

Appendix 2 - Initial Equalities Impact Assessment screening form

Prior to making the decision, the Council's decision makers considered the following guide to decision making under the Equality Act 2010:

The Council is a public authority. All public authorities when exercising public functions are caught by the Equality Act 2010 which became law in December 2011. In making any decisions and proposals, the Council - specifically members and officers - are required to have due regard to the 9 protected characteristics defined under the Act. These protected characteristics are: age, disability, race, gender reassignment, pregnancy and maternity, religion or belief, sex, sexual orientation and marriage & civil partnership.

The decision maker(s) must specifically consider those protected by the above characteristics:

- (a) *To seek to ensure equality of treatment towards service users and employees;*
- (b) *To identify the potential impact of the proposal or decision upon them.*

The Council will also ask that officers specifically consider whether:

- (A) *The policy, strategy or spending decisions could have an impact on safeguarding and / or the welfare of children and vulnerable adults*
- (B) *The proposed policy / service is likely to have any significant impact on mental wellbeing / community resilience (staff or residents)*

When considering 'due regard', decision makers must consider the following principles:

1. *The decision maker is responsible for identifying whether there is an issue and discharging it.*
 2. *The duties arise before the decision or proposal is made, and not after and are ongoing.*
 3. *The decision maker must be aware of the needs of the duty.*
 4. *The impact of the proposal or decision must be properly understood first.*
 5. *What does 'due regard' entail?*
 - a. *Collection and consideration of data and information;*
 - b. *Ensuring data is sufficient to assess the decision/any potential discrimination/ensure equality of opportunity;*
 - c. *Proper appreciation of the extent, nature and duration of the proposal or decision.*
 6. *Responsibility for discharging can't be delegated or sub-contracted*
1. Within the aims and objectives of the policy or strategy which group (s) of people has been identified as being potentially disadvantaged by your proposals? What are the equality impacts?

The proposed change will impact the owners of short let businesses who are not a group that shares any protected characteristics. They are also a group who have the financial capacity to own a second property and who are not paying council tax and in most cases not paying business rates so there are no anticipated impacts on vulnerable individuals. The charges that will be

incurred by business owners for the collection of commercial waste are not considered to be substantial. No equality impacts have been identified.

2. In brief, what changes are you planning to make to your current or proposed new or changed policy, strategy, procedure, project or service to minimise or eliminate the adverse equality impacts?

Please provide further details of the proposed actions, timetable for making the changes and the person(s) responsible for making the changes on the resultant action plan.

This is a regularisation of legislative practice and no adverse impacts have been identified.

3. Please provide details of whom you will consult on the proposed changes and if you do not plan to consult, please provide the rationale behind that decision.

Please note that you are required to involve disabled people in decisions that impact on them.

No adverse equality impacts have been identified and the proposed changes only seek to amend the collection of commercial waste and bring it into line with statutory requirements. The proposed changes do not have any impacts on disability issues or on disabled people as a group.

4. Can the adverse impacts you identified during the initial screening be justified without making any adjustments to the existing or new policy, strategy, procedure, project or service?

Please set out the basis on which you justify making no adjustments.

No adverse impacts were identified on any group no adjustments are considered necessary.

5. You are legally required to monitor and review the proposed changes after implementation to check they work as planned and to screen for unexpected equality impacts.

Please provide details of how you will monitor/evaluate or review your proposals and when the review will take place.

The progress and impact of this change will be monitored by both the Community Response Team and ODS and will be reviewed prior to the commencement of enforcement activities in January 2023.

Lead officer responsible for signing off the EqIA: Ian Wright

Role: Head of Service

Date: 4/8/22

This page is intentionally left blank