

**London Borough of Enfield**

**Council Tax Support Scheme**

**Equalities Impact Assessment.**

**Appendix B to Council Report – 28th January 2015**

Predictive: assessing and analysing proposed changes to services, policies and budgets

Enfield Council

# Predictive Equality Impact Assessment (EQIA) - Equality Analysis

**COUNCIL TAX SUPPORT  
SCHEME FOR 2015/16  
NOVEMBER 2014**

**Predictive equality impact assessment/equality analysis  
template**

<b>Proposed change to service/policy/budget</b>	<b>Council Tax Support Scheme for 2015/16</b>
<b>Officer completing the assessment</b>	<b>Geoff Waterton</b>
<b>Extension Number</b>	<b>4788</b>
<b>Service</b>	<b>Revenues and Benefits</b>
<b>Department</b>	<b>Finance , Resources and Customer Services (FRCS)</b>
<b>Date impact assessment completed</b>	<b>21/11/14</b>

## Section 1 – About the service, policy or budget, and proposed change

### Q1. Please provide a brief description of the service/ policy/budget

The Council is obliged to set a local Council Tax Reduction Scheme every year following the abolition of the national Council Tax Benefit system in 2013. In January 2013, Council agreed a new scheme following government guidance, consultation and an Equalities Impact Assessment. The Council needs to agree whether to amend or retain this scheme for 2015/16.

### Q2. Please provide a brief description of the proposed change(s) to the service/ policy/budget

In light of the experiences of administering the scheme since 1<sup>st</sup> April 2013, it is proposed to make the following amendments:

- Increase the scheme assessment premiums and applicable amounts in accordance with the national uprating of social security benefit rates.
- Include the restriction to council tax support made by the Housing Benefit (Habitual Residence) Amendment Regulations 2014.

### Q3. Does equalities monitoring of your service show that the beneficiaries in terms of the recipients of the service, policy or budget, and the proposed change, include people from the following groups?

R	Yes
D	Yes
G	Yes
A	Yes
F	Not relevant to assessment criteria or eligibility for the scheme.
S	Not relevant to assessment criteria or eligibility for the scheme.
T	Not relevant to assessment criteria or eligibility for the scheme.
M	Yes
P	Yes

### Q4. If you answered 'no' to any of the groups listed in Q3, please state why?

Not relevant to assessment criteria or eligibility for the scheme.

### Q5. How will the proposed change eliminate discrimination, promote equality of opportunity, or promote good relations between groups in the community?

The scheme has been designed to be fair to all whilst ensuring those facing the greatest risk are prioritised. The proposed scheme includes the changes made last year to reduce the negative impacts for carers, disabled working age adults and foster carers who do not have the same opportunities as other working age households to gain employment and increase their income. Income uprating maintains the level of support in real terms. The Habitual Residence amendment is a statutory change.

## Section 2 – Consultation and communication

<b>Q6. Please list any recent consultation activity with disadvantaged groups carried out in relation to this proposal</b>	
<b>R</b>	Yes – consultation sent to equality representative groups, community groups, random sample of claimants and council tax payers, online and through face to face venues.
<b>D</b>	Yes – see above
<b>G</b>	Yes – see above
<b>A</b>	Yes – see above
<b>F</b>	Yes – see above
<b>S</b>	Yes – see above
<b>T</b>	Yes – see above
<b>M</b>	Yes – see above
<b>P</b>	Yes – see above
<b>Q7. Please state how you have publicised the results of these consultation exercises, and what action you have taken in response</b>	
<b>R</b>	Consultation results will be published as an appendix to the decision report.
<b>D</b>	Consultation results will be published as an appendix to the decision report.
<b>G</b>	Consultation results will be published as an appendix to the decision report.
<b>A</b>	Consultation results will be published as an appendix to the decision report.
<b>F</b>	Consultation results will be published as an appendix to the decision report.
<b>S</b>	Consultation results will be published as an appendix to the decision report.
<b>T</b>	Consultation results will be published as an appendix to the decision report.
<b>M</b>	Consultation results will be published as an appendix to the decision report.
<b>P</b>	Consultation results will be published as an appendix to the decision report.

### **Section 3 – Assessment of impact**

<b>Q8. Please describe any other relevant research undertaken to determine any possible impact of the proposed change</b>	
Not applicable as the impact of uprating is favourable and the new scheme restriction is statutory.	
<b>Q9. Please list any other evidence you have that the proposed change may have an adverse impact on different disadvantaged groups in the community</b>	
<b>R</b>	None
<b>D</b>	None
<b>G</b>	None
<b>A</b>	None

