



South Kesteven District Council

Equality Analysis (Stage 1)

General Fund Budget and Council Tax Setting 2015/16

Service Area:	Lead officer: Richard Wyles	Date of Meeting 17 February 2015
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	Assessors: Amy Oliver	
	Neutral Assessor: Carol Drury	

1. Name and description of policy:

The aim of the budget setting process is to establish the Council Tax base for the residents of South Kesteven for 2015/16. The Budget proposals are to financially support delivery the Council's stated priorities and to enable the authority to deliver on specific service policies. The budget provides a financial framework for Council Tax setting purposes for the financial year 2015/16 taking into account the council's overall financial position and service delivery requirements.

Is this a new or existing policy?

This is an Annual process as part of the Council's budget setting framework and constitutional requirements.

2. Complete the table below, considering whether the proposed policy/service/function/strategy could have any potential positive, or negative impacts on groups from any of the protected characteristics (or diversity strands) listed, using demographic data, user surveys, local consultations evaluation forms, comments and complaints etc.

Equality Group	Does this policy have a positive, or negative impact on any of the equality groups? Please state which for each group	Please describe why the impact is positive, or negative. If you consider this policy etc is not relevant to a specific characteristic please explain why
Age	Negative	The protective characteristic of age is not a determinant in the introduction of the budgetary proposals for 2015/16
Disability	Negative	The protective characteristic of disability is not a determinant in the introduction of the budgetary proposals for 2015/16
Race	Negative	The protective characteristic of race is not a determinant in the introduction of the

		budgetary proposals for 2015/16
Gender Reassignment	Negative	The protective characteristic of gender reassignment is not a determinant in the introduction of the budgetary proposals for 2015/16
Religion or Belief	Negative	The protective characteristic of religion/belief is not a determinant in the introduction of the budgetary proposals for 2015/16
Sex	Negative	The protective characteristic of sex is not a determinant in the introduction of the budgetary proposals for 2015/16
Sexual Orientation:	Negative	The protective characteristic of sexual orientation is not a determinant in the introduction of the budgetary proposals for 2015/16
Pregnancy and Maternity	Negative	The protective characteristic of pregnancy or maternity is not a determinant in the introduction of the budgetary proposals for 2015/16
Marriage and Civil Partnership	Negative	The protective characteristic of marriage and civil partnership is not a determinant in the introduction of the budgetary proposals for 2015/16
Carers	No adverse impact if eligible resident is defined as a carer will be protected as part of the LCTSS	As part of the Local Council Tax Support Scheme those eligible residents defined as carers (as defined within the scheme) will be protected from any

		increases in the level of council Tax.
Other Groups (e.g. those from deprived (IMD*) communities; those from rural communities, those with an offending past)	None specified	

*(IMD = Indices of multiple deprivation)

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

Consultation has been undertaken on the proposals to increase Council Tax both through utilising direct email alerts to representatives of the business community and an on-line survey.

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

No

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. You should consider in stage 2 whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact.

As the payments for Council Tax support is demand-led the Local Scheme the Council has adopted does not limit the number of awards if residents are eligible for benefit.

The Local Council Tax Support Scheme mitigates the impact on those residents considered to be most vulnerable. Additional capacity has been built into the proposed budget for 2015/16 to off-set increased demand as a result of the current financial climate.

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): Richard Wyles – Corporate Finance Manager

Date completed: 17 February 2015

Signed (Neutral Assessor): Carol Drury
Community Engagement and Policy
Development Officer

Date signed off: 17.2.15