



Form to be used for the initial assessment

Service Area: Direct Services	Section: Business Development	Key person responsible for the assessment: Ian Bourton	Date of Assessment: 19/05/2011	
Is this assessment in the Corporate Equality Impact assessment Timetable for 2008-11?			Yes	No
Name of the Policy to be assessed: Charging for Services			Is this a new or existing policy	New
1. Briefly describe the aims, objectives and purpose of the policy		<ul style="list-style-type: none"> • To exercise the Powers contained in various Acts of parliament to charge for discretionary services. • Charging for discretionary services to generate income to spread service overheads • It is not anticipated that individual consumers will be a 'target customer' for charging purposes. It is expected that Direct Services would market opportunities from other public bodies or private businesses and provide a source of choice for the individual consumer. 		

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2. Are there any associated objectives of the policy, please explain	<ul style="list-style-type: none"> • Direct Services to levy a charge public bodies and their agents for services as opportunities arise, within Oxfordshire • Direct Services to levy a charge for discretionary services where there are specific powers to charge for goods and services, within Oxfordshire • Delegation of decision making on charging opportunities in the Private Sector from EB to relevant Director 		
3. Who is intended to benefit from the policy and in what way	<p>Oxford City Council is facing a significant reduction in central government funding over the next four years that cannot be met through efficiency savings alone. By developing our ability to charge for agreed discretionary services, and thus meet budget targets, citizens benefit by definition that current Statutory service levels are at least maintained.</p> <p>Minimises any staff losses buy utilising spare capacity on labour and machinery to optimum effect</p>		
4. What outcomes are wanted from this policy? <ul style="list-style-type: none"> • Council to be in a position to meet budget targets by servicing areas of opportunity where they are legal and requested by citizens and businesses • To be in a position provide a swift response to opportunities that arise for generating revenue • Support and embed a robust marketing and business strategy for targeted discretionary services 			
5. What factors/forces could contribute/detract from the outcomes?	<ul style="list-style-type: none"> • Little or no spare capacity • Uncompetitive in service provision/pricing • Changes in legislation • Strong USPs • Service providers performance 		
6. Who are the key people in relation to the policy?	<ul style="list-style-type: none"> • OCC as the employer • Discretionary Service providers (Managers and staff) 	7. Who implements the policy and who is responsible for the policy?	OCC as the employer Relevant Director

8. Could the policy have a differential impact on racial groups?	Y	N	No differential impact anticipated. Analysis does not indicate a risk of any racial groups being disproportionately affected by this policy – however, some consideration will have to be given to each specific service line.
What existing evidence (either presumed or otherwise) do you have for this?			
9. Could the policy have a differential impact on people due to their gender?	Y	N	No differential impact anticipated. Analysis does not indicate a risk of either men or women being disproportionately affected by this policy– however, some consideration will have to be given to each specific service line.
What existing evidence (either presumed or otherwise) do you have for this?			
10. Could the policy have a differential impact on people due to their disability?	Y	N	<p>No differential impact anticipated– however, some consideration will have to be given to each specific service line..</p> <p>Clear communication will be provided to staff to take account of any known disability before service delivery is commenced.</p> <p>The option of provision of services by the Council as a trusted contractor for matters such as disabled facilities grant building work may be welcomed.</p>
What existing evidence (either presumed or otherwise) do you have for this?			
.Existing take up of Direct Services for disabled facilities grant work			

11. Could the policy have a differential impact on people due to their sexual orientation?	Y	N	No differential impact anticipated. Analysis does not indicate a risk that the sexual orientation people will lead to a negative impact– however, some consideration will have to be given to each specific service line.
What existing evidence (either presumed or otherwise) do you have for this?			
12. Could the policy have a differential impact on people due to their age?	Y	N	No differential impact anticipated. Analysis does not indicate a risk that the age of people will lead to a negative impact– however, some consideration will have to be given to each specific service line. The option of provision of services by the Council as a trusted contractor for matters such as disabled facilities grant building work may be welcomed.
What existing evidence (either presumed or otherwise) do you have for this?	Requests from elderly persons to carry out works. Evidence from Handy Man scheme.		
13. Could the policy have a differential impact on people due to their religious belief?	Y	N	No differential impact anticipated. Analysis does not indicate a risk that the religious belief of people will lead to a negative impact– however, some consideration will have to be given to each specific service line.
What existing evidence (either presumed or otherwise) do you have for this?			

14. Could the negative impact identified in 8-13 create the potential for the policy to discriminate against certain groups?	Y	N	Please explain A robust marketing strategy will be in place with clearly defined reasoning for target customers complete with marketing assessments and viability. An analysis of the outcomes will be ongoing to ensure that no equalities groups with protected characteristics under the Equality Act 2010 will be adversely or negatively affected and to determine that the Council continues to prioritise and invest in diverse opportunities for all.			
15. Can this adverse impact be justified on the grounds of promoting equality of opportunity for one group? Or any other reason	Y	N	Please explain for each equality heading (question 8-13) on a separate piece of paper N/A			
16. Should the policy proceed to a partial impact assessment	Y	N	If Yes, is there enough evidence to proceed to a full EIA	Y	N	
			Date on which Partial or Full impact assessment to be completed by			
17. Are there implications for the Service Plans?	YES	NO	18. Date the Service Plan will be updated	Next cycle	19. Date copy sent to Equalities Officer in Policy, Performance and Communication	19/05/2011
20. Date reported to Equalities Board:			Date to Scrutiny and EB		21. Date published	

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Signed (completing officer)_ Ian Bourton_

Signed (Lead Officer) _____

Please list the team members and service areas that were involved in this process:

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