

## 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	Minimise corporate annual staffing budget uplifts to pay awards only
Please outline the proposal.	The inflation / uplift applied to staffing budgets will only be attributed to the agreed % for pay award. This will mean that all agreed / contractual movements e.g. increments within the establishment will need to be locally managed and contained within existing budgets e.g. vacancy factor.
What savings will this proposal achieve?	N/A
Name of Lead Officer	Mark Williams

<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.
None.
Please outline where there may be significant negative impacts, and for whom.
None.

<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.
None.
Please outline where there may be negative impacts, and for whom.
None.

<b>Is a full Equality Impact Assessment required?</b>
Does the proposal have the potential to impact on people with protected characteristics in the following ways: <ul style="list-style-type: none"> <li>• access to or participation in a service,</li> <li>• levels of representation in our workforce, or</li> <li>• reducing quality of life (i.e. health, education, standard of living) ?</li> </ul>

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, because neither proposal has the potential to impact on levels of representation in the workforce.
Service Director sign-off and date: Jacquie McGeachie – 23/10/2017	Equalities Officer sign-off and date: Cherene Whitfield 8 January 2018