

EQUALITY IMPACT ASSESSMENT

Finance Service



STAGE 1: WHAT IS BEING ASSESSED AND BY WHOM?

What is being assessed - including a brief description of aims and objectives?	Proposal for a Plymouth City Council Wholly Owned Agile Company, including the City Market Asset
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Department and service	Transformation and Change. Finance Service
Date of assessment	16-02-2017

STAGE 2: EVIDENCE AND IMPACT

Protected characteristics (Equality Act)	Evidence and information (eg data and feedback)	Any adverse impact See guidance on how to make judgement	Actions	Timescale and who is responsible
Age	N/A	None – technical solution. No change to existing service operations. The proposed solution to a financial planning challenge ensures there is no impact on City Market traders, tenants, shoppers, visitors or employees	N/A	N/A
Disability				
Faith/religion or belief				
Gender - including marriage, pregnancy and maternity				
Gender reassignment				
Race				
Sexual orientation - including civil partnership				

STAGE 3: ARE THERE ANY IMPLICATIONS FOR THE FOLLOWING? IF SO, PLEASE RECORD ACTIONS TO BE TAKEN

Local priorities	Implications	Timescale and who is responsible
Reduce the gap in average hourly pay between men and women by 2020.	None – technical solution. No change to existing service operations	N/A
Increase the number of hate crime incidents reported and maintain good satisfaction rates in dealing with racist, disablist, homophobic, transphobic and faith, religion and belief incidents by 2020.	None – technical solution. No change to existing service operations	N/A
Good relations between different communities (community cohesion)	None – technical solution. No change to existing service operations	N/A
Human rights Please refer to guidance	None – technical solution. No change to existing service operations	N/A

STAGE 4: PUBLICATION

Responsible Officer

Date

Director, Assistant Director or Head of Service