



IPSWICH
BOROUGH COUNCIL

Equality Impact Assessment

Review of Councillors Allowances

Ref: EQIA2020090251

Officer Name: Ainsley Gilbert

Service Area: Committee Services

Email Address: ainsley.gilbert@ipswich.gov.uk

Title of report: Review of Councillors Allowances

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What is the report trying to achieve?:

To set Councillors Allowances at an appropriate level.

What evidence/data is being used to support this equality analysis?:

Customers complaints/comments, Findings from surveys, focus groups & consultations, Published data - e.g Census, State of Ipswich report, Analysis of service data (e.g I-card)

Supporting documents (if available):

Is there potential for positive or negative impact on any of the protected characteristics?

- **Age:** *Negative*
- **Disability:** *Negative*
- **Marriage & Civil Partnership:** *No Impact*
- **Race:** *Negative*

- **Pregnancy & Maternity:** *Negative*
- **Religion or Belief:** *No Impact*
- **Gender Reassignment:** *No Impact*
- **Sex:** *Negative*
- **Sexual Orientation:** *No Impact*

If 'No Impact' explain why

Marriage and Civil Partnership - The proposed Councillors Allowances will not impact on the Marriage or Civil Partnership status of Councillors or potential Councillors as they are paid individually.

Religion or Belief - The proposed Councillors Allowances will be paid irrespective of Religion or Belief.

Gender Reassignment - The proposed Councillors Allowances will be paid irrespective of Gender Reassignment. If a Councillor required a lengthy absence to undergo Gender Reassignment procedures these could be accommodated within existing regulations.

Sexual Orientation - The proposed Councillors Allowances will be paid irrespective of Sexual Orientation.

If you have identified any negative impacts (above) how can they be minimised or removed?

Age - If set at an inappropriately low level the allowances could impact on those who have had less time to build up financial reserves.

Disability - Changes to Councillors Allowances payments have the potential to impact on other claims for statutory entitlements made by Councillors; this however is an indirect impact and is regulated at a national not local level and the report proposes that a letter be written to the Secretary of State and LGA highlighting the potential inequality.

Race - If set at an inappropriately low level the allowances could impact on those who have been disadvantaged because of their race and have been unable to build up financial reserves.

Pregnancy and Maternity - The proposal recognises that Special Responsibility Allowances are not payable whilst Councillors are not undertaking Special Responsibilities, for example, during maternity. This is governed by national regulation, but the Panel proposes that a letter be written to the Secretary of State and LGA highlighting this inequality.

Sex - If set at an inappropriately low level the allowances could impact on women who typically receive less pay than men and so may be less able to be a Councillor if the remuneration is insufficient.

The report helps us to 'eliminate unlawful discrimination, harassment & victimisation' in the following way(s):

The proposals seek to ensure that Councillors are remunerated appropriately and that issues of potential legal discrimination are highlighted to the appropriate authorities.

The report helps us to 'advance equality of opportunity...' in the following way(s): By setting an appropriate allowance all persons will be enabled to become Councillors if they wish to and are successful at election, regardless of financial circumstances.

The policy helps us to 'foster good relations...' in the following way(s): By setting an appropriate allowance people from all groups will be enabled to become Councillors if they wish to and are successful at election.