local or national level and service delivery information about service users/customers and levels of satisfaction. Evidence may have been gathered routinely through regular engagement with service users, equality groups and communities; or through engagement specifically undertaken to improve understanding of the impact of this proposal.)

EVIDENCE (Subject/Title)	SOURCE (Where it came from)	COLLECTION METHOD (How it was gathered and when)
Research undertaken to look at other local authorities charging structure	East Dunbartonshire Council/ Falkirk Council/ Perth and Kinross Council	This was gathered through contact with Officers in other local authorities in September 2017

ASSESSING IMPACT

11. What potential impact will this proposal have on people in terms of the “needs” of the public sector equality duty i.e. the Council’s responsibilities to:
- **eliminate discrimination, harassment and victimisation**
 - **advance equality of opportunity**
 - **foster good relations - including the need to tackle prejudice and promote understanding**

Please consider each “need”, assess the impact of the proposal as positive (+), neutral (0), or negative (-) and summarise the reason/s for your response. See guidance for additional information.

EQUALITY DUTY “NEED”	POTENTIAL IMPACT (+) / (0) / (-)	SUMMARY OF REASONS FOR RESPONSE
Eliminate discrimination, harassment and victimisation	0	Not applicable
Advance equality of opportunity	0	Not applicable
Fostering good relations	0	Not applicable

12. Will this proposal have a potential impact on people with protected characteristics? A more detailed explanation of these is provided in the guidance. Consider which if any, of the groups below will be affected by the proposal and if the impact will be positive (+), neutral (0), or negative (-). Your response to Question 11 may help you consider the impact of the proposal on people in these particular groups. Please consider each “need”, assess the impact of the proposal and summarise the reason/s for your response.

PROTECTED CHARACTERISTIC GROUP	EQUALITY DUTY NEED			SUMMARY OF REASONS
	Eliminating unlawful treatment (+) / (0) / (-)	Advancing equality of opportunity (+) / (0) / (-)	Fostering good relations (+) / (0) / (-)	
Age (Younger / Older)	0 <input type="checkbox"/>	0 <input type="checkbox"/>	0 <input type="checkbox"/>	
Disability	0 <input type="checkbox"/>	0 <input type="checkbox"/>	0 <input type="checkbox"/>	
Gender Reassignment	0 <input type="checkbox"/>	0 <input type="checkbox"/>	0 <input type="checkbox"/>	
Marriage and Civil Partnership	0 <input type="checkbox"/>	0 <input type="checkbox"/>	0 <input type="checkbox"/>	
Pregnancy and Maternity	0 <input type="checkbox"/>	0 <input type="checkbox"/>	0 <input type="checkbox"/>	
Race	0 <input type="checkbox"/>	0 <input type="checkbox"/>	0 <input type="checkbox"/>	
Religion and Belief	0 <input type="checkbox"/>	0 <input type="checkbox"/>	0 <input type="checkbox"/>	
Sex	0 <input type="checkbox"/>	0 <input type="checkbox"/>	0 <input type="checkbox"/>	
Sexual Orientation	0 <input type="checkbox"/>	0 <input type="checkbox"/>	0 <input type="checkbox"/>	

IMPACT ON COMMUNITIES, HOUSEHOLD GROUPS OR INDIVIDUALS VULNERABLE TO POVERTY

13. Will this proposal have a positive (+), neutral (0), or negative (-) impact on communities, household groups or individuals with a **higher risk of experiencing poverty**. Guidance is available on those communities, households and individuals with a higher risk of experiencing poverty. Please assess the impact of the proposal and describe those who will be affected.

THOSE AFFECTED	POTENTIAL IMPACT (+) / (0) / (-)	DESCRIPTION OF IMPACT
<p>Geographical Community/ies (Please specify)</p>	<p>0 <input type="checkbox"/></p>	<p>All Stirling Council car parks will be included.</p>
<p>Individuals or household groups (Please specify)</p>	<p>0 <input type="checkbox"/></p>	<p>All Stirling Council car parks will be included</p>

OVERALL IMPACT

14. Based on responses to Questions 11, 12 and 13, summarize the **overall** impact of this proposal confirming if this will be positive, neutral, or negative and highlighting any particular groups affected.

