

Equality Impact Assessment: Members Allowances 2024/25

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:
Executive: 28 November 2023 Council: 12 December 2023	Members Allowances 2024/25	That the following recommendations be made to Council in respect of the Exeter City Council Members' Allowances for the period 2024/25:-	The impact of the recommendation 1 could have an impact by the offer of an allowance to enable an individual to become a Councillor, and recommendation 6 in offering some additional financial

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		<p>(1) the basic structure and principles of the current Members' Allowances scheme be retained for 2024/25;</p> <p>(2) the principle that any Member qualifying for more than one Special Responsibility Allowance 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 Local Government Employers (LGE) staff pay award for the previous year, (a lump sum payment of £1,925 in the</p>	<p>recompense for childcare when carrying out approved duty.</p>

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		<p>annual Local Staff Pay Award was awarded by the Employer's side for staff for the period 2022/23 which was effective for staff from April 2022). The Panel considered that it was appropriate to use the median percentage increase in staff pay of 4.04% level as a benchmark for the Basic Councillor Allowance;</p> <p>(4) a new Special Responsibility Allowance be offered to the Chair of the Scrutiny Programme Board in recognition of their coordination of the support role offered by the Board to the scrutiny function;</p> <p>(5) the principle that Special Responsibility Allowances</p>	

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		<p>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>(6) the current Dependants' Carers' Allowance scheme be maintained, with the continuation of the level of allowance matching the hourly Living Wage as applicable from April of each year (together with the retention of the uplift of the standard rate of income tax). In the case of members who need specialist care for a child or adult dependant, a higher rate, of up to £25 per hour or part thereof, (together with the retention of the uplift of the standard rate of income tax).can be</p>	

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		<p>agreed by negotiation in advance with the Democratic Services Manager;</p> <p>(7) the sum of £50 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 any one year) be retained; and</p> <p>(8) Travel and Subsistence allowances available for staff continue to apply to Exeter City Councillors, where appropriate.</p>	

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 is 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.
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	Low	The key recommendations comply with the Local Authorities (Members 'Allowances) England Regulations 2001 and 2003.
Sex/Gender	Positive	Low	The key recommendations comply with the Local Authorities (Members 'Allowances) England Regulations 2001 and 2003
Gender reassignment	Positive	Low	The key recommendations comply with the Local Authorities (Members 'Allowances) England Regulations 2001 and 2003.
Religion and belief (includes no belief, some philosophical beliefs such as Buddhism and sects within religions).	Positive	Low	The key recommendations comply with the Local Authorities (Members 'Allowances) England Regulations 2001 and 2003.
Sexual orientation (including heterosexual, lesbian, gay, bisexual).	Positive	Low	The key recommendations comply with the Local Authorities (Members 'Allowances) England Regulations 2001 and 2003.
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	Positive	Low	The key recommendations comply with the Local Authorities (Members 'Allowances) England Regulations 2001 and 2003. A Dependent Carers Allowance enables an individual Council Member to carry out their duties with some additional financial recompense for childcare when carrying out approved duty.

Protected characteristic/ area of interest	Positive or Negative Impact	High, Medium or Low Impact	Reason
age categories are for illustration only as overriding consideration should be given to needs).			
Pregnancy and maternity including new and breast feeding mothers	Positive	Low	The key recommendations comply with the Local Authorities (Members 'Allowances) England Regulations 2001 and 2003. The Council has a maternity leave policy.
Marriage and civil partnership status	Positive	Low	The key recommendations comply with the Local Authorities (Members 'Allowances) England Regulations 2001 and 2003

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

Officer: Sharon Sissons

Date: 3 November 2023