

Equality Impact Assessment (EIA)

Document control

Title of activity:	Council Tax Support Scheme 2018
Type of activity:	This is a scheme which provides assistance to people on low incomes to help them pay their Council Tax.
Lead officer:	Chris Henry, Head of Council Tax & Benefits, Exchequer & Transactional Services, oneSource
Approved by:	Sarah Bryant, Director of Exchequer & Transactional Services
Date completed:	November 2017
Scheduled date for review:	November 2018

Did you seek advice from the Corporate Policy & Diversity team?	Yes
Does the EIA contain any confidential or exempt information that would prevent you publishing it on the Council's website?	No

1. Equality Impact Assessment Checklist

The Equality Impact Assessment (EIA) is a tool to ensure that your activity meets the needs of individuals and groups that use your service. It also helps the Council to meet its legal obligation under the [Equality Act 2010 and the Public Sector Equality Duty](#).

Please complete the following checklist to determine whether or not you will need to complete an EIA. Please ensure you keep this section for your audit trail. If you have any questions, please contact the Corporate Policy and Diversity Team at diversity@havering.gov.uk

About your activity

1	Title of activity	Council Tax Support Scheme 2018
2	Type of activity	This is a scheme which provides assistance to people on low incomes to help them pay their Council Tax.
3	Scope of activity	<p>Many people on low incomes can get Council Tax Support (CTS) to help them pay their council tax bills. The Council Tax Support Scheme is funded by the Government and the Council who pay significantly towards the scheme as well.</p> <p>The CTS grant has been rolled into the Settlement Funding Allocation which has been reduced in-line with core funding reduction. While Government funding continues to fall, the Council has committed to maintaining the current 2017 CTS scheme in 2018.</p> <p>The proposed scheme will continue to protect pensioners who will get the same level of council tax support as they do now.</p> <p>It is proposed the CTS 2017/18 Scheme remains unchanged for working age claimants in 2018/19.</p>
4a	Is the activity new or changing?	No
4b	Is the activity likely to have an impact on individuals or groups?	No
5	If you answered yes:	

Completed by:	Chris Henry, Head of Council Tax & Benefits
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Date:

November 2017

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2. Equality Impact Assessment

Background/context:

The Council proposes to maintain the Council Tax Support (CTS) Scheme in place since April 2015 for 2018/19. The scheme provides assistance to people on low incomes to help them pay their Council Tax.

The CTS grant has been rolled into the Settlement Funding Allocation which has been reduced in-line with core funding reduction. While Government funding continues to fall, the Council has committed to maintaining the current 2017 CTS scheme in 2018.

The proposed scheme will continue to protect pensioners who will get the same level of Council Tax Support as they do now.

In respect of working age claimants, the proposed scheme will provide the same level of support as it does now.

At 31 August 2017, 8,994 working-age claimants and 6,584 pensionable age claimants were in receipt of Council Tax Support.

CTS changes were catered for within the package of priorities and it can therefore be seen that in general respondents were in favour of the overall priorities change and a majority of residents were not in favour of raising council tax above 2% in order not to make up reductions proposed.

Support remains in place through the Council Tax Discretionary policy for those who suffer hardship.

In terms of the number of Council Tax Support Claimants and their household and personal status, the overall total, compared to last year, has reduced from 16,177 to 15,578 (Aug 2017).

<u>Council Tax Support Case Group Descriptions</u>	<u>Count</u>
Elderly - Non-Passported - Carer	142
Elderly - Non-Passported - Child Under 5	0
Elderly - Non-Passported - Enhanced Disability	0
Elderly - Non-Passported - Family Premium	3
Elderly - Non-Passported - Family Premium - 1 Child	8
Elderly - Non-Passported - Family Premium - 2 Child	2
Elderly - Non-Passported - Family Premium - 4 Child	1
Elderly - Non-Passported - Non Dependant	334