The proposal has no negative impact on any specific groups and is a blanket increase across all Stirling Council car parks.

MITIGATING POTENTIAL NEGATIVE IMPACT

Based on your response to question 14:

- if this proposal has any potential negative impact you must answer Questions 15 -18
- if this proposal does not have any potential negative impact go directly to Question 19

15. Describe the potential negative impact/s of this proposal, the level of impact anticipated and the number of people likely to be affected. If you are unable to confirm the actual number of people potentially affected please give an indication of the relative scale of this for example as a proportion of current service users. Please see the Guidance for additional information.

Potential negative impact	Level of impact (low-high)	Number of people potentially affected

16. Based on your response to Question 15, could this proposal, in its current form, discriminate against people in a protected characteristic group – will it result in their being treated less favourably when compared with others not in a protected characteristic group? Please see the Guidance for additional information.

Please answer Yes or No

- If the proposal is considered to have the potential to discriminate against people in a protected characteristic group you should consider modifying it to remove or reduce its potential negative impact
- If the proposal is considered to be discriminatory to the extent that is unlawful it must be rejected or substantially modified

The resulting modified policy requires to be re-assessed to confirm its impact as per Questions 11, 12, 13 and 14.

17. Describe in detail the actions taken to remove or modify any identified negative impact of this proposal

18. Where negative impacts cannot be removed or minimised any further, clearly state your justification for continuing with this proposal.

MONITORING AND REVIEW

- 19. a) How will implementation of this proposal be monitored, how frequently and by whom?
- b) How will the results of the monitoring be used to develop it in the future?
- c) What is the timescale for the reviewing the impact of this proposal?

a) The proposal will be well communicated throughout Stirling. The Safer Communities team will monitor the use of car parks

b) This monitoring and alsysis will be used to develop the Parking Strategy

c) After the first year

PUBLISHING RESULTS

- 20 Please summarise the key findings of the EqIA. **This statement is for publication in the relevant Council report and requires to be authorised and signed by the Lead Officer responsible for the assessment.**

Car parking charges have not been increase for a number of years. The proposal will see all car parking charges being increased as an interim measure until a new parking strategy is developed. The monitoring and evaluation of the increase will be fed into the new Parking Strategy.

AUTHORISATION BY LEAD OFFICER (Head of Service/Service Manager)		
Title	Signature	Date
Alan Milliken Senior Manager, Communities & People		/10/17

STIRLING COUNCIL: EQUALITY IMPACT ASSESSMENT FORM (June 2014)

The Guidance: **Equality Impact Assessment Toolkit June 2014** should be used when doing an Equality Impact Assessment (EqIA) and completing this form and a link is provided to this. The term **proposal** used below is intended to include “policy, strategy, service, function, procedure or project.”

SUMMARY DETAILS

1. Title of Proposal: SERVICE PBB Ref (if applicable)

Review Council Concession Policy	Council-Wide	FC038
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2. Lead and Contact Officer Details.

Lead Officer authorising assessment		Contact Officer/s undertaking assessment	
Title	Directors of L&I & CCE	Title/s	Accounting Team Leader / snr Accountant
Name	Alastair Brown / Carol Beattie	Name/s	Brian Richardson / Anne booth (on behalf of L&I & CCE)

3. Which other Council Services or Partner Agencies are / will be involved in the delivery of this proposal?

Impact on all Council services who apply a concessionary charge for services they provide

4. Have they been involved in the Equality Impact Assessment process and if so, how?

NA

5. What is the nature of the proposal? *(Tick/complete all that apply)*

Review of an existing policy/strategy	<input checked="" type="checkbox"/>	Review of an existing service/function	
Reduction in an existing service/function	<input type="checkbox"/>	Removal of an existing service	
Introduction of a new policy/strategy	<input type="checkbox"/>	Introduction of new service/function	
Other e.g. technical, progress, procedural report			
PBB category e.g. transformational change			

