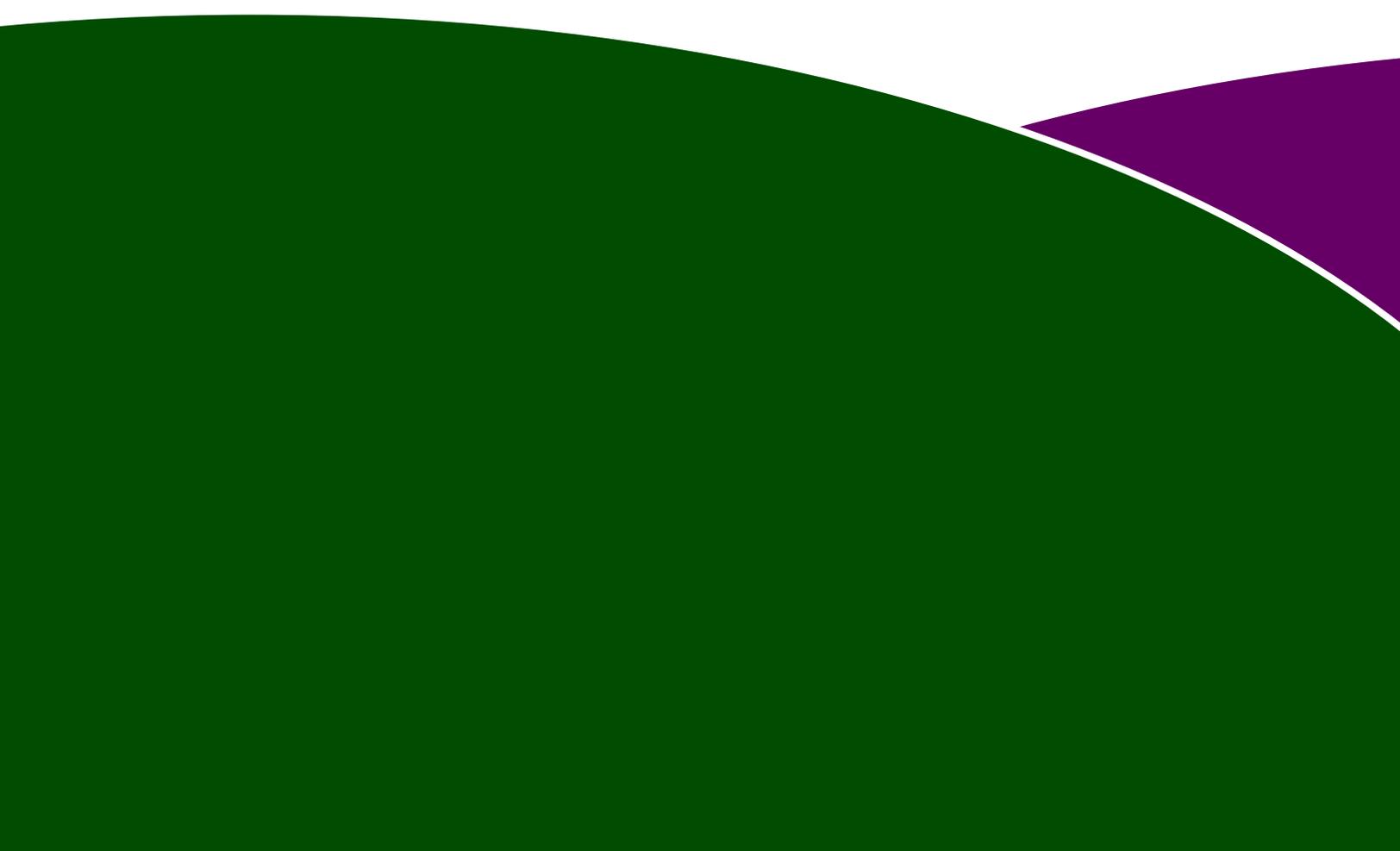


Equality Impact Assessment

MVDC Budget 2019/20



Section 1: Introduction and background

What is being assessed?	MVDC Budget 2019/20
Business unit	Finance
Job title of assessor	Financial Services Manager
Strategic Management Lead	Deputy Chief Executive and Director of Finance
Date of assessment	January 2019
Is this a new or existing function or policy?	New budget proposals for 2019/20 that have been added to the roll forward of existing budget from 2018/19

Description of the function or policy, including:

- **The aims and scope**
- **The main beneficiaries or users**
- **The main equality issues and barriers, and the protected characteristics¹ they relate to (not all assessments will encounter issues relating to every protected characteristic)**

The proposed budget for 2019/20 maintains the existing scope, range and level of service provision. It will protect services at their existing levels despite reductions in or withdrawal of funding to Mole Valley District Council.