Elderly - Non-Passported - Other	1772
Elderly - Non-Passported - Severe Disability	393
Elderly - Non-Passported - War Pensioners	17
Elderly - Non-Passported - Working	84
Elderly - Passported - Carer	171
Elderly - Passported – Disabled Child premium	1
Elderly - Passported - Enhanced Disability	1
Elderly - Passported - Family Premium	7
Elderly - Passported - Family Premium - 1 Child	9
Elderly - Passported - Family Premium - 2 Child	3
Elderly - Passported - Family Premium - 3 Child	1
Elderly - Passported - Family Premium - 4 Child	0
Elderly - Passported - Non Dependant	468
Elderly - Passported - Other	2301
Elderly - Passported - Severe Disability	849
Elderly - Passported - Working	17
TOTAL (Elderly) = 6,584 (42%)	
Working Age - Non-Passported - Carer	100
Working Age - Non-Passported - Child Under 5	382
Working Age - Non-Passported - Disability	101
Working Age - Non-Passported - Disabled Child Premium	33
Working Age - Non-Passported - Enhanced Disability	254
Working Age - Non-Passported - Family Premium	101
Working Age - Non-Passported - Family Premium - 1 Child	620
Working Age - Non-Passported - Family Premium - 2 Child	471
Working Age - Non-Passported - Family Premium - 3 Child	180
Working Age - Non-Passported - Family Premium - 4 Child	54
Working Age - Non-Passported - Family Premium - 5 and above	7
Working Age - Non-Passported - Lone Parent Child Under 5	424
Working Age - Non-Passported - Non Dependant	38
Working Age - Non-Passported - Other	182
Working Age - Non-Passported - Severe Disability	138
Working Age - Non-Passported - War Pensioners	4
Working Age - Non-Passported - Working	439
Working Age - Passported - Carer	445
Working Age - Passported - Child Under 5	91
Working Age - Passported - Disability	153
Working Age - Passported - Disabled Child Premium	30
Working Age - Passported - Enhanced Disability	1225
Working Age - Passported - Family Premium	67
Working Age - Passported - Family Premium - 1 Child	401
Working Age - Passported - Family Premium - 2 Child	181
Working Age - Passported - Family Premium - 3 Child	53
Working Age - Passported - Family Premium - 4 Child	10
Working Age - Passported - Family Premium - 5 and Above	2
Working Age - Passported - Lone Parent Child Under 5	876

Working Age - Passported - Non Dependant	250
Working Age - Passported - Other	833
Working Age - Passported - Severe Disability	808
Working Age - Passported - Working	41
TOTAL (Working Age) = 8,994 (58%)	
Grand Total Working Age & Elderly)	15,578

Age: Consider the full range of age groups	
<i>Please tick (✓) the relevant box:</i>	
Positive	<input type="checkbox"/>
Neutral	<input checked="" type="checkbox"/>
Negative	<input type="checkbox"/>
Overall impact:	
There are no changes proposed to the CTS 2018 Scheme.	
The impact of this scheme, as compared to the scheme available in 2015/16, remain the same as in the Equality Impact Analysis prepared in January 2015	
Evidence:	
Sources used:	

Disability: Consider the full range of disabilities; including physical mental, sensory and progressive conditions	
<i>Please tick (✓) the relevant box:</i>	
Positive	<input type="checkbox"/>
Neutral	<input checked="" type="checkbox"/>
Negative	<input type="checkbox"/>
Overall impact:	
There are no changes proposed to the CTS 2018 Scheme.	
The impact of this scheme, as compared to the scheme available in 2015/16, remains the same as in the Equality Impact Analysis prepared in January 2015.	

Evidence:

Sources used:

Sex/gender: Consider both men and women

<i>Please tick (✓) the relevant box:</i>		Overall impact: There are no changes proposed to the CTS 2018 Scheme. The impact of this scheme, as compared to the scheme available in 2015/16, remains the same as in the Equality Impact Analysis prepared in January 2015.
Positive	<input type="checkbox"/>	
Neutral	<input checked="" type="checkbox"/>	
Negative	<input type="checkbox"/>	

Evidence:

Sources used:

Ethnicity/race: Consider the impact on different ethnic groups and nationalities

<i>Please tick (✓) the relevant box:</i>	Overall impact:
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Positive		
Neutral	✓	
Negative		

Information:

The tables below show the projected figures for the breakdown of Havering by ethnicity/race and for Benefits claimants where they have supplied this information. The data is difficult to compare due to the different classifications of ethnicity used.

2017 (projection)	Number	Percentage of population (%)
All ethnicities	253,478	100.00
White	211,814	83.6
Black Caribbean	3,696	1.5
Black African	10,405	4.1
Black Other	1510	0.6
Indian	7,405	2.9
Pakistani	2,400	0.9
Bangladeshi	1,883	0.7
Chinese	1,567	0.6
Other Asian	3,651	1.4
Mixed	7,498	3.0
Other	1,648	0.7
<i>BAME¹ Total</i>	<i>41,663</i>	<i>16.4</i>

Council Tax Support/Housing Benefit Claimants where Equalities information provided October 2017

	Number	Percentage of claimants who provided information
White: British	7882	65.92%
White: Irish	158	1.32%
White: Any Other	1018	8.51%
Mixed: White & Black Caribbean	177	1.48%
Mixed: White & Black African	84	0.70%
Mixed: White and Asian	46	0.39%

¹The GLA define BAME differently to the ONS. The GLA does not include a 'White Other' Group. Instead they have one category 'White' that includes 'White British' and 'White Other'.

