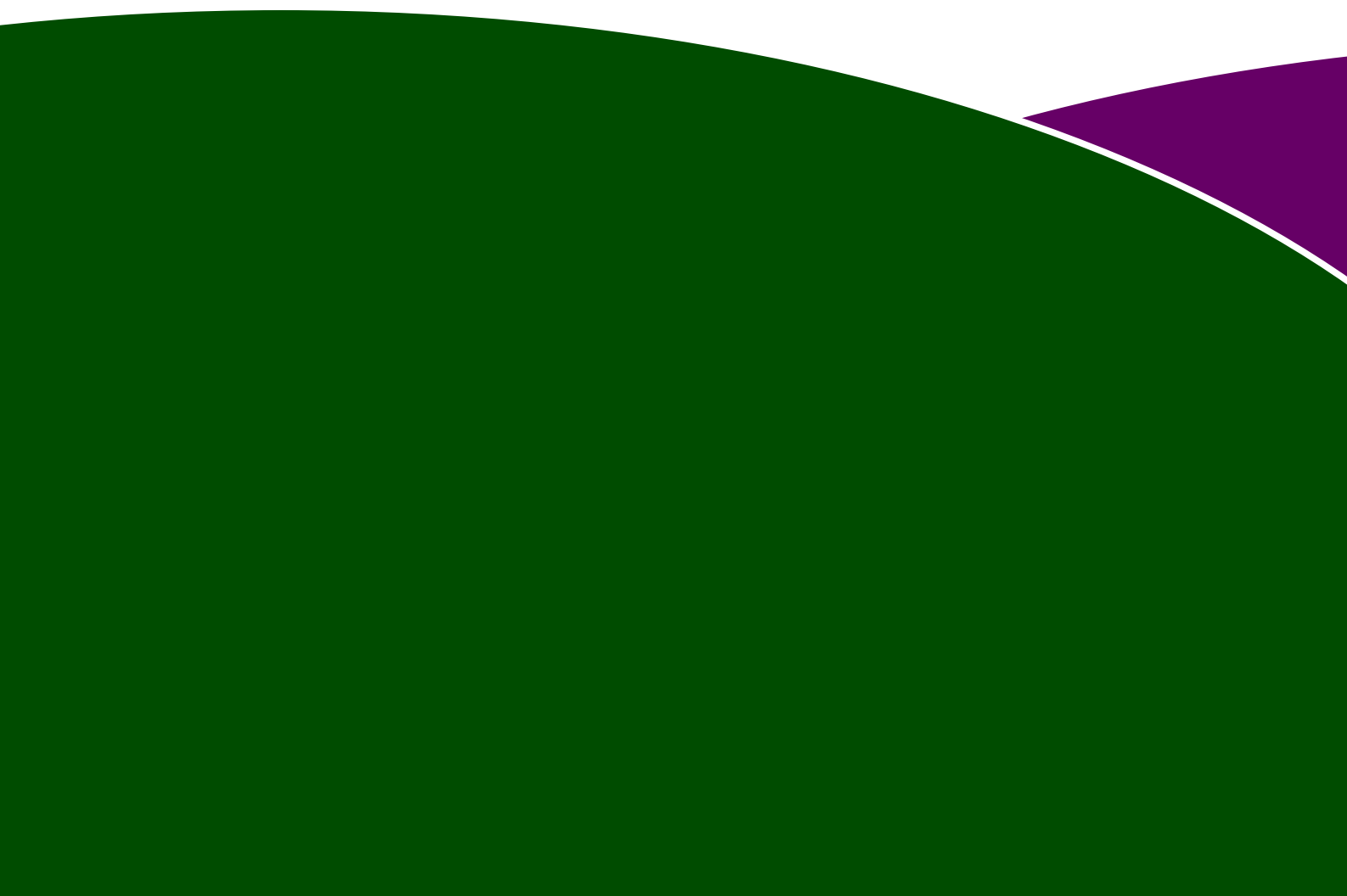


Equality Impact Assessment

MVDC Budget 2014/15



What is being assessed?	MVDC Budget 2014/15
Department	Finance
Name of assessor/s	Phil Mitchell
Strategic Management Lead	Nick Gray
Date	January 2014
Is this a new or existing function or policy?	Revised budget proposals for 2014/15

Section 1: Introduction and background (see p.10 of the guidance)

Please describe your service or function. This should include:

- The aims and scope
- The main beneficiaries or users
- The main equality, accessibility, social exclusion issues and barriers, and the ‘protected characteristics’¹ they relate to (not all assessments will encounter issues relating to every protected characteristic)

If this EIA is part of a project it is important to focus on the service or policy the project aims to review or improve.

