

INTEGRATED IMPACT ASSESSMENT COVERING

- EQUALITIES & SOCIO ECONOMIC DUTIES
- HUMAN RIGHTS AND RIGHTS OF THE CHILD

DATE	UPDATES/EXECUTIVE SUMMARY	VERSION DETAILS <i>Admin Use Only</i>
14/02/2024	Stage 1 reviewed in preparation for SFC 28/02/2024	10.0 14/02/2024 AMcL

STAGE 1 - DO I NEED AN INTEGRATED IMPACT ASSESSMENT?

Name of policy or proposal: Option 5 – Remove Fair Trade Officer Post	
Is this a	Mark X below
New activity, programme or policy?	
Change to an existing activity, programme or policy?	
Budget proposal?	x

Duties: tick the boxes you think apply	No	Maybe	Yes
Equalities: Will your proposal have an impact on groups with protected characteristics? <i>Consider the impact of your proposal on people and how they access your services and information without barriers.</i>	x		

Socio-economic <i>Not every person/family has access to regular income or savings. Will your proposal have an adverse impact on them</i>	x		
Does your proposal impact on the human rights of people?	x		
Does your proposal impact on the rights of children and young people		x	

Reasoning

Briefly describe your reasoning for the responses given above:

Post enforces consumer rights and tobacco and alcohol sales

If you have answered “maybe” or “yes” to any of the Stage 1 questions above then proceed to complete the Stage 2 Integrated Impact Assessment questions below.

If you have answered “no” to the Stage 1 questions above then provide the details below and submit to [email]

Lead Officer for developing the contract	Jim Grant
Other people involved in the screening (this may be council staff, partners or others i.e. contractor or community)	
Date	22/09/23

STAGE 1

STAGE 2: INTEGRATED IMPACT ASSESSMENT

Brief description of the affected service

<p>1. Describe what the service does: Loss of the post will result in :- Option 5 – Remove Fair Trade Officer Post</p> <p style="margin-left: 40px;">Will make the Council the lowest cost per 1000 population with a level of service that reflects that position.</p> <p>Mitigation There is no capacity across the team to take on this work.</p> <p>Impact Stop tobacco and vape enforcement work (Failure of Statutory duty) Limited civil case support for individuals suffering from unscrupulous traders (annual losses between £200k and £500k) Reduced and delayed service responding to Trades Marks; Copyright, Designs and Patents; Reduced and delayed service responding to Consumer Protection including Product Safety; Reduced and delayed service responding to Prices; Fireworks and Pyrotechnics, Reduced and delayed service responding to Package Travel; Consumer contracts; Reduced and delayed service responding to Gas sales to Children; Reduced inspections of Dangerous Substances and Explosive atmospheres including storage and sale of petrol.</p>
<p>2. Who are your main stakeholders? Individuals</p>
<p>3. What changes as a result of the proposals? Is the service reduced or removed? As above</p>
<p>4. How will this affect your customers? Failure in protection expected through legislation,</p>
<p>5. Impact on staff providing the service Increase in workloads and complaints</p>

6. Please indicate if these apply to any of the protected characteristics	
Protected groups	Potential impacts and considerations
Race	
Disability	
Carers (for elderly, disabled or minors)	

Sex	
Pregnancy and maternity (including breastfeeding)	
Sexual orientation	
Age (include children, young people, midlife and older people)	Reduced protection from the harms of tobacco
Religion, and or belief	
Gender reassignment	
Inequalities arising from socio-economic differences	

Human rights

List of convention rights	Describe, where applicable, if and how specific rights are engaged
Article 5: Right to liberty and security	
Article 6: Right to a fair trial	N/A
Article 8: Right to respect for private and family life, correspondence and the home	
<i>Article 10: Freedom of expression</i>	N/A
<i>Article 11: Freedom of assembly and association</i>	N/A
<i>Article 12: Right to marry</i>	N/A
<i>Article 14: Prohibition of discrimination (in relation to the convention rights)</i>	N/A
<i>Article 1 of Protocol 1: Protection of property</i>	
<i>Article 2 of Protocol 1: Right to education</i>	N/A
<i>Article 3 of Protocol 1: Right to free elections by secret ballot</i>	N/A

Children's Rights and Wellbeing

Relevant articles – UNCRC	
Article 2 – Non discrimination	N/A
Article 12 – Respect of the views of the child	

Article 3.1 – Best interest of the child	x
Article 6.2 – Right to survival and development	x

7. Evidence. What information have you used to make your assessment? (*add dates for updates/additional information*)

Performance data	Enforcement of alcohol and tobacco legislation currently suspended because of lack of staff.
Internal consultation	None
Consultation with affected groups	None
Local statistics	None
National statistics	None
Other	

8. Evidence gaps (*add dates for updates/additional information*)

Do you need additional information in order to complete the information in the previous questions?

No

9. Mitigating action

Can the impact of the proposed policy/activity be mitigated? Please explain

No mitigation

10. Justification (*add dates for updates/additional information*)

If nothing can be done to reduce the negative impact(s) but the proposed policy/activity must go ahead, what justification is there to continue with the change?

This is a matter for Committee. The proposal must be judged against other proposals that may have similar or greater impacts together with options around increase in Council Tax which in itself has an impact on inequalities.

SECTION 3 CONCLUDING THE IIA

Concluding the IIA

1. No potential negative impacts on any of the protected groups were found.	
2. Some potential negative impacts have been identified. The impacts relate to:	
Reducing discrimination, harassment, victimisation or other conduct prohibited under the Equality Act 2010	
Promoting equality of opportunity	
Fostering good relations	
3. The proposals interfere with human rights and/or the rights of the child	x
4. Negative impacts can be mitigated the proposals as outlined in question 8	
5. The negative impacts cannot be fully mitigated but are justified as outlined in question 9.	
6. Further consultation with affected groups is needed.	
7. It is advised not to go ahead with the proposals.	

Decision (*add dates for updates/additional information*)

Set out the rationale for deciding whether or not to proceed with the proposed actions:

This is a matter for Committee. The proposal must be judged against other proposals that may have similar or greater impacts together with options around increase in Council Tax which in itself has an impact on inequalities.

Date of Decision:

STAGE 1

Sign off and authorisation:

Service	EG&D
Department	
Policy/activity subject to IIA	
We have completed the integrated impact assessment for this policy/activity.	Name: Position: Date:
Authorisation by head of service	Name: Jim Grant Position: Head of Service Date:22/09/23
Permission to publish on website -	
Please return this form to the Equal Opportunities Officer, Chief Executive's Office.	

STAGE 1