

Equality Impact Assessment: Capability - Performance Policy

Initial assessment

What are the proposed outcomes of the policy?

The proposal is to amend the current Council Tax Reduction scheme for working age applicants.

The Council's need to change the scheme are two-fold namely:

1. To provide savings to the Council; and
2. To make administrative savings due the roll out of Universal Credit within the City.

The changes can **only** be made to the working age Council Tax Reduction scheme.

Pension age applicants are protected under Central Government's Prescribed Scheme.

Which individuals or groups are most likely to be affected?

Working Age applicants

Now consider whether any of the following groups will be disproportionately affected:

Equality Group	Note any positive or negative effects
Particular age groups	<p>Working age – negative effects. In most cases, working age applicants will receive less Council Tax Reduction.</p> <p>Pension Age – neutral. There will be no effect to pension age applicants who receive support under the Central Government Prescribed Scheme.</p>
Disabled people	All working age applicants will be affected. Disability per se will not lead to a reduction in support.
Married couples or those entered into a civil partnership	<p>All working age applicants will be affected. Marriages or Partnerships per se will not lead to a reduction in support.</p> <p>Larger families may be affected by a number of the options for change.</p>
Pregnant women or women on maternity leave	<p>All working age applicants will be affected. Pregnancy or Maternity leave per se will not lead to a reduction in support.</p> <p>Larger families may be affected by a number of the</p>

	options for change.
Particular ethnic groups	All working age applicants will be affected. Ethnicity per se will not lead to a reduction in support
Those of a particular religion or who hold a particular belief	All working age applicants will be affected. Religion or belief has no effect on level of support
Male/Female	All working age applicants will be affected. There are no specific changes in relation to gender although further analysis will be undertaken when the public consultation is completed to establish whether the changes (especially those relating to families) affect a particular gender.
Those proposing to undergo, currently undergoing or who have undergone gender reassignment	All working age applicants will be affected. Gender reassignment per se does not affect the level of reduction.
Sexual orientation	All working age applicants will be affected. Sexual Orientation per se does not affect the level of reduction.

What information is available to help you understand the effect this will have on the groups identified above?

Who will be the beneficiaries of the policy?

All working age applicants will be affected. The Council will continue to assist low income working age applicants with their Council Tax.

Has the policy been explained to those it might affect directly or indirectly?

A full public consultation will be undertaken in line with the statutory requirements. Consultation will also be undertaken with Major Precepting Authorities.

Can any differences be justified as appropriate or necessary?

All proposed changes, if agreed, will be implemented from 1st April 2019.
The Council needs to make savings from the scheme and will look to take into account the views of the Public and Major Precepting authorities.

Are any remedial actions required?

The Council currently maintains, and will continue to maintain, an Exceptional Hardship Scheme.
All working age applicants can apply for additional support. Each case will be considered on an individual basis taking into account their income and essential expenditure.
Where exceptional hardship is determined support may be provided to 100% of the Council Tax payable.

Once implemented, how will you monitor the actual impact?

Monthly monitoring will be undertaken

Policy review date	11/03/2020
Assessment completed by	Suzanne Jones
Date Initial EqIA completed	14/11/2018
Signed by Head of Service	Peter Carpenter