



## Equality Impact Assessment: Council Tax Reduction Scheme 2019

### 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.

The changes being proposed are as follows:

- (a) The existing 30% reduction that is applied at the end of the benefit calculation is replaced with a 30% liability reduction applied at the start of the calculation
- (b) Increasing the 30% liability reduction by 1% a year for 3 years, starting in 2019/20.
- (c) Reducing the capital limit to £6,000 for non-passported claims
- (d) To amend appropriate rates in line with annual upratings.
- (e) To allow the use of Universal Credit Data Share documents as claims for Council Tax Support

### 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><b>Working age</b> – negative effects. In most cases, working age applicants will receive less Council Tax Reduction.</p> <p>The numbers of working age applicants based on current caseload affected by the changes are as follows;</p> <ol style="list-style-type: none"> <li>a) 1,991</li> <li>b) 8,698</li> <li>c) 43</li> <li>d) n/a</li> </ol>

	<p>e) n/a (administrative change to make the claim process simpler and quicker)</p> <p><b>Pension Age</b> – 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 options for change.</p>
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	<p>All working age applicants will be affected.</p> <p>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.</p>
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 has been undertaken in line with the statutory requirements. Consultation has also been undertaken with Major Precepting Authorities.

**Can any differences be justified as appropriate or necessary?**

All proposed changes, if agreed, will be implemented from 1<sup>st</sup> April 2019.

The Council needs to make savings from the scheme and has taken 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

<b>Policy review date</b>	11/03/2020
<b>Assessment completed by</b>	Suzanne Jones
<b>Date Initial EqIA completed</b>	February 2019
<b>Signed by Head of Service</b>	Peter Carpenter

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