

FULL EQUALITY IMPACT ASSESSMENT

Name of Policy, Decision, Strategy, Service or Function, Other: (please indicate)	2014/15 Budget – 1.99% increase in Council Tax	
Lead Officer Name(s) & Job Title(s) :	Philip Seddon Head of Finance	
Department/Service Area:	Finance	
Telephone & E-mail Contact:	01706 252465 / philseddon@rossendalebc.gov.uk	
Date Assessment:	Commenced: 27 th January 2014	Completed: To be finalised 12 th February 2014.

We carry out Equality Impact Assessments (EIA) to analyse the effects of our decisions, policies or practices. The EIA should be undertaken/started at the beginning of the policy development process – before any decisions are made.

1. OVERVIEW

The main aims/objectives of this policy¹ are:
To contribute to the financial deficit over the immediate and medium term.
For Council the policy raises £91,600 for 2014/15 and gives certainty of resources for the future (when compared to other available Government compensation).
For individual C tax payers: <ul style="list-style-type: none"> • a band D property is £5.04 pa (9.7p per week). • For Band A properties this is £3.36 pa (6.5p per week).

(Refer to "**EIA Guidance**" for details)

Is the policy or decision under review (please tick)

New/proposed X

Modified/adapted

Existing

The main intended people or groups that will be most affected by this policy are:
All current and future tax payers

¹ Policy refers to any policy, strategy, project, procedure, function, decision or delivery of service.

Responsible Section/Team		Version	
Responsible Author		Due for review	
Date last amended		Page 1 of 8	

--

(Refer to "**EIA Guidance**" for details)

2. FINDINGS / EVIDENCE

FINDINGS/EVIDENCE: The following information/data has been considered in developing this policy/decision (including any consultation or engagement):	
Information/data obtained and/or Consultation/engagement carried out (please state who with)	What does this tell us? / What does it say?
Government's provisional financial settlement announcements for 2014/15 and 15/16.	Resources are being reduced
LGS Funding models regarding future resources	Further reductions anticipated over the medium term (to 2016/17 and beyond)
The Councils annual MTFS and interim updates. The assumption within the MTFS has always allowed for a 2% annual increase in C Tax.	The annual financial deficit over the medium term is anticipated to be in excess of £1.0m
LCC is the largest precepting authority. In January 2014 Cabinet recommended a 1.99% increase in their C Tax.	The impact of the LCC decision is greater in terms of financial impact (Band D £21.61 pa increase) and falls on exactly the same groups of people as identified by RBC.

Add more/delete rows as required - See **EIA Guidance**

Responsible Section/Team		Version	
Responsible Author		Due for review	
Date last amended		Page 2 of 8	

3. EQUALITY IMPACT

Using the table below please indicate whether the policy/strategy/decision has a positive, negative or no impact **from an equalities perspective** on any of the protected equality groups listed below. **Please also give consideration to wider equality of opportunity and community cohesion impacts within and between the groups identified.** See EIA Guidance

Equality		Positive Impact (It could benefit)	Negative Impact (It could disadvantage)	Reason and any mitigating actions already in place (to reduce any adverse /negative impacts <u>or</u> reasons why it will be of positive benefit or contribution)	No Impact
Age	Older people	<input type="checkbox"/>	x <input type="checkbox"/>	Some potential adverse financial impact for those not entitled to C Tax support. However, the financial impact is marginal and not disproportionate to other groups.	<input type="checkbox"/>
	Younger people and children	<input type="checkbox"/>	<input type="checkbox"/>		x <input type="checkbox"/>
Disability	Physical/learning/mental health	<input type="checkbox"/>	<input type="checkbox"/>		x <input type="checkbox"/>
Gender Reassignment	Transsexual people	<input type="checkbox"/>	<input type="checkbox"/>		x <input type="checkbox"/>
Pregnancy and Maternity		<input type="checkbox"/>	<input type="checkbox"/>		x <input type="checkbox"/>
Race (Ethnicity or Nationality)	Asian or Asian British people	<input type="checkbox"/>	x <input type="checkbox"/>	Some potential adverse financial impact for those not entitled to C Tax support. However, the financial impact is marginal and not disproportionate to other groups.	<input type="checkbox"/>
	Black or black British people	<input type="checkbox"/>	x <input type="checkbox"/>	Some potential adverse financial impact for those not entitled to C Tax support. However, the financial impact is marginal and not disproportionate to other groups.	<input type="checkbox"/>
	Irish people	<input type="checkbox"/>	x <input type="checkbox"/>	Some potential adverse financial impact for those not entitled to C Tax support. However, the financial impact is marginal and not disproportionate to other groups.	<input type="checkbox"/>
	White British	<input type="checkbox"/>	x <input type="checkbox"/>	Some potential adverse financial impact	<input type="checkbox"/>

Responsible Section/Team		Version	
Responsible Author		Due for review	
Date last amended		Page 3 of 8	