6. For proposals with implications for budgets complete the following:

	(£ 000s)	
Current expenditure on activity	In Council area as a whole	Income generation only
	In/for specific community/ies	
Total anticipated savings or proposed increased spend	In/for Council area as a whole	
	In/ for specific community/ies	
Delivery Timescale and Phasing	Start date for savings/increased spend	April 2019
	End Date for savings/increased spend	
	Savings/increased spend Year 1	Nil – engagement stakeholders
	Savings/increased spend Year 2	Up to £70k savings
	Savings/increased spend Year 3	0

	Savings/increased spend Year 4	0
	Savings/increased spend Year 5	0

OUTCOMES, AIMS AND OBJECTIVES

7. What longer term outcomes is this proposal expected to achieve? Consider (a) the Single Outcome Agreement 2013 – 23, (b) Council Key Priorities 2014, (c) the Council's Equality Outcomes 2014 – 17 and any additional relevant strategies or policies. A link is provided to items (a)-(c).

OUTCOME	SOURCE DOCUMENT
Generate additional income from review of concession policy Standardise eligibility criteria Simplify charging regime for concessionary services Improve processes and systems to deliver better management information around concessions.	NA

8. What are the main aims of this proposal? If this proposal revises an existing policy have its aims changed?

A review of the Council concession policy with a view to maximising additional revenue from services currently provided under a concessionary framework.
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9. Who is most likely to be affected by this proposal? Consider current and potential future service users including people with particular needs, specific geographical communities and current and prospective employees. Provide anticipated numbers affected by the proposal where possible.

Most vulnerable in society through age, health, and economic well being. Charities and other non profit making organisations

GATHERING EVIDENCE

10. What evidence has been used to identify the potential impact of this proposal, where did it come from and how it was obtained? Please list all the evidence used. (Examples may include research undertaken at local or national level and service delivery information about service users/customers and levels of satisfaction. Evidence may have been gathered routinely through regular engagement with service users, equality groups and communities; or through engagement specifically undertaken to improve understanding of the impact of this proposal.)

EVIDENCE (Subject/Title)	SOURCE (Where it came from)	COLLECTION METHOD (How it was gathered and when)
Initial proposal stage only, no engagement with stakeholders carried out yet		

ASSESSING IMPACT

11. What potential impact will this proposal have on people in terms of the “needs” of the public sector equality duty i.e. the Council’s responsibilities to:
- **eliminate discrimination, harassment and victimisation**
 - **advance equality of opportunity**
 - **foster good relations - including the need to tackle prejudice and promote understanding**

Please consider each “need”, assess the impact of the proposal as positive (+), neutral (0), or negative (-) and summarise the reason/s for your response. See guidance for additional information.

EQUALITY DUTY “NEED”	POTENTIAL IMPACT (+) / (0) / (-)	SUMMARY OF REASONS FOR RESPONSE
Eliminate discrimination, harassment and victimisation	-ve	A review of concessions to generate income will undoubtedly require a removal or reduction in current concessions. This may prevent those in society to benefit from services due to their financial standing.
Advance equality of opportunity	0	Unlikely to impact on equality opportunities.

Fostering good relations	-ve	Reputational risk as any change will impact on the most vulnerable in society.
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12. Will this proposal have a potential impact on people with protected characteristics? A more detailed explanation of these is provided in the guidance. Consider which if any, of the groups below will be affected by the proposal and if the impact will be positive (+), neutral (0), or negative (-). Your response to Question 11 may help you consider the impact of the proposal on people in these particular groups. Please consider each “need”, assess the impact of the proposal and summarise the reason/s for your response.

