

## Bristol City Council Equality Impact Relevance Check



This tool will identify the equalities relevance of a proposal, and establish whether a full Equality Impact Assessment will be required. Please read the guidance prior to completing this relevance check.

<b>What is the proposal?</b>	
Name of proposal	Increase Development Management income target and transfer business critical posts
Please outline the proposal.	Increase income generation from fees and charges in Development Management and transfer the cost of revenue funded posts from Neighbourhoods to the Planning Division where they will be funded through this additional income.
What savings will this proposal achieve?	None (but allows Neighbourhoods to realise £100k savings in salaries)
Name of Lead Officer	Gary Collins

<b>Could your proposal impact citizens with protected characteristics?</b> (This includes service users and the wider community)
Please outline where there may be significant opportunities or positive impacts, and for whom.
None – service remains the same but is funded differently.
Please outline where there may be significant negative impacts, and for whom.
None – service remains the same but is funded differently.

<b>Could your proposal impact staff with protected characteristics?</b> (i.e. reduction in posts, changes to working hours or locations, changes in pay)
Please outline where there may be significant opportunities or positive impacts, and for whom.
None, although retention of the 2.5 posts could be seen as a positive outcome..
Please outline where there may be negative impacts, and for whom.
None, as posts being retained.

<b>Is a full Equality Impact Assessment required?</b>
Does the proposal have the potential to impact on people with protected characteristics in the following ways: <ul style="list-style-type: none"> <li>• access to or participation in a service,</li> <li>• levels of representation in our workforce, or</li> </ul>

- reducing quality of life (i.e. health, education, standard of living) ?

Please indicate yes or no. If the answer is yes then a full impact assessment must be carried out. If the answer is no, please provide a justification.

No

Service Director sign-off and date:

Equalities Officer sign-off and date: 4/10/2016  
Anne James Equality and Community Cohesion team Leader

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