

Equality Impact Assessment Toolkit (May 12)

Section 1:

EIA lead Officers: Neil Powell Revenues Manager
Nicky Dixon Benefits Manager

Email address: neilpowell@wirral.gov.uk
nickydixon@wirral.gov.uk

Head of Service: Malcolm Flanagan

Acting Chief Officer: Tom Sault

Department: Finance

Date: July 5 2012

Section 2: What Council proposal is being assessed?

The statutory requirement to replace the Council Tax Benefit Scheme with a Localised Council Tax Reduction Scheme which has to be established from April 2013.

Section 2b: Will this EIA be submitted to a Cabinet or Overview & Scrutiny Committee?

Yes This is a Phase one EIA and will be submitted to both Cabinet and Council Excellence Overview and Scrutiny Committee as the replacement scheme is developed, consulted upon and agreed.

Please add hyperlink to where your EIA is/will be published on the Council's website (see your Departmental Equality Group Chair for appropriate hyperlink)

Current Benefits EIA is <http://www.wirral.gov.uk/my-services/community-and-living/equality-diversity-cohesion/equality-impact-assessments/eias-2010/finance>

CLG national EIA is <http://www.communities.gov.uk/publications/localgovernment/lgfblocalcounciltaxeia>

Section 3: Does the proposal have the potential to affect...(please tick relevant boxes)

/ **Services**

/ **The workforce**

/ **Communities**

/ **Other** (please state eg: Partners, Private Sector, Voluntary & Community Sector)
Voluntary & Community Sector

If you have ticked one or more of above, please go to section 4.

None (please stop here and email this form to your Chief Officer who needs to email it to equalitywatch@wirral.gov.uk for publishing)

Section 4: Does the proposal have the potential to maintain or enhance the way the Council (please tick relevant boxes)

Eliminates unlawful discrimination, harassment and victimisation

Advances equality of opportunity

Fosters good relations between groups of people

If you have ticked one or more of above, please go to section 5.

/ **No** (please stop here and email this form to your Chief Officer who needs to email it to equalitywatch@wirral.gov.uk for publishing)

Section 5:

Could the proposal have a positive or negative impact on any of the protected groups (race, gender, disability, gender reassignment, age, pregnancy and maternity, religion and belief, sexual orientation, marriage and civil partnership)?

You may also want to consider socio-economic status of individuals.

Please list in the table below and include actions required to mitigate any potential negative impact.

Which group(s) of people could be affected	Potential positive or negative impact	Action required to mitigate any potential negative impact	Lead person	Timescale	Resource implications
All non pensioner groups as current Council Tax Benefit recipients	Negative if level of award is reduced and no additional income is replacing it.	Vulnerable group status to be considered Level of additional support Council may award Nationally this policy is not expected to disproportionately affect any particular gender or ethnicity	Malcolm Flanagan	January 2013 And annually thereafter	Departmental staff in assessing options, staff involved in consultation work which will be subject to regular review
Low income pensioners	Neutral as legislation will continue to protect them at current levels of support				

Section 5a: Where and how will the above actions be monitored?

Via reports to Council, Cabinet and Overview & Scrutiny and via public consultation

Section 5b: If you think there is no negative impact, what is your reasoning behind this?

The scale will be dependant on any decision taken by Council

Section 6: What research / data / information have you used in support of this process?

Department for Communities and Local Government (DCLG), national statistics and local statistics from current Council Revenues and Benefits systems

Section 7: Are you intending to carry out any consultation with regard to this Council proposal?

Yes

If 'yes' please continue to section 8.

If 'no' please state your reason(s) why:

(please stop here and email this form to your Chief Officer who needs to email it to equalitywatch@wirral.gov.uk for publishing)

Section 8: How will consultation take place and by when?

It is a statutory requirement to consult on the content of the scheme (unless it is the government default scheme) and part of that consultation will look at the equality impact of any proposal

Before you complete your consultation, please email your preliminary EIA to equalitywatch@wirral.gov.uk via your Chief Officer in order for the Council to ensure it is meeting it's legal requirements. The EIA will be published with a note saying we are awaiting outcomes from a consultation exercise.

Once you have completed your consultation, please review your actions in section 5. Then email this form to your Chief Officer who needs to email it to equalitywatch@wirral.gov.uk for re-publishing.

Section 9: Have you remembered to:

- a) **Add appropriate departmental hyperlink to where your EIA is/will be published (section 2b)**
- b) **Include any potential positive impacts as well as negative impacts? (section 5)**
- c) **Send this EIA to equalitywatch@wirral.gov.uk via your Chief Officer?**
- d) **Review section 5 once consultation has taken place and sent your completed EIA to equalitywatch@wirral.gov.uk via your Chief Officer for re-publishing?**