PROTECTED CHARACTERISTIC GROUP	EQUALITY DUTY NEED			SUMMARY OF REASONS
	Eliminating unlawful treatment (+) / (0) / (-)	Advancing equality of opportunity (+) / (0) / (-)	Fostering good relations (+) / (0) / (-)	
Age (Younger / Older)	0	0	-	Current concession policy mainly benefits the old or young.
Disability	0	0	-	Current concession policy benefits those with disabilities
Gender Reassignment	0	0	0	
Marriage and Civil Partnership	0	0	0	
Pregnancy and Maternity	0	0	0	
Race	0	0	0	
Religion and Belief	0	0	0	
Sex	0	0	0	
Sexual Orientation	0	0	0	

IMPACT ON COMMUNITIES, HOUSEHOLD GROUPS OR INDIVIDUALS VULNERABLE TO POVERTY

13. Will this proposal have a positive (+), neutral (0), or negative (-) impact on communities, household groups or individuals with a **higher risk of experiencing poverty**. Guidance is available on those communities, households and individuals with a higher risk of experiencing poverty. Please assess the impact of the proposal and describe those who will be affected.

THOSE AFFECTED	POTENTIAL IMPACT (+) / (0) / (-)	DESCRIPTION OF IMPACT
<p>Geographical Community/ies</p> <p>(Please specify)</p>	-ve	Local charity groups who currently benefit from some concessions will be impacted.
<p>Individuals or household groups</p> <p>(Please specify)</p>	-ve	<p>Households where occupants > 60 would lose some concessions eg free special uplifts, discount on allotment charges.</p> <p>Students and young may lose some concessions eg free music tuition</p> <p>Impact on local neighbourhoods if a pest infestation is not dealt with.</p>

OVERALL IMPACT

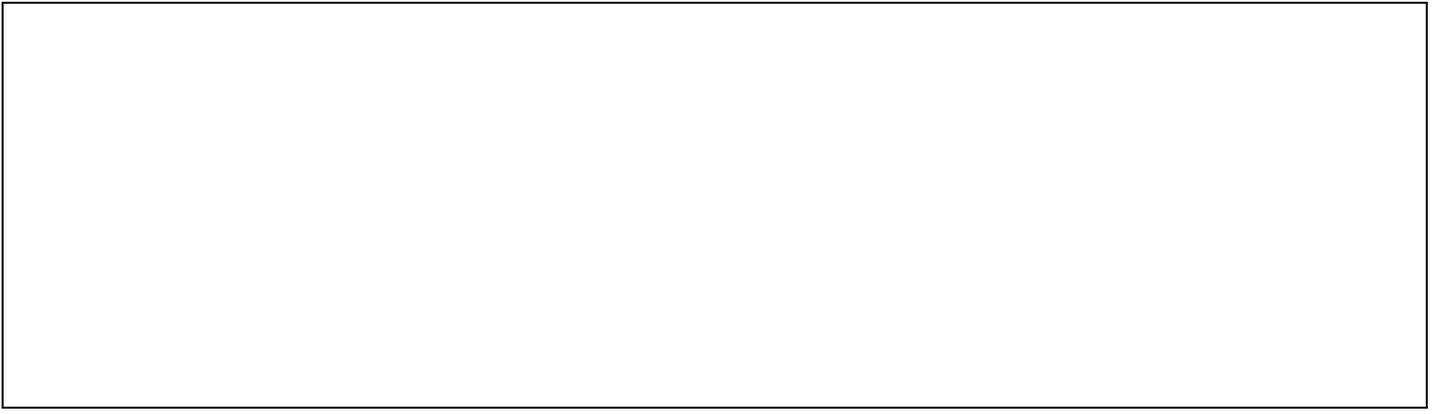
14. Based on responses to Questions 11, 12 and 13, summarize the **overall** impact of this proposal confirming if this will be positive, neutral, or negative and highlighting any particular groups affected.

The Council provide a number of concessions for differing services.

From the data available in the timescales, a number are fairly small scale in terms of instances the concession is applied. In some cases eg internment for children there is a strong morale obligation to provide this service free of charge.

The main impact from the proposal will be negative.
This negativity will fall primarily and be felt most keenly by those in our society who are both elderly and struggling financially as the bulk of the current concessions mainly benefits this group.

There are those who are of course elderly that benefit from the concessions, but have the ability to pay full price as there is no means test applied to concessions.



