



Stage 1 - Pre-Screening Equality Impact Assessment

For equalities profile information please visit [Norfolk Insight - Demographics and Statistics - Data Observatory](#)

Name of policy/service/function	Findings of the Independent Review Panel for Member Allowances and Member Allowances Scheme for 2025-29				
Is this a new or existing policy/service/function? (<i>tick as appropriate</i>)	New		Existing	✓	
Brief summary/description of the main aims of the policy/service/function being screened. Please state if this policy/service is rigidly constrained by statutory obligations, and identify relevant legislation.	To review Member allowances following a review by an Independent Remuneration Panel (IRP), as required by the Local Authorities (Member's Allowances) (England) Regulations 2003. These regulations require an IRP to undertake a review every 4 years.				
Who has been consulted as part of the development of the policy/service/function? – new only (<i>identify stakeholders consulted with</i>)	N/A				
Question	Answer				
<p>1. Is there any reason to believe that the policy/service/function could have a specific impact on people from one or more of the following groups, for example, because they have particular needs, experiences, issues or priorities or in terms of ability to access the service?</p> <p>Please tick the relevant box for each group. NB. Equality neutral means no negative impact on any group.</p> <p><i>If potential adverse impacts are identified, then a full Equality Impact Assessment (Stage 2) will be required.</i></p>		Positive	Negative	Neutral	Unsure
	Age	✓			
	Disability	✓			
	Sex	✓			
	Gender Re-assignment	✓			
	Marriage/civil partnership	✓			
	Pregnancy & maternity	✓			
	Race	✓			
	Religion or belief	✓			
	Sexual orientation	✓			
	Armed forces community	✓			
	Care leavers	✓			
Other (eg low income, caring responsibilities)	✓				
<p>Please provide a brief explanation of the answers above:</p> <p>The positive impact of an appropriate members allowance the Fair Remuneration Principle states that allowances should encourage people from all backgrounds to become Councillors, and those that do so should not suffer unreasonable financial consequences as a result. The</p>					



aim of the Member Allowance Scheme is to ensure that the allowances set are appealing to potential elected members from all backgrounds, including those on a lower income.			
Question	Answer	Comments	
2. Is the proposed policy/service likely to affect relations between certain equality communities or to damage relations between the equality communities and the Council, for example because it is seen as favouring a particular community or denying opportunities to another?	No		
3. Could this policy/service be perceived as impacting on communities differently?	No		
4. Are any impacts identified above minor and if so, can these be eliminated or reduced by minor actions? If yes, please agree actions with a member of the Corporate Equalities Working Group and list agreed actions in the comments section	No	Actions:	
		Actions agreed by EWG member:	
<p>If 'yes' to questions 2 - 4 a full impact assessment will be required unless comments are provided to explain why this is not felt necessary:</p> <p>Decision agreed by EWG member:</p>			
5. Is the policy/service specifically designed to tackle evidence of disadvantage or potential discrimination?	No	Please provide brief summary: But as outlined above, the scheme does aim to mitigate some of the potential barriers that may prevent people considering becoming an Elected Member.	
Assessment completed by:			
Name	Becky Box		
Job title	Assistant Director Central Services		
Date completed	27 th January 2025		
Reviewed by EWG member	Charlotte Marriott	Date	28/01/25

Please tick to confirm completed EIA Pre-screening Form has been shared with Corporate Policy (corporate.policy@west-norfolk.gov.uk)