

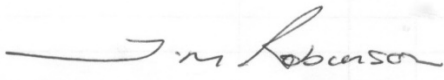
Equality Impact Assessment (EIA) Initial Screening Form



Screening determines whether the policy has any relevance for equality, ie is there any impact on one or more of the 9 protected characteristics as defined by the Equality Act 2010. These are:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership*
- Pregnancy and maternity
- Race
- Religion or belief (including lack of belief)
- Sex
- Sexual orientation

1. Policy/service/function title	Review of Councillor Allowances
2. Lead officer (responsible for the policy/service/function)	Jan Robinson Independent Remuneration Panel
3. Is this a new or existing policy/service/function?	New Existing Councillor Allowances are reviewed every 4 years
4. What exactly is proposed? (Describe the policy/service/ function and the changes that are being planned?)	A review of the allowances paid to councillors including travel expenses and carers allowance
5. Why? (Give reasons why these changes are being introduced)	It is a statutory requirement that councillor allowances are reviewed every four years
6. How will it be implemented? (Describe the decision making process, timescales, process for implementation)	The decision is taken by Council having due regard to the Independent Remuneration Panel's recommendations.

<p>7. Is there potential for differential impact (negative or positive) on any of the protected characteristics?</p>	<p>Yes there is a potential positive impact if a parental leave policy was introduced</p> <p>This may encourage more people to stand as councillors which would help to provide a more diverse council</p>
<p>8. Is there the possibility of discriminating unlawfully, directly or indirectly, against people from any protected characteristic?</p>	<p>No</p>
<p>9. Could there be an effect on relations between certain groups?</p>	<p>No</p>
<p>10. Does the policy explicitly involve, or focus on a particular equalities group, i.e. because they have particular needs?</p>	<p>No</p>
<p>If the answers are 'no' to questions 7-10 then there is no need to proceed to a full impact assessment and this form should then be signed off as appropriate.</p> <p>If 'yes' then a full impact assessment must be completed.</p>	
<p>Authors signature </p> <p>Date of completion 23rd June 2022</p>	

Any queries concerning the completion of this form should be addressed to the Equality and Diversity Lead.

* Public sector duty does not apply to marriage and civil partnership.