<b>F</b>	None
<b>S</b>	None
<b>T</b>	None
<b>M</b>	None
<b>P</b>	None
<b>Q10. Could the proposal discriminate, directly or indirectly, and if so, is it justifiable under legislation? Please refer to the guidance notes under the heading, 7. Useful Definitions</b>	
Not applicable	
<b>Q11. Could the proposal have an adverse impact on relations between different groups? If so, please describe</b>	
No.	
<b>Q12. How could this proposal affect access to your service by different groups in the community?</b>	
<b>R</b>	This proposal will not change access to the service – eligibility to Council Tax Support remains the same
<b>D</b>	This proposal will not change access to the service – eligibility to Council Tax Support remains the same
<b>G</b>	This proposal will not change access to the service – eligibility to Council Tax Support remains the same
<b>A</b>	This proposal will not change access to the service – eligibility to Council Tax Support remains the same
<b>F</b>	This proposal will not change access to the service – eligibility to Council Tax Support remains the same
<b>S</b>	This proposal will not change access to the service – eligibility to Council Tax Support remains the same
<b>T</b>	This proposal will not change access to the service – eligibility to Council Tax Support remains the same
<b>M</b>	This proposal will not change access to the service – eligibility to Council Tax Support remains the same
<b>P</b>	This proposal will not change access to the service – eligibility to Council Tax Support remains the same
<b>Q13. How could this proposal affect access to <u>information</u> about your service by different groups in the community?</b>	
<b>R</b>	This proposal will not change the access to information about our service by different groups in the community.
<b>D</b>	This proposal will not change the access to information about our service by different groups in the community.
<b>G</b>	This proposal will not change the access to information about our service by different groups in the community.
<b>A</b>	This proposal will not change the access to information about our service by different groups in the community.
<b>F</b>	This proposal will not change the access to information about our service by different groups in the community.
<b>S</b>	This proposal will not change the access to information about our service by different groups in the community.
<b>T</b>	This proposal will not change the access to information about our service by different groups in the community.
<b>M</b>	This proposal will not change the access to information about our service by

	different groups in the community.
<b>P</b>	This proposal will not change the access to information about our service by different groups in the community.

## Section 4 – Tackling socio-economic inequality

**Q14. Will the proposal in any way specifically impact on communities disadvantaged through the following socio-economic factors? Please explain below. If it does not, please state how you intend to remedy this (if applicable to your service), and include it in the action plan**  
**Communities living in deprived wards/areas**

The impact of this change to restrict access to means tested benefits for nationals of EEA countries is a Government amendment to limit access to benefits for those whose right to remain in the UK is based on their status as a job seeker. This may impact on specific communities living in deprived wards.

**People not in employment, education or training**

The impact of this change to restrict access to means tested benefits for nationals of EEA countries is a Government amendment to limit access to benefits for those whose right to remain in the UK is based on their status as a job seeker. This will include EEA nationals not in employment.

**People with low academic qualifications**

People with low academic qualifications may be more likely to earn a lower income and therefore be more likely to be in receipt of means tested benefits. As a result, they will be affected by the scheme's overall reduction in support for working age claimants but this level of support has not changed since 2013.

**People living in social housing**

It is highly unlikely that EEA nationals will have access to social housing.

**Lone parents**

Lone parents already receive premiums in the calculation of support entitlement, enabling them to earn more money and still receive support.

**People on low incomes**

The Council's scheme prioritises those on the lowest incomes for support and includes those working but on low incomes.

**People in poor health**

It is not known how many EEA Nationals seeking work will be in poor health.

**Any other socio-economic factor**

## Section 5 – Impact on staff

**Q15. How have you consulted, or otherwise engaged with, all relevant staff about this proposal (including any staff on sickness or maternity leave)?**

Not applicable

**Q.16 If your proposal involves a staff restructuring, how have you discussed this with relevant trade unions?**

Not applicable

**Q17. Does job matching of existing staff against the new proposed staff structure, following any assimilation process, indicate that any particular groups of staff are adversely affected more than others?**

R Not applicable

D Not applicable

G Not applicable

A Not applicable

F Not applicable

S Not applicable

T Not applicable

M Not applicable

P Not applicable

**Q.18 Are there any proposed changes to working hours, work locations or duties likely to have a negative impact on particular groups of staff?**

R Not applicable

D Not applicable

G Not applicable

A Not applicable

F Not applicable

S Not applicable

T Not applicable

M Not applicable

P Not applicable

## Section 6 - Miscellaneous

**Q19. Is your proposal likely to have an impact on services provided by another Council department or service? If so, have you discussed the possible impact with them?**

The restriction for job seeking EEA nationals may affect social services teams.

**Q20. Do you plan to publicise the results of this assessment? Please describe how you plan to do this**

The assessment/analysis will be published on the Council's website, as well as alongside the decision report

**Q21. How and when will you monitor and review the effects of this proposal?**



January 2016

#### 14. Action plan template for proposed changes to service, policy or budget

Proposed change to, or new, service, policy or budget.....Council Tax Support Scheme 2015/16.....

Team:...Revenues and Benefits.....

Department:.....FRCS.....

Service manager:.....Geoff Waterton....

Issue	Action required	Lead officer	Timescale	Costs	Comments
Communicate change to scheme to key groups	Amend communications plan and publicity materials	Geoff Waterton	March 2015	Within existing resources	

Please insert additional rows if needed

APPROVAL BY THE RELEVANT ASSISTANT DIRECTOR - NAME...Kate Robertson.....SIGNATURE.....