MITIGATING POTENTIAL NEGATIVE IMPACT

Based on your response to question 14:

- if this proposal has any potential negative impact you must answer Questions 15 -18
- if this proposal does not have any potential negative impact go directly to Question 19

15. Describe the potential negative impact/s of this proposal, the level of impact anticipated and the number of people likely to be affected. If you are unable to confirm the actual number of people potentially affected please give an indication of the relative scale of this for example as a proportion of current service users. Please see the Guidance for additional information.

Potential negative impact	Level of impact (low-high)	Number of people potentially affected
Extra cost to most vulnerable to access services ie elderly / disabled / poverty	High	?

16. Based on your response to Question 15, could this proposal, in its current form, discriminate against people in a protected characteristic group – will it result in their being treated less favourably when compared with others not in a protected characteristic group? Please see the Guidance for additional information. [*link](#)

Please answer Yes or No

Yes

- If the proposal is considered to have the potential to discriminate against people in a protected characteristic group you should consider modifying it to remove or reduce its potential negative impact
- If the proposal is considered to be discriminatory to the extent that is unlawful it must be rejected or substantially modified

The resulting modified policy requires to be re-assessed to confirm its impact as per Questions 11, 12, 13 and 14.

17. Describe in detail the actions taken to remove or modify any identified negative impact of this proposal

18. Where negative impacts cannot be removed or minimised any further, clearly state your justification for continuing with this proposal.

MONITORING AND REVIEW

19. a) How will implementation of this proposal be monitored, how frequently and by whom?
b) How will the results of the monitoring be used to develop it in the future?
c) What is the timescale for the reviewing the impact of this proposal?

- a) Ideally through booking systems, income monitoring statements, quarterly
- b) NA
- c) March 2020 following closure of 19/20 accounts

PUBLISHING RESULTS

- 20 Please summarise the key findings of the EqIA. **This statement is for publication in the relevant Council report and requires to be authorised and signed by the Lead Officer responsible for the assessment.**

Review Council concessions policy with view to maximise income from services that apply the concession.

Review will require deletion or significant reduction to existing concessions.

Opportunity through review to standardise eligibility criteria given the historical ad hoc approach.

Impact will be felt most by those most vulnerable in society through age, health and economic well being.

Requirement to engage with stakeholders through 2018/19 to measure impact.

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AUTHORISATION BY LEAD OFFICER (Head of Service/Service Manager)

Title	Signature	Date
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STIRLING COUNCIL: EQUALITY IMPACT ASSESSMENT FORM (June 2014)

The Guidance: **Equality Impact Assessment Toolkit June 2014** should be used when doing an Equality Impact Assessment (EqIA) and completing this form and a link is provided to this. The term **proposal** used below is intended to include “policy, strategy, service, function, procedure or project.”

SUMMARY DETAILS

1. Title of Proposal: SERVICE PBB Ref (if applicable)

Increase Telecare Charges	People & Communities	FC067
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2. Lead and Contact Officer Details.

Lead Officer authorising assessment		Contact Officer/s undertaking assessment	
Title	Senior Manager People and Communities	Title/s	Interim Portfolios manager
Name	Alan Milliken	Name/s	Lucia Webster

3. Which other Council Services or Partner Agencies are / will be involved in the delivery of this proposal?

None

4. Have they been involved in the Equality Impact Assessment process and if so, how?

N/A

5. What is the nature of the proposal? *(Tick/complete all that apply)*

Review of an existing policy/strategy		Review of an existing service/function	x
Reduction in an existing service/function		Removal of an existing service	
Introduction of a new policy/strategy		Introduction of new service/function	
Other e.g. technical, progress, procedural report			
PBB category e.g. transformational change			

6. For proposals with implications for budgets complete the following:

		(£000s)
Current expenditure on activity	In Council area as a whole	367
	In/for specific community/ies	
Total anticipated savings	In/for Council area as a whole	235
	In/ for specific community/ies	
Delivery Timescale and Phasing	Start date for savings	2018/19
	End Date for savings	2022/23
	Savings Year 1	47
	Savings Year 2	47
	Savings Year 3	47
	Savings Year 4	47
	Savings Year 5	47

OUTCOMES, AIMS AND OBJECTIVES

7. What longer term outcomes is this proposal expected to achieve? Consider (a) the Single Outcome Agreement 2013 – 23, (b) Council Key Priorities 2014, (c) the Council's Equality Outcomes 2014 – 17 and any additional relevant strategies or policies. A link is provided to items (a)-(c).

