

EQUALITY ANALYSIS

This Equality Analysis considers the effect of Bury Council/ Bury CCG activity on different groups protected from discrimination under the Equality Act 2010. This is to consider if there are any unintended consequences for some groups from key changes made by a public body and their contractor partners organisations and to consider if the activity will be fully effective for all protected groups. It involves using equality information and the results of engagement with protected groups and others, to manage risk and to understand the actual or potential effect of activity, including any adverse impacts on those affected by the change under consideration.

For support with completing this Equality Analysis please contact corporate.core@bury.gov.uk / 0161 253 6592

| SECTION 1 – RESPONSIBILITY AND ACCOUNTABILITY | |
|--|---|
| <i>Refer to Equality Analysis guidance page 4</i> | |
| 1.1 Name of policy/ project/ decision | Council Tax Support Scheme |
| 1. 2 Lead for policy/ project/ decision | Executive Director Finance |
| 1.3 Committee/Board signing off policy/ project/ decision | Council |
| 1.4 Author of Equality Analysis | <i>Name: Ian Davenport Role: Acting Head of Service Contact details: i.davenport@bury.gov.uk</i> |
| 1.5 Date EA completed | <i>11th January 2022</i> |
| 1.6 Quality Assurance | <i>Name: Sam McVaigh Role: Director of People and Inclusion Contact details: s.mcvaigh@bury.gov.uk Comments:</i> |
| 1.7 Date QA completed | <i>11th January 2022</i> |
| 1.8 Departmental recording | |
| 1.9 Next review date | <i>1st July 2022</i> |

| SECTION 2 – AIMS AND OUTCOMES OF POLICY / PROJECT | |
|--|---|
| <i>Refer to Equality Analysis guidance page 5</i> | |
| 2.1 Detail of policy/ decision being sought | Each year local authorities are required to formally approve their Council Tax Support Scheme. The scheme must be approved by Full Council and must be considered as part of the budget setting process. As part of the process, local authorities are required to consider whether to revise their existing scheme or replace it with a new one. There is no change proposed to the current means tested Council Tax Support scheme. |
| 2.2 What are the intended outcomes of this? | The council Tax Support scheme supports our most vulnerable residents and those most at risk of household poverty. |

SECTION 3 – ESTABLISHING RELEVANCE TO EQUALITY & HUMAN RIGHTS

Refer to Equality Analysis guidance pages 5-8 and 11

Please outline the relevance of the activity/ policy to the Public Sector Equality Duty

| General Public Sector Equality Duties | Relevance (Yes/No) | Rationale behind relevance decision |
|--|--------------------|--|
| 3.1 To eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by Equality Act 2010 | No | There are no proposed changes in the policy. |
| 3.2 To advance equality of opportunity between people who share a protected characteristic and those who do not. | Yes | The scheme is designed to financially support households on low incomes, an improved financial situation assists in reducing inequality. |
| 3.3 To foster good relations between people who share a protected characteristic and those who do not | No | The proposal is not relevant to this duty. |

3.4 Please outline the considerations taken, including any mitigations, to ensure activity is not detrimental to the Human Rights of any individual affected by the decision being sought.

The proposals do not contravene human rights expectations. Consideration has been given across the six FREDA principles and no detrimental impact identified.

SECTION 4 – EQUALITIES DATA

Refer to Equality Analysis guidance page 8

| Protected characteristic | Outcome sought | Base data | Data gaps (to include in Section 8 log) |
|--|--|--|---|
| 4.1 Age | Through the offering of a support scheme there are no differential impact on this characteristic. That the scheme addresses inequity and mitigates the impact of different protected characteristics. | There is no data in relation to the protected characteristics of the Council Tax Base. However, consideration has been given to the overall demography of Bury in considering the nature of the scheme. – Headline data is included in Appendix 2 of Bury Council and CCGs joint inclusion strategy | The Council has seen no evidence which suggests a disproportionate impact in relation to protected groups. However, consideration will be given to strengthening our base data on protected characteristics in relation to Council Tax Support over the coming year. |
| 4.2 Disability | | | |
| 4.3 Gender | | | |
| 4.4 Pregnancy or Maternity | | | |
| 4.5 Race | | | |
| 4.6 Religion and belief | | | |
| 4.7 Sexual Orientation | | | |
| 4.8 Marriage or Civil Partnership | | | |
| 4.9 Gender Reassignment | | | |
| 4.10 Carers | | | |
| 4.11 Looked After Children and Care Leavers | | | |
| 4.12 Armed Forces personnel including veterans | | | |
| 4.13 Socio-economically vulnerable | | | |

SECTION 5 – STAKEHOLDERS AND ENGAGEMENT

Refer to Equality Analysis guidance page 8 and 9

| | Internal Stakeholders | External Stakeholders |
|--|--|---|
| 5.1 Identify stakeholders | <ul style="list-style-type: none"> Staff within relevant teams within Finance Elected Members | All Bury residents, including specifically those in receipt of the support at present |
| 5.2 Engagement undertaken | <ul style="list-style-type: none"> Managers of the Finance Department and other Departments | Information is available and signposted on our website, available to all residents. |
| 5.3 Outcomes of engagement | <ul style="list-style-type: none"> Determined that the scheme achieves its objectives and should continue unchanged | Consultation has not been undertaken as the scheme has not changed. Only 4 appeals against decisions made under the scheme were received during the last year. None related to inclusion or particular protected characteristics. |
| 5.4 Outstanding actions following engagement (include in Section 8 log) | <ul style="list-style-type: none"> None Noted | None Noted |

