

# Dacorum BC Community Impact Assessment (CIA) Template

Policy / service / decision

Business rates – Covid-19 Additional Relief Fund

## Description of what is being impact assessed

*What are the aims of the service, proposal, project? What outcomes do you want to achieve? What are the reasons for the proposal or change? Do you need to reference/consider any related projects?*

*Stakeholders; Who will be affected? Which protected characteristics is it most relevant to? Consider the public, service users, partners, staff, Members, etc*

*It is advisable to involve at least one colleague in the preparation of the assessment, dependent on likely level of impact*

Introduction of a discretionary business rate relief for the 2021/22 year to provide support to businesses impacted by COVID-19 which have not received other business rate relief.

The intended outcome is to provide financial assistance to local businesses by reducing business rates liability

## Evidence

### What data/information have you used to assess how this policy/service/decision might impact on protected groups?

*(include relevant national/local data, research, monitoring information, service user feedback, complaints, audits, consultations, CIAs from other projects or other local authorities, etc.). You should include such information in a proportionate manner to reflect the level of impact of the policy/service/decision.*

None – this applies to businesses and only business details are held on the database

**Who have you consulted with to assess possible impact on protected groups?** *If you have not consulted other people, please explain why? You should include such information in a proportionate manner to reflect the level of impact of the policy/service/decision.*

No-one – this applies to businesses and only business details are held on the database.

### Analysis of impact on protected groups (and others)

The Public Sector Equality Duty requires Dacorum BC to eliminate discrimination, advance equality of opportunity and foster good relations with protected groups. Consider how this policy/service/decision will achieve these aims. Using the table below, detail what considerations and potential impacts against each of these using the evidence that you have collated and your own understanding. Based on this information, make an assessment of the likely outcome, **before** you have implemented any mitigation.

- *The PCs of Marriage and Civil Partnership and Pregnancy and Maternity should be added if their inclusion is relevant for impact assessment.*
- *Use “insert below” menu layout option to insert extra rows where relevant (e.g. extra rows for different impairments within Disability).*

Summary of impact		Negative impact / outcome	Neutral impact / outcome	Positive impact / outcome
Protected group	<i>What do you know? What do people tell you? Summary of data and feedback about service users and the wider community/public. Who uses / will use the service? Who doesn't / can't and why? Feedback/complaints?</i>			
<b>Age</b>	The funding will be distributed based on the financial impact that the pandemic has had on local businesses. No personal details of the business owner will be collected as part of the application process as it is not required. There are no concerns that the policy could have a differential impact on individuals with a protected characteristic.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<b>Disability (physical, intellectual, mental)</b>	The funding will be distributed based on the financial impact that the pandemic has had on local businesses. No personal details of the business owner will be collected as part of the application process as it is	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

<i>Refer to CIA Guidance Notes and Mental Illness &amp; Learning Disability Guide</i>	not required. There are no concerns that the policy could have a differential impact on individuals with a protected characteristic.			
<b>Gender reassignment</b>	The funding will be distributed based on the financial impact that the pandemic has had on local businesses. No personal details of the business owner will be collected as part of the application process as it is not required. There are no concerns that the policy could have a differential impact on individuals with a protected characteristic.	☐	⊗	☐
<b>Race and ethnicity</b>	The funding will be distributed based on the financial impact that the pandemic has had on local businesses. No personal details of the business owner will be collected as part of the application process as it is not required. There are no concerns that the policy could have a differential impact on individuals with a protected characteristic.	☐	⊗	☐
<b>Religion or belief</b>	The funding will be distributed based on the financial impact that the pandemic has had on local businesses. No personal details of the business owner will be collected as part of the application process as it is not required. There are no concerns that the policy could have a differential impact on individuals with a protected characteristic.	☐	⊗	☐
<b>Sex</b>	The funding will be distributed based on the financial impact that the pandemic has had on local businesses. No personal details of the business owner will be collected as part of the application process as it is not required. There are no concerns that the policy could have a differential impact on individuals with a protected characteristic.	☐	⊗	☐
<b>Sexual orientation</b>	The funding will be distributed based on the financial impact that the pandemic has had on local businesses. No personal details of the business owner will be collected as part of the application process as it is	☐	⊗	☐

	not required. There are no concerns that the policy could have a differential impact on individuals with a protected characteristic.			
<b>Not protected characteristics but consider other factors, e.g. carers, veterans, homeless, low income, loneliness, rurality etc.</b>	The funding will be distributed based on the financial impact that the pandemic has had on local businesses. No personal details of the business owner will be collected as part of the application process as it is not required. There are no concerns that the policy could have a differential impact on individuals with a protected characteristic.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

### Negative impacts / outcomes action plan

Where you have ascertained that there will potentially be negative impacts / outcomes, you are required to mitigate the impact of these. Please detail below the actions that you intend to take.

<b>Action taken/to be taken</b> <i>(copy &amp; paste the negative impact / outcome then detail action)</i>	<b>Date</b>	<b>Person responsible</b>	<b>Action complete</b>
	Select date		<input type="checkbox"/>
	Select date		<input type="checkbox"/>
	Select date		<input type="checkbox"/>

	Select date		<input type="checkbox"/>
	Select date		<input type="checkbox"/>
	Select date		<input type="checkbox"/>
	Select date		<input type="checkbox"/>
	Select date		<input type="checkbox"/>
<b>If negative impacts / outcomes remain, please provide an explanation below.</b>			
<b>Completed by (all involved in CIA)</b>	<b>Chris Baker</b>		
<b>Date</b>	<b>22 February 2022</b>		
<b>Signed off by</b> <i>(AD from different Directorate if being presented to CMT / Cabinet)</i>			
<b>Date</b>			

<b>Entered onto CIA database - date</b>	
<b>To be reviewed by (officer name)</b>	
<b>Review date</b>	