OUTCOME	SOURCE DOCUMENT
1. We will look after all of our citizens, from early years through to adulthood, by providing quality education and social care services, to allow our communities to lead their lives to their full potential.	Stirling Council Administration Priorities

8. What are the main aims of this proposal? If this proposal revises an existing policy have its aims changed?

Increase fee income to reduce the net cost of telecare to the Council, without disincentivising its use.

9. Who is most likely to be affected by this proposal? Consider current and potential future service users including people with particular needs, specific geographical communities and current and prospective employees. Provide anticipated numbers affected by the proposal where possible.

Around 1374 users of telecare, who already pay for the service, will be impacted. Those who currently do not pay - i.e. those on lower incomes – will not be affected.

GATHERING EVIDENCE

10. What evidence has been used to identify the potential impact of this proposal, where did it come from and how it was obtained? Please list all the evidence used. (Examples may include research undertaken at local or national level and service delivery information about service users/customers and levels of satisfaction. Evidence may have been gathered routinely through regular engagement with service users, equality groups and communities; or through engagement specifically undertaken to improve understanding of the impact of this proposal.)

EVIDENCE (Subject/Title)	SOURCE (Where it came from)	COLLECTION METHOD (How it was gathered and when)
Research undertaken to look at other local authorities' charges Analysis of Stirling Council's MECS telecare system	Council websites MECS overview.pdf	Web search in November 2017 Paper to Council in August 2016

ASSESSING IMPACT

11. What potential impact will this proposal have on people in terms of the "needs" of the public sector equality duty i.e. the Council's responsibilities to:

- **eliminate discrimination, harassment and victimisation**
- **advance equality of opportunity**
- **foster good relations - including the need to tackle prejudice and promote understanding**

Please consider each "need", assess the impact of the proposal as positive (+), neutral (0), or negative (-) and summarise the reason/s for your response. See guidance for additional information.

EQUALITY DUTY "NEED"	POTENTIAL IMPACT (+) / (0) / (-)	SUMMARY OF REASONS FOR RESPONSE
Eliminate discrimination, harassment and victimisation	0	Not applicable
Advance equality of opportunity	0	Not applicable
Fostering good relations	0	Not applicable

12. Will this proposal have a potential impact on people with protected characteristics? A more detailed explanation of these is provided in the guidance. Consider which if any, of the groups below will be affected by the proposal and if the impact will be positive (+), neutral (0), or negative (-). Your response to Question 11 may help you consider the impact of the proposal on people in these particular groups. Please consider each “need”, assess the impact of the proposal and summarise the reason/s for your response.

PROTECTED CHARACTERISTIC GROUP	EQUALITY DUTY NEED			SUMMARY OF REASONS
	Eliminating unlawful treatment (+) / (0) / (-)	Advancing equality of opportunity (+) / (0) / (-)	Fostering good relations (+) / (0) / (-)	
Age (Younger / Older)	0 <input type="checkbox"/>	0 <input type="checkbox"/>	0 <input type="checkbox"/>	Increase to those who can afford to pay for telecare is negligible. Those on lower incomes are not affected.
Disability	0 <input type="checkbox"/>	0 <input type="checkbox"/>	0 <input type="checkbox"/>	Increase to those who can afford to pay for telecare is negligible. Those on lower incomes are not affected.
Gender Reassignment	0 <input type="checkbox"/>	0 <input type="checkbox"/>	0 <input type="checkbox"/>	N/A
Marriage and Civil Partnership	0 <input type="checkbox"/>	0 <input type="checkbox"/>	0 <input type="checkbox"/>	N/A
Pregnancy and Maternity	0 <input type="checkbox"/>	0 <input type="checkbox"/>	0 <input type="checkbox"/>	N/A
Race	0 <input type="checkbox"/>	0 <input type="checkbox"/>	0 <input type="checkbox"/>	N/A
Religion and Belief	0 <input type="checkbox"/>	0 <input type="checkbox"/>	0 <input type="checkbox"/>	N/A
Sex	0 <input type="checkbox"/>	0 <input type="checkbox"/>	0 <input type="checkbox"/>	N/A
Sexual Orientation	0 <input type="checkbox"/>	0 <input type="checkbox"/>	0 <input type="checkbox"/>	N/A

