

EQUALITY IMPACT ASSESSMENT

Debt Recovery Consolidation

Reference: EIA000329

Date: 31/01/2024



EIA Form – About your EIA

Reference number	EIA000329
Date Submitted	31/01/2024
Subject of the EIA	Debt Recovery Consolidation
Brief description of the policy, service or function covered by the EIA	Debt Recovery is one of the projects in the Consolidation Programme, which started a discovery phase in January '24 and is due to report on the findings at the end of March '24. The savings attached to this programme and project are to be delivered in 2025/26 and 2026/27. The project at this stage, is considering bringing together the various debt teams from around the council. During this stage of the project, it is anticipated that the changes are internal only. If the project progresses to stage two and decisions made at this time affect externally, then this EIA will be reviewed and updated. As the changes are internal only at this time, it is not anticipated that the proposed changes will impact on people with any protected characteristics. Once the plans are known in Stage 1 and stage 2, this EIA will be reviewed and updated.
Equality Assessment is in support of...	["Amended function"]
How frequently will you review impact and mitigation measures identified in this EIA?	Six months
Due date of the first review	2024-07-01

Directorate, Division & Service Area

Which directorate(s) are responsible for this EIA?	["Strategy, Equalities and Partnerships"]
Division	Consolidation Programme
Service area	Consolidation Programme
Budget Saving	Yes

Officers

What is the responsible officer's email address?	Elizabeth Hibbert
What is the accountable officer's email address?	Wendy Griffith

Data Sources

Data sources	["Birmingham City Observatory data and insight"]
Data source details	N/A



Protected Characteristics

Protected Characteristic – Age

Does this proposal impact people due to their age as per the Equality Act 2010?	No
What age groups are impacted by your proposal?	N/A
Please describe the impact to the age characteristic	N/A
How will you mitigate against any negative impact to the age characteristic?	N/A

Protected Characteristic – Disability

Does this proposal impact those people with a disability as per the Equality Act 2010?	No
Please describe the impact to the disability characteristic	N/A
How will you mitigate against any negative impact to the disability characteristic?	N/A

Protected Characteristic – Sex

Does this proposal impact citizens based on their sex as per the Equality Act 2010?	No
What sexes will be impacted by this proposal?	N/A
Please describe the impact to the sex characteristic	N/A
How will you mitigate against any negative impact to the sex characteristic?	N/A

Protected Characteristic - Gender Reassignment

Does this proposal impact people who are proposing to undergo, undergoing or have undergone a process to reassign one's sex as per the Equality Act 2010?	No
Please describe the impact to the gender reassignment characteristic	N/A



How will you mitigate against any negative impact to the gender reassignment characteristic?	N/A
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Protected Characteristic - Marriage and Civil Partnership

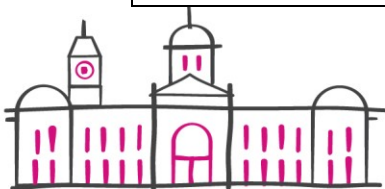
Does this proposal impact people who are married or in a civil partnership as per the Equality Act 2010?	No
What legal marital or registered civil partnership status will be impacted by this proposal?	N/A
Please describe the impact to the marriage and civil partnership characteristic	N/A
How will you mitigate against any negative impact to the marriage and civil partnership characteristic?	N/A

Protected Characteristic - Pregnancy and Maternity

Does this proposal impact people covered by the Equality Act 2010 under the protected characteristic of pregnancy and maternity?	No
Please describe the impact to the pregnancy and maternity characteristic	N/A
How will you mitigate against any negative impact to the pregnancy and maternity characteristic?	N/A

Protected Characteristic - Ethnicity and Race

Does this proposal impact people due to their race as per the Equality Act 2010?	No
What ethnic groups would be impacted by this proposal?	N/A
Please describe the impact to the ethnicity and race characteristic	N/A



How will you mitigate against any negative impact to the ethnicity and race characteristic?	N/A
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Protected Characteristic - Religion or Beliefs

Does this proposal impact people's religion or beliefs as per the Equality Act 2010?	No
What religions could be impacted by this proposal?	N/A
Please describe the impact to the religion or beliefs characteristic	N/A
How will you mitigate against any negative impact to the religion or beliefs characteristic?	N/A

Protected Characteristic - Sexual Orientation

Does this proposal impact people's sexual orientation as per the Equality Act 2010?	No
What sexual orientations may be impacted by this proposal?	N/A
Please describe the impact to the sexual orientation characteristic	N/A
How will you mitigate against any negative impact to the sexual orientation characteristic?	N/A

Monitoring

How will you ensure any adverse impact and mitigation measures are monitored?	As decisions on future plans for Debt Recovery are made, this EIA will be reviewed and updated.
Please enter the email address for the officer responsible for monitoring impact and mitigation	Stephen Arnold

