

Appendix B

Enfield Council Predictive Equality Impact Assessment/Analysis

Department:	FRCS	Service:	Assessment Hub
Title of decision:	Council Tax Support Scheme 2018/19	Date completed:	7 January 2018
Author:	Geoff Waterton	Contact details:	Geoff.waterton@enfield.gov.uk

1 Type of change being proposed: (please tick)

Service delivery change/ new service/cut in service		Policy change or new policy	x	Grants and commissioning		Budget change	
---	--	-----------------------------	---	--------------------------	--	---------------	--

2 Describe the change, why it is needed, what is the objective of the change and what is the possible impact of the change:

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. The Council introduced a local Council Tax Support Scheme to provide financial assistance for low income households in paying their Council Tax. Since 2013, the Council has reviewed the scheme every year and is now deciding on the scheme for 2018/19.

Following previous Equality Impact Assessments and consultations, the Council introduced a range of protected groups in the scheme that remain entitled to a maximum award of 100%. These are: pensioners, war widows, foster carers registered with the Council, people in receipt of Carers Allowance and people in receipt of higher rate disability benefits (Higher Rate Disability Living Allowance, Higher Rate Personal Independence Payments and the support component of Employment Support Allowance). All other working age households are expected to pay a minimum contribution towards Council Tax. A discretionary Hardship Scheme was introduced to provide support to those households that get into severe financial hardship.

The scheme proposed for 2018/19 would see the range of protected groups increased to include care leavers up to 25 years old. The minimum contribution for working age households not in a protected group remains at 26.5%. A new scheme for claimants receiving Universal Credit (UC) has been proposed which will allow an automatic award of council tax support in cases of UC if the net earned income is less than £1,265 per month. This will simplify applications and help maintain take up of the scheme.

In recognition of the potential impact for some households, the Council is considering adding funding to the current Council Tax Hardship Scheme.

3	Do you carry out equalities monitoring of your service? If No please state why?
---	---

<p>Yes although religious belief, sexual orientation and gender reassignment are not captured as they are not relevant to the assessment or eligibility criteria of the scheme</p>
--

4. Equalities Impact

Indicate Yes, No or Not Known for each group

4. Equalities Impact

Indicate Yes, No or Not Known for each group

[illegible]

If Yes answered to questions 3-6 above – please describe the impact of the change (including any positive impact on equalities) and what the service will be doing to reduce the negative impact it will have.

The Scheme has been designed to be fair to all whilst ensuring that those facing the greatest risk are prioritised. The proposed scheme includes protection for older people, carers, disabled working 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 discretionary Hardship Scheme will ensure those households facing genuine financial hardship can access support.

5. Tackling Socio-economic inequality

Indicate Yes, No or Not Known for each group

	Communities living in deprived wards/areas	People not in employment, education or training	People with low academic qualifications	People living in social housing	Lone parents	People on low incomes	People in poor health	Any other socio-economic factor Please state;
Will the proposal specifically impact on communities disadvantaged through the following socio-economic factors?	N	Y	N	N	N	Y	N	N
Does the service or policy contribute to eliminating discrimination, promote equality of opportunity, and foster good relations between different groups in the community?	Y	Y	Y	Y	Y	Y	Y	Y
Could this proposal affect access to your service by different groups in the community?	N	N	N	N	N	N	N	N

If Yes answered above – please describe the impact (including any positive impact on social economic inequality) and any mitigation if applicable.

Working age households not in a protected group who are on low incomes and or out of work will be required to pay a higher contribution to their Council Tax per annum. The Council has introduced a range of flexible payment arrangements for Council Tax Support recipients and has a discretionary Hardship Scheme for those households that face severe financial hardship. The Council is considering increasing the Hardship Scheme reserve for 2018/19.

6. Review
How and when will you monitor and review the effects of this proposal?
The Council is legally required to review its scheme annually and consider if any revisions are necessary.

Appendix B

Enfield Council Predictive Equality Impact Assessment/Analysis

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

Title of decision:...Council Tax Support Scheme 2018/19.....

Team: Assessment Hub..... Department:...FRCS.....

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

Identified Issue	Action Required	Lead Officer	Timescale/ By When	Costs	Review Date/ Comments
Severe hardship	Monitor debts and take-up of Council Tax Hardship Scheme	Geoff Waterton	Ongoing	none	
Impact of the scheme on protected groups	Review impact of the scheme on increase of care leavers to protected groups	Geoff Waterton	December 2018	none	
Communicate change in scheme to customers and key stakeholders	Amend marketing and web content, issue press release	Geoff Waterton	On going	Within resources	

Please insert additional rows if needed

Date to be Reviewed: ...December 2018.....

APPROVAL BY THE RELEVANT ASSISTANT DIRECTOR - Sally McTernan..... SIGNATURE.....

This form should be emailed to joanne.stacey@enfield.gov.uk and be appended to any decision report that follows.