

Equality Impact Assessment: *Members Allowances 2026/27*

The Equality Act 2010 includes a general duty which requires public authorities, in the exercise of their functions, to have due regard to the need to:

- **Eliminate discrimination**, harassment and victimisation and any other conduct that is prohibited by or under the Act.
- **Advance equality of opportunity** between people who share a relevant protected characteristic and people who do not share it.
- **Foster good relations** between people who share a relevant protected characteristic and those who do not

In order to comply with the general duty authorities must assess the impact on equality of decisions, policies and practices. These duties do not prevent the authority from reducing services where necessary, but they offer a way of developing proposals that consider the impacts on all members of the community.

Authorities which fail to carry out equality impact assessments risk making poor and unfair decisions which may discriminate against particular groups and worsen inequality.

Committee name and date:	Report Title	Decisions being recommended:	People with protected characteristics potentially impacted by the decisions to be made:
Council 13 January 2026	Member Allowances 2026/27	That the following recommendations be made to Council in respect of the Exeter City Council Members' Allowances for the period 2026/27: (1) the basic structure and principles of the current Members' Allowances scheme be retained for 2026/27; (2) the principle that any Member qualifying for more than one Special Responsibility	All Members, including those with protected characteristics as well as any dependents with protected characteristics. Specifically, recommendation 1 could have a positive impact in that the offer of an allowance could enable an individual to become a Councillor.

Committee name and date:	Report Title	Decisions being recommended:	People with protected characteristics potentially impacted by the decisions to be made:
		<p>Allowance (SRA) is paid the higher allowance only, should be retained;</p> <p>(3) the Councillors Basic and Special Responsibility Allowances, including the Lord Mayor and Deputy Lord Mayor's Expenses Allowances, should continue to be linked and updated in line with the national pay award for the previous year. This was a rate of 3.2% for 25/26;</p> <p>(4) the principle that SRAs be paid to no more than 50% of the overall number of Councillors would continue to be kept under review and adhered to where possible;</p> <p>(5) the current Dependents' Carers' Allowance Scheme be maintained, with the continuation of the level of allowance matching the hourly Living Wage as applicable from April each year. In the case of Members who need specialist care for a child or adult dependent, a higher rate, of up to £25 per hour or part thereof, can be agreed by negotiation in advance with the Democratic Services Manager;</p> <p>(6) the sum of £50 to be paid to the Independent Persons affiliated to the Audit and Governance Committee for up to four hours work, and £100 for four hours and over, payable to each of the two Independent Persons (up to a maximum of £500 per person in anyone year) be retained; and</p>	<p>In recommendation ?? the offer of additional recompense for care during approved duty could impact children and those with care and support needs.</p>

Committee name and date:	Report Title	Decisions being recommended:	People with protected characteristics potentially impacted by the decisions to be made:
		(7) Travel and Subsistence allowances available for staff continue to apply for Exeter City Councillors, where appropriate.	

Factors to consider in the assessment: For each of the groups below, an assessment has been made on whether the proposed decision will have a **positive, negative or neutral impact**. This must be noted in the table below alongside brief details of why this conclusion has been reached and notes of any mitigation proposed. Where the impact is negative, a **high, medium or low assessment** is given. The assessment rates the impact of the policy based on the current situation (i.e. disregarding any actions planned to be carried out in future).

High impact – a significant potential impact, risk of exposure, history of complaints, no mitigating measures in place etc.

Medium impact – some potential impact exists, some mitigating measures are in place, poor evidence

Low impact – almost no relevancy to the process, e.g. an area that is very much legislation led and where the Council has very little discretion

Protected characteristic/ area of interest	Positive or Negative Impact	High, Medium or Low Impact	Reason
Race and ethnicity (including Gypsies and Travellers; migrant workers; asylum seekers).	Positive	Low	The key recommendations comply with the Local Authorities (Members' allowances) England Regulations 2001 and 2003. There is no evidence that this will impact on any specific person based on this characteristic.
Disability: as defined by the Equality Act – a person has a disability if they have a physical or mental impairment that has a substantial and long-term adverse impact on their ability to carry out normal day-to-day activities.	Positive	Medium	The key recommendations comply with the Local Authorities (Members' allowances) England Regulations 2001 and 2003. Low take-up of the Carers allowance may indicate a need to promote the scheme to ensure those impacted are supported to access in order to ensure that attendance at committees is not impacted.

Protected characteristic/ area of interest	Positive or Negative Impact	High, Medium or Low Impact	Reason
Sex	Positive	Low	<p>The key recommendations comply with the Local Authorities (Members' allowances) England Regulations 2001 and 2003.</p> <p>There is no evidence that this will impact on any specific person based on this characteristic.</p>
Gender reassignment	Positive	Low	<p>The key recommendations comply with the Local Authorities (Members' allowances) England Regulations 2001 and 2003.</p> <p>There is no evidence that this will impact on any specific person based on this characteristic.</p>
Religion and belief (includes no belief, some philosophical beliefs such as Buddhism and sects within religions).	Positive	Low	<p>The key recommendations comply with the Local Authorities (Members' allowances) England Regulations 2001 and 2003.</p> <p>There is no evidence that this will impact on any specific person based on this characteristic.</p>
Sexual orientation (including heterosexual, lesbian, gay, bisexual).	Positive	Low	<p>The key recommendations comply with the Local Authorities (Members' allowances) England Regulations 2001 and 2003.</p> <p>There is no evidence that this will impact on any specific person based on this characteristic.</p>
Age (children and young people aged 0-24; adults aged 25-50; younger older people aged 51-75/80; older people 81+; frail older people; people living with age related conditions. The age categories are for illustration only as overriding consideration should be given to needs).	Positive	Medium	<p>The key recommendations comply with the Local Authorities (Members' allowances) England Regulations 2001 and 2003.</p> <p>Low take-up of the Carers allowance may indicate a need to promote the scheme to Members in order that needs are met and attendance at committees is not impacted negatively.</p>
Pregnancy and maternity including new and breast feeding mothers	Positive	Low	<p>The key recommendations comply with the Local Authorities (Members' allowances) England Regulations 2001 and 2003.</p>

Protected characteristic/ area of interest	Positive or Negative Impact	High, Medium or Low Impact	Reason
			There is no evidence that this will impact on any specific person based on this characteristic.
Marriage and civil partnership status	Positive	Low	<p>The key recommendations comply with the Local Authorities (Members' allowances) England Regulations 2001 and 2003.</p> <p>There is no evidence that this will impact on any specific person based on this characteristic.</p>

Actions identified that will mitigate any negative impacts and/or promote inclusion:

- The Council will consider Equalities and protected characteristics at all stages of any decision.
- All officers will ensure that all Members receive fair and equitable treatment irrespective of their background or protected characteristics, as defined by the Equality Act 2010.
- A plan to positively promote uptake of the Carers allowance scheme to ensure Members are aware and feel supported to take this up where appropriate could be beneficial.

Officer: Josie McDonald

Date: 12 December 2025.