There are eleven new budget proposals, phased as follows:

	Proposed budget 2019/20 £000	Proposed budget 2020/21 £000	Proposed budget 2021/22 £000
Growth proposals and service development			
<u>Ongoing</u>			
Planning Enforcement Officer	37	37	37
Tree and Countryside Officer	20	20	20
Joint Enforcement Team	120	120	120
<u>One-off</u>			
Waste Management Co-ordinator	55		
Financial Services Development Programme	50		
Trainee Solicitor	21	38	16
CRM systems integration	100		
CRM Project Manager	40		
Organisational Development Strategy	52		
North Leatherhead Project	60		
Building Surveyor and Project Support	70	70	70
TOTAL	448	108	86

¹The protected characteristics are age, sex, disability, pregnancy and maternity, race and ethnicity, religion and belief, gender reassignment, sexual orientation, and marriage and civil partnership (Source: Equality Act 2010)

Description of how the function or policy fits into the Council's Corporate Priorities or other local, regional or national plans and priorities

The 2019/20 budget proposals reflect the priorities in the Mole Valley District Council Corporate Strategy

Section 2: Analysis and assessment

Indicate for each protected characteristic whether there may be a positive impact, negative impact, a mixture of both or no impact – using a tick in the appropriate columns

Protected characteristics	Positive	Negative	No impact	Reason
Age			<input checked="" type="checkbox"/>	
Sex			<input checked="" type="checkbox"/>	
Disability			<input checked="" type="checkbox"/>	
Pregnancy and maternity			<input checked="" type="checkbox"/>	
Race and ethnicity			<input checked="" type="checkbox"/>	
Religion and belief			<input checked="" type="checkbox"/>	
Gender reassignment			<input checked="" type="checkbox"/>	
Sexual orientation			<input checked="" type="checkbox"/>	
Marriage and civil partnership			<input checked="" type="checkbox"/>	
Other aspects to consider	Positive	Negative	No impact	Reason
Carers			<input checked="" type="checkbox"/>	
Rural/urban access issues	<input checked="" type="checkbox"/>			<p>Officer will safeguard the Council's tree and countryside property assets</p> <p>The JET is designed to enforce anti-social behaviour in both rural and urban areas, increasing visibility of enforcement agencies on the streets and provide reassurance to residents.</p>

HR issues (how will staff with protected characteristics be affected?)				
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What can be done to reduce the effects of any negative impacts?

Where negative impact cannot be completely diminished, can this be justified, and is it lawful?

N/A

Where there are positive impacts, what changes have been or will be made?
Who are the beneficiaries? How have they benefited?

The Council's natural assets require safeguarding for the benefit and wellbeing of the whole of the District's population to enjoy.

The positive impacts of the JET service will be to enforce anti-social behaviour and fine or prosecute perpetrators. The JET Officers will act as a reassurance for residents across the district and provide a deterrent effect for potential perpetrators of ASB.

Section 3: Evidence gathering and fact-finding

What evidence is available to support your views above?
Please include:

- A summary of the available evidence
- Identification of where there are gaps in the evidence (this may identify a need for more evidence in the action plan)
- What information is currently captured with respect to usage and take up of services.
- What the current situation is in relation to equality and diversity monitoring (where relevant)

The Council is responsible for 50,000 trees which it has a Health and Safety responsibility to manage safely. Also it is essential that there are long term adequate management plans in place for all council owned sites including wildlife and ecological considerations in line with the Council Strategy.

Reports of Community and Environmental ASB have increased over the last 4 years and there is an expectation from residents that this kind of behaviour will be tackled. This new team will address this expectation.

How have stakeholders been involved in this assessment?

Who are they, and what is their view?

The budget proposals are being considered by the Standing Budget Panel, Scrutiny Committee, Cabinet and the Council. Separate consultation discussions have taken place with Parish Councils, Chambers of Commerce and other representative organisations.

Recommendations

Summary of the main recommendations (if any) arising from the assessment

N/A

Section 4: Action Plan

Actions needed to implement the EqIA recommendations (if any)

<i>Issue</i>	Action	Expected outcome	Who	Deadline for action
N/A				