

### Equality Impact Assessment Form

1. Persons responsible for this assessment:

Names: Mandy Fathers	
Date of assessment: 21.12 2018	Telephone: 01285 6235771 Email: mandy.fathers@publicagroup.uk

2. Name of the policy, service, strategy, procedure or function:

Retail Relief for Business Rates Is this an amended new policy
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3. Briefly describe it aims and objectives

To ensure that all businesses who qualify are awarded the relief in line with government guidance and legislation. To assist those retail properties with their business rate liability
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4. Are there any external considerations? (e.g. Legislation/government directives)

Legislation as detailed within Section 47 of the Local Government Finance Act 1988, as amended  The Governments Autumn Statement announcements to provide support to those retail businesses with a ratable value of £51,000 or less
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5. What evidence has helped to inform this assessment?

Source	✓	If ticked please explain what
Demographic data and other statistics, including census findings	<input type="checkbox"/>	
Recent research findings including studies of deprivation	<input type="checkbox"/>	
Results of recent consultations and surveys	<input type="checkbox"/>	
Results of ethnic monitoring data and any equalities data	<input type="checkbox"/>	



Anecdotal information from groups and agencies within Gloucestershire	<input type="checkbox"/>	
Comparisons between similar functions / policies elsewhere	<input type="checkbox"/>	
Analysis of audit reports and reviews	<input type="checkbox"/>	
Other:	<input type="checkbox"/>	

6. Please specify how intend to gather evidence to fill any gaps identified above:

n/a

7. Has any consultation been carried out?

No consultation has taken place

If NO please outline any planned activities

**Consultation for comments with internal officers, senior managers and the relevant portfolio holder**

8. What level of impact either directly or indirectly will the proposal have upon the general public / staff? (Please quantify where possible)

Level of impact	Response
NO IMPACT – The proposal has no impact upon the general public/staff	<input checked="" type="checkbox"/> v
LOW – Few members of the general public/staff will be affected by this proposal	<input type="checkbox"/>
MEDIUM – A large group of the general public/staff will be affected by this proposal	<input type="checkbox"/>
HIGH – The proposal will have an impact upon the whole community/all staff	<input type="checkbox"/>
Comments: e.g. Who will this specifically impact?	

9. Considering the available evidence, what type of impact could this function have on any of the protected characteristics?

*Negative – it could disadvantage and therefore potentially not meet the General Equality duty;*



*Positive – it could benefit and help meet the General Equality duty;*

*Neutral – neither positive nor negative impact / Not sure*

	Potential Negative	Potential Positive	Neutral	Reasons	Options for mitigating adverse impacts
Age – Young People			√	By supporting those young people leaving the care system within the District	
Age – Old People			√		
Disability			√		
Sex – Male			√		
Sex – Female			√		
Race including Gypsy and Travellers			√		
Religion or Belief			√		
Sexual Orientation			√		
Gender Reassignment			√		
Pregnancy and maternity			√		
Geographical impacts on one area			√		
Other Groups			√		
<b>Rural considerations:</b> ie Access to services; leisure facilities, transport; education; employment; broadband.			√		

10. Action plan (add additional lines if necessary)

Action(s)	Lead Officer	Resource	Timescale

11. Is there is anything else that you wish to add?

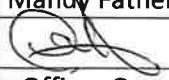
n/a





**Declaration**

I/We are satisfied that an equality impact assessment has been carried out on this policy, service, strategy, procedure or function and where an negative impact has been identified actions have been developed to lessen or negate this impact. We understand that the Equality Impact Assessment is required by the Council and that I/we take responsibility for the completion and quality of this assessment.

Completed By:	Mandy Fathers	Role:	Business Service Manager	Date:	21.12.18
Line Managers signature:				Date:	
Reviewed by Corporate Equality Officer Group (Forest Only):				Date:	

Please forward an electronic copy to;  
Cheltenham;  
Cotswold and West Oxfordshire;  
Forest of Dean; Corporate Support Team – [corporatesupport@fdean.gov.uk](mailto:corporatesupport@fdean.gov.uk).