IMPACT ON COMMUNITIES, HOUSEHOLD GROUPS OR INDIVIDUALS VULNERABLE TO POVERTY

13. Will this proposal have a positive (+), neutral (0), or negative (-) impact on communities, household groups or individuals with a **higher risk of experiencing poverty**. Guidance is available on those communities, households and individuals with a higher risk of experiencing poverty. Please assess the impact of the proposal and describe those who will be affected.

THOSE AFFECTED	POTENTIAL IMPACT (+) / (0) / (-)	DESCRIPTION OF IMPACT
Geographical Community/ies (Please specify)	0 <input type="checkbox"/>	No geographical differences in charge
Individuals or household groups (Please specify)	0 <input type="checkbox"/>	Charges equal for all

OVERALL IMPACT

14. Based on responses to Questions 11, 12 and 13, summarise the **overall** impact of this proposal confirming if this will be positive, neutral, or negative and highlighting any particular groups affected.

The proposal has a negligible impact on affected groups, specifically older people and people with disabilities. Those on lower incomes will continue to receive the service free of charge.

MITIGATING POTENTIAL NEGATIVE IMPACT

Based on your response to question 14:

- if this proposal has any potential negative impact you must answer Questions 15 -18
- if this proposal does not have any potential negative impact go directly to Question 19

15. Describe the potential negative impact/s of this proposal, the level of impact anticipated and the number of people likely to be affected. If you are unable to confirm the actual number of people potentially affected please give an indication of the relative scale of this for example as a proportion of current service users. Please see the Guidance for additional information.

Potential negative impact	Level of impact (low-high)	Number of people potentially affected

16. Based on your response to Question 15, could this proposal, in its current form, discriminate against people in a protected characteristic group – will it result in their being treated less favourably when compared with others not in a protected characteristic group? Please see the Guidance for additional information.

Please answer Yes or No

- If the proposal is considered to have the potential to discriminate against people in a protected characteristic group you should consider modifying it to remove or reduce its potential negative impact
- If the proposal is considered to be discriminatory to the extent that is unlawful it must be rejected or substantially modified

The resulting modified policy requires to be re–assessed to confirm its impact as per Questions 11, 12, 13 and 14.

17. Describe in detail the actions taken to remove or modify any identified negative impact of this proposal

18. Where negative impacts cannot be removed or minimised any further, clearly state your justification for continuing with this proposal.

MONITORING AND REVIEW

19. a) How will implementation of this proposal be monitored, how frequently and by whom?
b) How will the results of the monitoring be used to develop it in the future?
c) What is the timescale for the reviewing the impact of this proposal?

- a) Financial monitoring will confirm the increase in income and the MECS system will provide monitoring of numbers of users
- b) The monitoring will be used to develop the telecare service into a digital solution for the future
- c) After the first year

PUBLISHING RESULTS

- 20 Please summarise the key findings of the EqIA. **This statement is for publication in the relevant Council report and requires to be authorised and signed by the Lead Officer responsible for the assessment.**

Telecare charges have not been reviewed for some time and are below what a neighbouring council charges for the same service. The increase is only £0.66 per week to users who already pay for the service and those on lower incomes will continue to receive the service free of charge. No adverse impacts are therefore anticipated.

AUTHORISATION BY LEAD OFFICER (Head of Service/Service Manager)

Title	Signature	Date
Alan Milliken Senior Manager, Communities & People		04/01/18