

## 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	School appeals income generation
Please outline the proposal.	<p>To ensure our school appeals charges are competitive and to deliver income of a minimum of £30k in 18/19 from provision of the service to academies and trading with schools across the city.</p> <p>There is no requirement for this service to be provided by the council and other providers do operate within the city.</p>
What savings will this proposal achieve?	Total income target of £30k for 18/19
Name of Lead Officer	Shahzia Daya

<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.
The provision of a professional and competitive clerking service for school appeals ensures that parents and children have their appeals heard in a timely and professional manner which ensures they are able to exercise their statutory right to appeal. The service provided by the council is able to draw on a wide range of resources to ensure that the needs of citizens with protected characteristics (related to language, disability etc) can be properly accommodated.
Please outline where there may be significant negative impacts, and for whom.

<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.

Please outline where there may be negative impacts, and for whom.

Resources to provide the clerking service need to be managed appropriately as previously this has had a significant impact upon staff during the summer bulk period however agreements have been made with other services to support the service during this time period.

**Is a full Equality Impact Assessment required?**

Does the proposal have the potential to impact on people with protected characteristics in the following ways:

- access to or participation in a service,
- levels of representation in our workforce, or
- 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.

No, this is about improving existing service provision.

Service Director sign-off and date:



10 January 2018

Equalities Officer sign-off and date:

Simon Nelson  
19/10/17