Mixed: Any Other	99	0.83%
Asian/Asian British: Indian	165	1.38%
Asian/Asian British: Pakistani	204	1.71%
Asian/Asian British: Bangladeshi	175	1.46%
Asian/Asian British: Any Other	118	0.99%
Black/Black British: Caribbean	341	2.85%
Black/Black British: African	1007	8.42%
Black/Black British: Any Other	146	1.22%
Chinese	21	0.18%
Any Other	198	1.66%
Gypsy/Traveller	9	0.07%
Arab	35	0.29%
Asian/Other	14	0.12%
Claimant Declined	60	0.50%
Total	11957	100%

From the data provided above, it would appear that there is a disproportionate impact on BME claimants. 83.6% of Havering's population are defined as White (including the 'White: Other' category such as Eastern Europeans), compared to 75.8% of benefit claimants who define themselves as White (including 'White: Other').

Sources used:

*

Religion/faith: Consider people from different religions or beliefs including those with no religion or belief

Please tick (✓) the relevant box:

Overall impact:

There are no changes proposed to the CTS 2018 Scheme

Positive

Neutral

Negative

Evidence:

Sources used:

Sexual orientation: Consider people who are heterosexual, lesbian, gay or bisexual

Please tick (✓) the relevant box:

Overall impact:

Positive	<input type="checkbox"/>	Not known There is no information available to make an assessment on the impact of the proposals on this protected characteristic.
Neutral	<input type="checkbox"/>	
Negative	<input type="checkbox"/>	
Evidence:		
Sources used:		

Gender reassignment: Consider people who are seeking, undergoing or have received gender reassignment surgery, as well as people whose gender identity is different from their gender at birth		
<i>Please tick (✓) the relevant box:</i>		Overall impact:
Positive	<input type="checkbox"/>	There are no changes proposed to the CTS 2018 Scheme. The impact of this scheme, as compared to the scheme available in 2015/16, remains the same as in the Equality Impact Analysis prepared in January 2015.
Neutral	<input type="checkbox"/>	
Negative	<input type="checkbox"/>	
Evidence:		
Sources used:		

Marriage/civil partnership: Consider people in a marriage or civil partnership		
<i>Please tick (✓) the relevant box:</i>		Overall impact:

Positive		There are no changes proposed to the CTS 2018 Scheme. The impact of this scheme, as compared to the scheme available in 2015/16, remains the same as in the Equality Impact Analysis prepared in January 2015.
Neutral		
Negative		
Evidence:		
Sources used:		

Pregnancy, maternity and paternity: Consider those who are pregnant and those who are undertaking maternity or paternity leave		
<i>Please tick (✓) the relevant box:</i>		Overall impact:
Positive		There are no changes proposed to the CTS 2018 Scheme The impact of this scheme, as compared to the scheme available in 2015/16, remains the same as in the Equality Impact Analysis prepared in January 2015.
Neutral		
Negative	✓	
Evidence:		
Sources used:		

Socio-economic status: Consider those who are from low income or financially excluded backgrounds	
<i>Please tick (✓) the relevant box:</i>	Overall impact:

Positive		There are no changes proposed to the CTS 2018 Scheme. The impact of this scheme, as compared to the scheme available in 2015/16, remains the same as in the Equality Impact Analysis prepared in January 2015.
Neutral	✓	
Negative		
Evidence:		
Sources used:		

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Action Plan

In this section you should list the specific actions that set out how you will address any negative equality impacts you have identified in this assessment.

Protected characteristic	Identified negative impact	Action taken to mitigate impact*	Outcomes and monitoring**	Timescale	Lead officer
		<p>The Discretionary Policy is available to residents who are experiencing hardship.</p>	<p>In 2016, one application was made under the Discretionary Policy. This application was paid and discharged the remaining council tax liability for a working age applicant.</p> <p>During 2017, only one application has been received which was granted to the same applicant from 2016 whose circumstances had not changed since 2015.</p> <p>The fact that there has been no increase in applicants with disabilities presenting to the Discretionary Scheme would indicate that the</p>		

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			15% Council Tax charge is being managed by this group.		
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Review

In this section you should identify how frequently the EIA will be reviewed; the date for next review; and who will be reviewing it.

The EIA will be reviewed at annual intervals or earlier if the Council Tax Support scheme is reviewed earlier than September 2018.