

Equality Impact Assessment Form

When completing this form you will need to provide evidence that you have considered how the ‘protected characteristics’ may be impacted upon by this decision. In line with the General Equality Duty the Council must, in the exercise of its functions, have due regard for the need to:

- a) Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act 2010;
- b) Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- c) Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

This form should be completed in conjunction with the guidance document available on the Intranet or by contacting the Corporate Support Team ext. 2607.

1. Persons responsible for this assessment:

Names: Andy Barge – Strategic Group Manager	
Date of assessment: 13 November 2017	Telephone: 01594 812290 email: andy.barge@fdean.gov.uk

2. Name of the policy, service, strategy, procedure or function:

Forest of Dean Local Council Tax Support Scheme Is this a new or existing one? Existing
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3. Briefly describe it aims and objectives

National government abolished council tax benefit three years ago as a national benefit and all councils have to design their own schemes (called “Council Tax Support Schemes”). Forest of Dean District Council first adopted its own scheme in 2013-14, which more or less replicated the previous benefit scheme, other than some minor changes to protect the amount of support paid to war widows, and to reflect the annual uprating of allowances, premiums and non-dependant deductions.

4. Are there any external considerations? (e.g. Legislation/government directives)

<ul style="list-style-type: none"> • Central Government guidance and regulations • The benefit cap • The DWP have completed an equality impact assessment: http://www.legislation.gov.uk/ukia/2014/67/pdfs/ukia_20140067_en.pdf • The DCLG have completed an equality impact assessment: https://www.gov.uk/government/publications?keywords=&publication_filter_option=impact-assessments&topics%5B%5D=all&departments%5B%5D=all&official_document_status=all&world_locations%5B%5D=all&from_date=&to_date

5. What evidence has helped to inform this assessment?

Source	✓	If ticked please explain what
Demographic data and other statistics, including census findings	<input type="checkbox"/>	
Recent research findings including studies of deprivation	<input type="checkbox"/>	
Results of recent consultations and surveys	✓	Consultation on proposed scheme undertaken
Results of ethnic monitoring data and any equalities data	<input type="checkbox"/>	
Anecdotal information from groups and agencies within Gloucestershire	<input type="checkbox"/>	
Comparisons between similar functions / policies elsewhere	✓	Scheme comparisons with other similar authorities
Analysis of audit reports and reviews	<input type="checkbox"/>	
Other:	✓	Impact of existing scheme, which has been in place for a number of years

6. Please specify how intend to gather evidence to fill any gaps identified above:

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7. What level of impact either directly or indirectly will the proposal have upon the general public / staff? (Please quantify where possible)

Level of impact	Response
NO IMPACT – The proposal has no impact upon the general public/staff	<input type="checkbox"/>
LOW – Few members of the general public/staff will be affected by this proposal	✓
MEDIUM – A large group of the general public/staff will be affected by this proposal	<input type="checkbox"/>
HIGH – The proposal will have an impact upon the whole community/all staff	<input type="checkbox"/>
<p>Comments: The scheme only applies to working age claimants. The Government has a separate scheme which is to be applied to individuals of pension age. Assuming a working age population of 16 – 64 years, the Forest of Dean has approximately 51,000 people in this category. There are currently 3,127 working age claimants, representing about 6% of the working age population. The impact is therefore low.</p>	

8. Considering the available evidence, what type of impact could this function have on any of the protected characteristics?

	Potential Negative	Potential Positive	Neutral	Reasons	Options for mitigating adverse impacts
Age – Young People			X	The scheme only applies to working age claimants	
Age – Old People			X	The scheme does not apply to pension age claimants	
Disability			X		
Sex – Male	X			There will potentially be a reduction in support for some working age claimants	The scheme will continue to be monitored and reported to Council if there are any significant adverse impacts on the community. However, evidence suggests that the number affected will be relatively low.
Sex – Female	X			There will potentially be a reduction in support for some working age claimants	
Race including Gypsy and Travellers			X		
Religion or Belief			X		
Sexual Orientation			X		
Gender Reassignment			X		
Pregnancy and maternity			X		
Geographical impacts on one area			X		
Other Groups					

9. Action plan (add additional lines if necessary)

Action(s)	Lead Officer	Resource	Timescale
No actions required			

Declaration

I/We are satisfied that an equality impact assessment has been carried out on this policy, service, strategy, procedure or function and where an negative impact has been identified actions have been developed to lessen or negate this impact. We understand that the Equality Impact Assessment is required by the District Council and that we take responsibility for the completion and quality of this assessment.

Completed By:	Andy Barge	Role:	Strategic Group Manager	Date:	13 November 2017
Line Managers signature:	Sue Pangbourne			Date:	13 November 2017
Reviewed by Corporate Equality Officer Group:	Yes			Date:	

Please forward an electronic copy to the Corporate Support Team – corporatesupport@fdean.gov.uk.