

Appendix 1



South Kesteven District Council

Equality Analysis (Stage 1)

Discretionary Council Tax Support Payments

Service Area: Revenues & Benefits	Lead officer: Craig Scott	Date of Analysis 18 March 2013
	Assessors: Lee Sirdifield Craig Scott	
	Neutral Assessor: Carol Drury	
<p>1. Name and description of policy/service/function/strategy :</p> <p>Discretionary Council Tax Support Payments</p> <p>The Welfare Reform Act 2010 introduced numerous changes to the way that the welfare benefit system will operate in the future. A major change impacting on local authorities is the replacement of Council Tax Benefit with a localised council tax support system. A full impact assessment was undertaken for this change.</p> <p>Given the magnitude of this change it has been proposed that a discretionary scheme is introduced to help those most in need with a specific focus on those in low paid employment.</p> <p>A draft policy has been produced for member consideration.</p> <p>Is this a new or existing policy?</p> <p>This is a new policy</p>		

		Scheme changes. The discretionary fund will provide officers with the ability to mitigate the effects of these changes in exceptional cases.
Disability	<u>Neutral</u>	The Council Tax Support Scheme already mitigates the financial impact for this group. It is therefore less likely that they will need to access this fund.
Race	<u>Not relevant</u>	The proposed scheme does not impact specifically on this group.
Gender Reassignment	<u>Not relevant</u>	The proposed scheme does not impact specifically on this group.
Religion or Belief	<u>Not relevant</u>	The proposed scheme does not impact specifically on this group.
Sex	<u>Not relevant</u>	The proposed scheme does not impact specifically on this group.
Sexual Orientation:	<u>Not relevant</u>	The proposed scheme does not impact specifically on this group.
Pregnancy and Maternity	<u>Not relevant</u>	The proposed scheme does not impact specifically on this group.
Marriage and Civil Partnership	<u>Not relevant</u>	The proposed scheme does not impact specifically on this group.
Carers	<u>Neutral or positive</u>	The Council Tax Support Scheme already mitigates the financial impact for this group. It is therefore less likely that they will need to access this fund.

<p>Other Groups (e.g. those from deprived (IMD*) communities; those from rural communities, those with an offending past)</p>	<p><u>War Pensioners</u></p>	<p>The Council Tax Support Scheme already mitigates the financial impact for this group. It is therefore less likely that they will need to access this fund.</p>
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*(IMD = Indices of multiple deprivation)

3. What equality data/information did you use to inform the outcomes of the proposed policy/service/function/strategy? (Note any relevant consultation who took part and key findings)

An extensive analysis was completed in advance of the Council Tax Support Scheme being introduced. We have used the same data to inform the discretionary policy and target support to those in need.

If there are any gaps in the consultation/monitoring data, how will this be addressed?

The discretionary scheme allows us to consider needs on a case by case basis. This will help officers to adjust the awards made should unexpected needs present themselves.

4. Outcomes of analysis and recommendations (please note you will be required to provide evidence to support the recommendations made): Please tick one of the options.

- a. No major change needed: equality analysis has not identified any potential for discrimination or for negative impact and all opportunities to promote equality have been taken

If you have ticked option (a) go to stage 3

- b. Adjust the proposal to remove barriers identified by equality analysis or to better promote equality. Please complete the questions in the box below.

b.1 In brief, what changes are you planning to make to your proposed policy/service/function/strategy to minimise or eliminate the negative equality impacts?

b.2 Please provide details of whom you will consult on the proposed changes and if you do not plan to consult, please

provide the rationale behind that decision.

If you have ticked option b go to Stage 2

- c. Adverse impact but continue** Please provide an explanation in the box below that clearly sets out your justification for continuing with the proposed policy/function/service/strategy. You should consider in stage 2 whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact.

If you have ticked option c please go to Stage 2

- d. Stop and remove the policy/function/service/strategy as equality analysis has shown actual or potential unlawful discrimination**

Signed (Lead Officer): C Scott

Date completed: 17 June 2013