

Appendix G - Revenues and IT Support Service – Future Service Delivery Options

Equality Analysis Screening Stage

Department: Brent Customer Services

Person Responsible: Richard Vallis

Created: 27th September 2017

Last Review: Not applicable

Status: Open

Next Review (if applicable): (see report)

Stage 1 Screening Data

1. What are the objectives and expected outcomes of your proposal? Why is it needed? Make sure you highlight any proposed changes.

The main objectives of this proposal are:

- To retender the Business Rates service with its associated services as set out in the Cabinet report to ensure that value for money is obtained and to comply with statutory provisions concerning service contracts.
- To return the Council Tax and associated IT services to direct Council provision from 1st May 2019.

The above are under consideration because the existing contract for the services concerned is scheduled to expire on 30th April 2019 and there is no further provision for extension of the term.

2. Who is affected by the proposal? Consider residents, staff and external stakeholders.

Capita employees, Brent employees, residents, businesses, suppliers, voluntary and advice agencies.

3.1 Could the proposal impact on people in different ways because of their equality characteristics?

There is a potential that the proposal could impact on people in different ways although this is currently anticipated to be low. This will be kept under review subject to the Cabinet's decision and as the project progresses to ensure that any potential impact identified is considered and addressed, as appropriate.

3.2 Could the proposal have a disproportionate impact on some equality groups? If you answered 'Yes' please indicate which equality characteristic(s) are impacted

The proposal is not currently anticipated to have a disproportionate impact on some equality groups.

3.3 Would the proposal change or remove services used by vulnerable groups of people?

This is not currently anticipated.

3.4 Does the proposal relate to an area with known inequalities?

No.

3.5 Is the proposal likely to be sensitive or important for some people because of their equality characteristics?

It is not currently anticipated that this will be the case.

3.6 Does the proposal relate to one of Brent's equality objectives?

The proposal relates to the following two equality objectives:

- To ensure that local public services are responsive to different needs and treat users with dignity and respect
- To develop and sustain a skilled and committed workforce able to meet the needs of all local people.

Recommend this EA for Full Analysis?

Yes, when more information concerning the precise details of the arrangements is available.

4. Use the comments box below to give brief details of what further information you will need to complete a Full Equality Analysis. What information will give you a full picture of how well the proposal will work for different groups of people? How will you gather this information? Consider engagement initiatives, research and equality monitoring data.

A full equality analysis will be carried out when the detailed proposals have been identified. This is the case both in terms of personnel that may transfer to Brent Council under the proposals and those that could potentially transfer to another supplier for delivery of all or part of the services in scope.

In the case of the impact on residents, businesses and other stakeholders, it is currently anticipated that there will be a minimal impact on individuals and groups with protected characteristics. However, for Council Tax and Business Rate payers, the precise details of future service delivery arrangements will not be known until the Cabinet decision is taken and after any tenders have been received and evaluated. A similar position also applies in relation to suppliers currently used by Capita.

Data will be used from the last census, any current monitoring data held concerning local demographics and relevant service data to establish any potential impact on different groups of people. As the proposals relate primarily to back office services, the extent of any potential impact is currently anticipated to be minimal.