SECTION 6 – CONCLUSION OF IMPACT

Refer to Equality Analysis guidance page 9

Please outline whether the activity/ policy has a positive or negative effect on any groups of people with protected inclusion characteristics

| Protected Characteristic | Positive/ Neutral Negative/ | Impact (include reference to data/ engagement) |
|--|-----------------------------------|--|
| 6.1 Age | Neutral | The scheme in respect of pension age applicants is defined by Central Government within the Council Tax Reduction Schemes (Prescribed Requirements) (England) Regulations 2012 and the Local Government Finance Act 1992 (as amended). The Council has no discretion in relation to the calculation of Council Tax reduction in respect of the pension age scheme and it is designed to provide broadly the same level of support provided within the previous (Council Tax Benefit) scheme. |
| 6.2 Disability | Positive | By disregarding DLA, PIP we prevent disability related incomes detrimentally affecting the persons CTS entitlement |
| 6.3 Gender | Neutral | No differential impact identified |
| 6.4 Pregnancy or Maternity | Neutral | No differential impact identified |
| 6.5 Race | Neutral | No differential impact identified |
| 6.6 Religion and belief | Neutral | No differential impact identified |
| 6.7 Sexual Orientation | Neutral | No differential impact identified |
| 6.8 Marriage or Civil Partnership | Neutral | No differential impact identified |
| 6.9 Gender Reassignment | Neutral | No differential impact identified |

| | | |
|---|----------|--|
| 6.10 Carers | Negative | Not all Carer's receive Carer's allowance by the DWP. Those that do receive Carer's Allowance receive an increased premium that offsets part of the Carer's Allowance income when calculating their CTS entitlement. This currently relates to offsetting circa. 50% of what an individual receives through carers allowance. – Whilst this could be increased, the financial impact would be significant. The position is consistent with the previous year's scheme. |
| 6.11 Looked After Children and Care Leavers | Neutral | No differential impact identified |
| 6.12 Armed Forces personnel including veterans | Positive | No differential impact identified - Legislation sets out that the council is able to disregard the war widow/widowers' pension when calculating the support; the Council continues to disregard this income. |
| 6.13 Socio-economically vulnerable | Positive | Council Tax Support scheme is available for people in financial difficulty and resident in a property. |
| 6.14 Overall impact - What will the likely overall effect of your activity be on equality, including consideration on intersectionality? | Positive | |

SECTION 7 – ACTION LOG

Refer to Equality Analysis guidance page 10

| Action Identified | Lead | Due Date | Comments and Sign off (when complete) |
|--|---------------|---------------------------------|---------------------------------------|
| Look at available data for the general population to further analyse the percentages of people with protected characteristics that are in receipt of CTS. | Ian Davenport | 30 th September 2022 | |
| 7.2 Actions to address gaps identified in section 5 | | | |
| Consider a fresh consultation exercise to encourage up to date input from residents in relation to the scheme with specific regard to inclusion | Ian Davenport | 30 th September 2022 | |
| 7.3 Mitigations to address negative impacts identified in section 6 | | | |
| The Council currently discounts circa. 50% of the impact of carers allowance. – During the coming year analysis will be undertaken of the potential to increase this support. Financial analysis indicates the costs of this would be prohibitive at this point. | Ian Davenport | 30 th September 2022 | |

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|---|--|--|--|
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| 7.4 Opportunities to further inclusion (equality, diversity and human rights) including to advance opportunities and engagements across protected characteristics | | | |
| N/A | | | |
| | | | |

| SECTION 8 - REVIEW | | | |
|--|---------------|------------|---------------------------------------|
| <i>Refer to Equality Analysis guidance page 10</i> | | | |
| Review Milestone | Lead | Due Date | Comments (and sign off when complete) |
| Implementation | Ian Davenport | April 2022 | |
| Initial impact and feedback | Ian Davenport | July 2022 | |

Please make sure that every section of the Equality Analysis has been fully completed. The author of the EA should then seek Quality Assurance sign off and departmental recording.

| SECTION 9 – QUALITY ASSURANCE | | |
|--|---------|---|
| <i>Refer to Equality Analysis guidance page x</i> | | |
| Consideration | Yes/ No | Rationale and details of further actions required |
| Have all section been completed fully? | Yes | |
| Has the duty to eliminate unlawful discrimination, harassment, victimization and other conducted prohibited by the PSED and Equalities Act been considered and acted upon? | Yes | |
| Has the duty to advance equality of opportunity between people who share a protected characteristic and those who do not been considered and acted upon | Yes | |
| Has the duty to foster good relations between people who share a protected characteristic and those who do not, been consider and acted upon | Yes | |
| Has the action log fully detailed any required activity to address gaps in data, insight and/or engagement in relation to inclusion impact? | Yes | |
| Have clear and robust reviewing arrangements been set out? | Yes | |
| Are there any further comments to be made in relation to this EA | Yes | |