Equality		Positive Impact (It could benefit)	Negative Impact (It could disadvantage)	Reason and any mitigating actions already in place (to reduce any adverse /negative impacts or reasons why it will be of positive benefit or contribution)	No Impact
				for those not entitled to C Tax support. However, the financial impact is marginal and not disproportionate to other groups.	
	Chinese people	<input type="checkbox"/>	x <input type="checkbox"/>	Some potential adverse financial impact for those not entitled to C Tax support. However, the financial impact is marginal and not disproportionate to other groups.	<input type="checkbox"/>
	Gypsies & Travellers	<input type="checkbox"/>	x <input type="checkbox"/>	Some potential adverse financial impact for those not entitled to C Tax support. However, the financial impact is marginal and not disproportionate to other groups.	<input type="checkbox"/>
	Other minority communities not listed above (please state)	<input type="checkbox"/>	x <input type="checkbox"/>	Some potential adverse financial impact for those not entitled to C Tax support. However, the financial impact is marginal and not disproportionate to other groups.	<input type="checkbox"/>
Belief or Religion		<input type="checkbox"/>	<input type="checkbox"/>		x <input type="checkbox"/>
Sex	Women	<input type="checkbox"/>	x <input type="checkbox"/>	Some potential adverse financial impact for those not entitled to C Tax support. However, the financial impact is marginal and not disproportionate to other groups.	<input type="checkbox"/>
	Men	<input type="checkbox"/>	x <input type="checkbox"/>	Some potential adverse financial impact for those not entitled to C Tax support. However, the financial impact is marginal and not disproportionate to other groups.	<input type="checkbox"/>
Sexual Orientation	gay men, gay women / lesbians, and bisexual people	<input type="checkbox"/>	<input type="checkbox"/>		x <input type="checkbox"/>
Marriage and Civil Partnership (employment only)		<input type="checkbox"/>	x <input type="checkbox"/>	Some potential adverse financial impact for those not entitled to C Tax support. However, the financial impact is marginal and not disproportionate to other groups.	<input type="checkbox"/>
Contribution to equality of opportunity		<input type="checkbox"/>	<input type="checkbox"/>		x <input type="checkbox"/>
Contribution to fostering good relations between different groups (people getting on well together – valuing one another, respect and understanding)		<input type="checkbox"/>	<input type="checkbox"/>		x <input type="checkbox"/>

Responsible Section/Team		Version	
Responsible Author		Due for review	
Date last amended		Page 4 of 8	

Equality	Positive Impact (It could benefit)	Negative Impact (It could disadvantage)	Reason and any mitigating actions already in place (to reduce any adverse /negative impacts <u>or</u> reasons why it will be of positive benefit or contribution)	No Impact
-----------------	---	--	--	------------------

What course of action does this EIA suggest you take? More than one of the following may apply	Please indicate
Outcome 1: No major change required. The EIA has not identified any potential for discrimination or adverse impact and all opportunities to promote equality have been taken.	x <input type="checkbox"/>
Outcome 2: Adjust the policy to remove barriers identified by the EIA or better promote equality. Are you satisfied that the proposed adjustments will remove the barriers identified? If there is a negative impact identified, you must consider (and evidence/record) what mitigating actions you have or will put in place to	<input type="checkbox"/>

Human Rights http://intranet/site/scripts/documents_info.php?categoryID=86&documentID=251	<input type="checkbox"/>	<input type="checkbox"/>		x <input type="checkbox"/>
--	--------------------------	--------------------------	--	----------------------------

Responsible Section/Team		Version	
Responsible Author		Due for review	
Date last amended		Page 5 of 8	

reduce the negative impact where/if possible, and to enhance the positive impact. This might include any partnership discussions/working that needs to be undertaken. Complete EIA Action Plan as appropriate.	
Outcome 3: Continue the policy despite potential for negative impact or missed opportunities to promote equality identified. You will need to ensure that the EIA clearly sets out the justifications for continuing with it. You should consider whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact. This might include any partnership discussions/working that needs to be undertaken. Complete EIA Action Plan as appropriate.	x <input type="checkbox"/>
Outcome 4: Stop and rethink the policy when the EIA shows actual or potential unlawful discrimination or significant negative impact that can not be justified or mitigated against. <u>You must speak to the People and Policy Team immediately.</u>	<input type="checkbox"/>

4. OUTCOME OF EIA – COURSE OF ACTION TO BE TAKEN

If a negative impact as been identified and there are no sufficient mitigating actions in place or planned. Please see the guidance and you must speak to/ see advice from your Head of Service or the People and Policy Team.

Responsible Section/Team		Version	
Responsible Author		Due for review	
Date last amended		Page 6 of 8	

5 . EIA ACTION PLAN & REVIEW

Based on the impact assessment, findings/evidence and outcomes identified above, please complete the Action Plan below – these should be actions arising as a result of undertaking the EIA.

The Action Plan should address (not exhaustively):-

- Any gaps in findings/evidence research including any consultation or engagement regarding the policy and its actual/potential affects.
- How you will address any gaps.
- What practical changes/action will help reduce any negative impacts that you have identified.
- What practical changes/action will help enhance any positive contributions to equality.

Further Actions Required: Yes No

EIA Action Plan

Issue	Action required	Lead officer	Timescale
Old	Older age groups (and others) currently receiving council tax support will continue to receive this benefit.	P Seddon	1 st April 2014
Other Groups	On disproportional disadvantage across any class. Below inflation increase. Benefit system will assist low income C tax payers.	P Seddon	1 st April 2014

Please add more rows if required.

Actions arising from the Impact assessment should form part of the business planning process for service areas.

Monitoring & Reviewing the Effect of the Policy

Please state how you will monitor the impact and effect of this policy and where this will be reported:

Responsible Section/Team		Version	
Responsible Author		Due for review	
Date last amended		Page 7 of 8	

Council Tax collection rates, reported quarterly to Members via Cabinet Financial Monitoring Report.

INTERNAL ONLY

MANAGEMENT ACTION REQUIRED (to be completed by the relevant Head of Service following Management Team / Programme Board review)

- Outcome of EIA agreed/approved by Management Team / Programme Board :
Yes No
- Referred back to Assessor/Author for amendment : (date)
- Published/made publicly available on: (date)

Signed:..... (Head of Service / Director) Date:

Date of Review²:

[To be completed by the lead officer]

² This date will be set on an annual basis as default for review unless otherwise specified by you.

Responsible Section/Team		Version	
Responsible Author		Due for review	
Date last amended		Page 8 of 8	