

## 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	In House Enforcement Team
Please outline the proposal	To create an in house enforcement team to provide a more joined up citizen centric approach to debt collection and provide an income stream for the Council through the retention of statutory fees.
What savings will this proposal achieve?	None
Name of Lead Officer	Martin Smith

<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.
There is a significant opportunity to engage with citizens who are in vulnerable situations and positively impact upon their financial circumstances.
Please outline where there may be significant negative impacts, and for whom.
There will be negative impacts (although no more than using the currently contracted enforcement agents) to those citizens who have to pay statutory fees.

<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.
There is an opportunity to positively impact on staff with protected characteristics through a recruitment exercise.
Please outline where there may be negative impacts, and for whom.
A review of the team structure already in place may impact on staff with protected characteristics.

<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.

Yes

Service Director sign-off and date:

Equalities Officer sign-off and date:

 13/10/16