

**Tameside & Glossop Strategic Commission  
Equality Impact Assessment (EIA) Form**

<b>Subject / Title</b>	Local Council Tax Support Scheme 2019-20
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<b>Team</b>	<b>Department</b>	<b>Directorate</b>
Benefits	Exchequer	Governance and Pensions

<b>Start Date</b>	<b>Completion Date</b>
August 2018	November 2018

<b>Project Lead Officer</b>	Ilys Cookson
<b>Service Unit Manager</b>	Karen Milner
<b>Assistant Director/ Director</b>	Ilys Cookson

<b>EIA Group (lead contact first)</b>	<b>Job title</b>	<b>Service</b>
Ilys Cookson	Assistant Executive Director	Exchequer
Karen Milner	Operational Lead	Exchequer

**PART 1 – INITIAL SCREENING**

*An Equality Impact Assessment (EIA) is required for all formal decisions that involve changes to service delivery and/or provision. Note: all other changes – whether a formal decision or not – require consideration for an EIA.*

*The Initial screening is a quick and easy process which aims to identify:*

- *those projects, proposals and service or contract changes which require a full EIA by looking at the potential impact on any of the equality groups*
- *prioritise if and when a full EIA should be completed*
- *explain and record the reasons why it is deemed a full EIA is not required*

*A full EIA should always be undertaken if the project, proposal and service / contract change is likely to have an impact upon people with a protected characteristic. This should be undertaken irrespective of whether the impact is major or minor, or on a large or small group of people. If the initial screening concludes a full EIA is not required, please fully explain the reasons for this at 1e and ensure this form is signed off by the relevant Contract / Commissioning Manager and the Assistant Director / Director.*

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<p><b>1a.</b></p>	<p><b>What is the project, proposal or service / contract change?</b></p>	<p>Tameside Council have considered and consulted on the following proposed changes to the Council Tax Support Scheme for 2019/20;</p> <ul style="list-style-type: none"> <li>• Award a two week run on for claimants moving from benefit to work</li> <li>• Apply an earnings disregard to self-employed claimants</li> </ul> <p><b>The above would be changes to the current Council Tax Support Scheme agreed by Full Council on 26 February 2019.</b></p>
<p><b>1b.</b></p>	<p><b>What are the main aims of the project, proposal or service / contract change?</b></p>	<p>The Welfare Reform Act 2012 contained provision to abolish Council Tax Benefit. The Government replaced it with a power for each local authority to have its own locally set council tax reduction scheme. The necessary primary legislation is included in the Local Government Finance Act, passed on 31 October 2012 which contained provision that Councils wishing to implement a local scheme must have the scheme approved by 31 January each year; however Statutory Instrument 1305 The Council Tax Reduction Schemes (Amendment) (England) Regulations 2017 changed this date to 11 March each year.</p> <p>In setting the Council Tax Support scheme the Council must adhere to a number of procedural requirements contained in the Local Government Finance Act 2012 and as amended by SI 1305 2017, including to ensure that claimants of state pension credit age continue to receive the same support under the scheme as they receive in council tax benefit.</p> <p>In consideration of setting the local CTS scheme for 2019/20 a report presented to Executive Cabinet on 12 December 2018 sets out:</p> <ul style="list-style-type: none"> <li>• What the Council is required to do in terms of procedural requirements</li> <li>• What it has consulted the public and precepting body about</li> <li>• What the public and precepting body said</li> <li>• The impact of the proposals on the public.</li> </ul> <p>The Council has consulted on two proposed changes for 12 weeks from 30 August 2018 to 22 November 2018:</p> <ul style="list-style-type: none"> <li>• Award a two week run on for claimants moving</li> </ul>

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		<p>from benefit to work</p> <ul style="list-style-type: none"> <li>Apply an earnings disregard to self-employed claimants</li> </ul> <p><u>Proposal A: Award a two week run on for claimants moving from benefit to work</u> This proposal would affect any working age claimant that starts work after being in receipt of benefit such as Job Seekers Allowance contribution based. Awarding an additional 2 weeks adhered to the scheme guidance to provide a work incentive to claimants and is also consistent with Universal Credit guidelines. If implemented this proposal would affect no more than 25 working age claimants per week and the estimated cost of £41k is based on current council tax levels.</p> <p><u>Proposal B: Apply an earnings disregard self-employed working age claimants</u> This proposal would affect in work, working age claimants equally whether self-employed or not. If implemented this proposal would affect 15 cases in total and the estimated cost of £6k is based on current council tax levels.</p> <p>Both changes to the Council Tax Support Scheme are positive in that they are financially beneficial to working age claimants affected.</p>
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<p><b>1c. Will the project, proposal or service / contract change have either a direct or indirect impact on any groups of people with protected equality characteristics?</b></p> <p><b>Where a direct or indirect impact will occur as a result of the project, proposal or service / contract change please explain why and how that group of people will be affected.</b></p>				
Protected Characteristic	Direct Impact	Indirect Impact	Little / No Impact	Explanation
Age	Y			The decision will directly impact on working age claimants as claimants of state pension credit age are protected by the Council Tax Reduction Schemes (Prescribed Requirements)(England) Regulations
Disability			Y	
Ethnicity			Y	

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Sex / Gender			Y	
Religion or Belief			Y	
Sexual Orientation			Y	
Gender Reassignment			Y	
Pregnancy & Maternity			Y	
Marriage & Civil Partnership			Y	

**Other protected groups determined locally by Tameside and Glossop Strategic Commission?**

<b>Group (please state)</b>	<b>Direct Impact</b>	<b>Indirect Impact</b>	<b>Little / No Impact</b>	<b>Explanation</b>
Mental Health			Y	
Carers			Y	
Military Veterans			Y	
Breast Feeding			Y	

**Are there any other groups who you feel may be impacted, directly or indirectly, by this project, proposal or service / contract change? (e.g. vulnerable residents, isolated residents, low income households, those who are homeless)**

<b>Group (please state)</b>	<b>Direct Impact</b>	<b>Indirect Impact</b>	<b>Little / No Impact</b>	<b>Explanation</b>
			Y	

*Wherever a direct or indirect impact has been identified you should consider undertaking a full EIA or be able to adequately explain your reasoning for not doing so. Where little / no impact is anticipated, this can be explored in more detail when undertaking a full EIA.*

<b>1d.</b>	<b>Does the project, proposal or service / contract change require a full EIA?</b>	<b>Yes</b>	<b>No</b>
			<b>X</b>

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<p><b>1e.</b></p>	<p><b>What are your reasons for the decision made at 1d?</b></p>	<p>Both proposed changes to the Council Tax Support Scheme, if implemented, are positive in that they are financially beneficial to working age claimants affected.</p> <p>Proposal A would affect any working age claimant that starts work after being in receipt of benefit such as Job Seekers Allowance contribution based. If implemented this proposal would affect no more than 25 working age claimants per week.</p> <p>Proposal B would affect in work, self-employed, working age claimants who would attain the same earnings disregard as workers who are employed earners. If implemented this proposal would affect 15 cases in total.</p> <p>A full EIA was undertaken and in place from the commencement of the CTS scheme in April 2013 and updated in December 2015. The updated EIA in December 2015 supported the decision at Full Council on 16 December 2016 to adopt the current Council Tax Support Scheme.</p> <p>The proposed changes for 2019/20 are relatively minor, only affect less than 50 people and beneficial in that those claimants will receive additional financial support. On that basis and the balance of evidence a Part 2 – Full EIA is not required. This Part 1 – Initial Screening EIA has been undertaken to assess likely impact, scope need to a Part 2 – Full EIA and record evidence of due regard.</p>
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