The proposed budget for 2014/15 aims to maintain the scope, range and level of service provision. Savings have been found from budget underspends that will not impact on front-line service delivery.

A budget addition of £192,400 will protect services at their existing levels despite reductions in or withdrawal of funding to Mole Valley District Council and some temporary funding coming to an end.

Now describe how this fits into the Council’s Corporate Priorities or other local, regional or national plans and priorities.

The 2014/15 budget proposals reflect the priorities in the Mole Valley District Council Corporate Plan which has been refreshed for 2014/15.

¹ More information and definition of protected characteristics can be found [here](#)

If you are not carrying out an equality impact assessment, briefly summarise reasons why you have reached this conclusion, the evidence for this and the nature of any stakeholder verification of your conclusion.

N/A

Section 2: Analysis and assessment (see pp. 10-13 of the guidance)

Given available information, what is the actual or likely impact on minority, disadvantaged, vulnerable and socially excluded groups?

Indicate for each of the 'protected characteristics' whether there may be a positive impact, negative impact, a mixture of both or no impact.

Protected characteristics	Positive	Negative	No impact	Reason
Age	√			An additional £19,000 will enable us to establish a work placement scheme to provide young people with routes into employment, and an additional £12,000 will enable a work place student to be appointed in the Development Control team.
Disability			√	It is not considered that the budget changes will have a particular impact, positive or negative, on people with disabilities.
Gender reassignment			√	It is not considered that the budget changes will have a particular impact, positive or negative, on individuals undergoing gender reassignment.
Marriage and civil partnership			√	It is not considered that the budget changes will have a particular impact on people who are married or in a civil partnership.
Pregnancy and maternity			√	It is not considered that the budget changes will have a particular impact on women who are pregnant or on maternity leave.
Race			√	It is not considered that the budget changes will have a

				particular impact on any racial groups.
Religion or belief			√	It is not considered that the budget changes will have a particular impact on any religious/belief groups.
Sex			√	It is not considered that the budget changes will have a particular impact due to a person's sex.
Sexual orientation			√	It is not considered that the budget changes will have a particular impact due to a person's sexual orientation.
Other aspects to consider	Positive	Negative	No impact	Reason
Carers			√	It is not considered that the budget changes will have a particular impact, positive or negative, on carers.
Rural/urban issues			√	It is not considered that the budget changes will have a particular impact, positive or negative, on rural/urban areas.
HR issues	√			A 1.4% pay award is proposed, incorporating a minimum threshold of £505 to provide a higher award for lower paid staff.

What can be done to reduce the effects of any negative impacts? Where negative impact cannot be completely diminished, can this be justified, and is it lawful?

N/A

Where there are positive impacts, what changes have been or will be made? Who are the beneficiaries? How have they benefited?

Young people will benefit from the Mole Valley District Council work placements scheme by giving them opportunities to develop knowledge and skills which will in turn help them to find further employment.

Section 3: Evidence gathering and fact-finding (see p.14 of the guidance)

What evidence is available to support your views above? Please include:

- A summary of the available evidence
- Identification of where there are gaps in the evidence (this may identify a need for more evidence in the action plan)
- What information is currently captured with respect to usage and take up of services.
- What the current situation is in relation to equality and diversity monitoring (where relevant)

The budget proposals for 2014/15 are in line with the corporate priorities in the Mole Valley District Council Corporate Plan 2014/15. These priorities, which have been reviewed and refreshed for 2014/15, were developed against findings from extensive needs analysis work (including findings from census data and the Joint Strategic Needs Analysis).

How have stakeholders been involved in this assessment? Who are they, and what is their view?

The budget proposals are being considered by the Standing Budget Panel, Scrutiny Committee and the Executive. Separate consultation discussions have taken place with Parish Councils, Chambers of Commerce and other representative organisations.

Recommendations

Please summarise the main recommendations arising from the assessment. NB If it is impossible to diminish negative impacts to an acceptable or even lawful level the recommendation should be that the proposal or the relevant part of it should not proceed.

N/A

Summary Sheet

Review date	January 2014
Person responsible for review	Phil Mitchell
Strategic Management Lead signed off	Nick Gray
Date completed	15 th January 2014
Date forwarded to Policy Officer for publishing	5 th February 2014

- Signed off electronic version to be kept in your team for review
- Electronic copy to be forwarded to the Policy and Performance Team for publishing

