

Appendix E - Equality Impact Assessment

For support in completing this EQIA, please consult the EQIA Guidance Document or contact equality@rbwm.gov.uk

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1. Background Information

Title of policy/strategy/plan:	Council Tax 2024/25
Service area:	Finance
Directorate:	Resources

Provide a brief explanation of the proposal:

- What are its intended outcomes?
- Who will deliver it?
- Is it a new proposal or a change to an existing one?

This report proposes a 4.99% increase in Council Tax for 2024/25.

2. Relevance Check

Is this proposal likely to directly impact people, communities or RBWM employees?

- If No, please explain why not, including how you've considered equality issues.
- Will this proposal need a EQIA at a later stage? (for example, for a forthcoming action plan)

Proposal will increase council tax for all borough residents. No significant increased impact compared to previous years.

If 'No', proceed to 'Sign off'. If unsure, please contact equality@rbwm.gov.uk

3. Evidence Gathering and Stakeholder Engagement

Who will be affected by this proposal?

For example, users of a particular service, residents of a geographical area, staff

Among those affected by the proposal, are protected characteristics (age, sex, disability, race, religion, sexual orientation, gender reassignment, pregnancy/maternity, marriage/civil partnership) disproportionately represented?

For example, compared to the general population do a higher proportion have disabilities?

What engagement/consultation has been undertaken or planned?

- How has/will equality considerations be taken into account?
- Where known, what were the outcomes of this engagement?

What sources of data and evidence have been used in this assessment?

Please consult the Equalities Evidence Grid for relevant data. Examples of other possible sources of information are in the Guidance document.

4. Equality Analysis

Please detail, **using supporting evidence**:

- How the protected characteristics below might influence the needs and experiences of individuals, in relation to this proposal.
- How these characteristics might affect the impact of this proposal.

Tick positive/negative impact as appropriate. If there is no impact, or a neutral impact, state 'Not Applicable'

More information on each protected characteristic is provided in the Guidance document.

	Details and supporting evidence	Potential positive impact	Potential negative impact
Age		n/a	n/a
Disability		n/a	n/a
Sex		n/a	n/a
Race, ethnicity and religion		n/a	n/a
Sexual orientation and gender reassignment		n/a	n/a
Pregnancy and maternity		n/a	n/a
Marriage and civil partnership		n/a	n/a
Armed forces community		n/a	n/a
Socio-economic considerations e.g. low income, poverty	A 5% increase in council tax levels will disproportionately affect those on lower incomes		X
Children in care/Care leavers		n/a	n/a

5. Impact Assessment and Monitoring

If you have not identified any disproportionate impacts and the questions below are not applicable, leave them blank and proceed to Sign Off.

What measures have been taken to ensure that groups with protected characteristics are able to benefit from this change, or are not disadvantaged by it?

For example, adjustments needed to accommodate the needs of a particular group

Where a potential negative impact cannot be avoided, what measures have been put in place to mitigate or minimise this?

- For planned future actions, provide the name of the responsible individual and the target date for implementation.

Council Tax Reduction Scheme

Applications under s13A(1)(c) for discretionary relief

Financial Inclusion officers now employed to assist people to claim benefits

How will the equality impacts identified here be monitored and reviewed in the future?

See guidance document for examples of appropriate stages to review an EQIA.

Levels of take up of CTRS and discretionary funds will be monitored

6. Sign Off

Completed by: Raman Singla	Date: 13.2.24
Approved by: Andrew Vallance	Date: 15.2.24

If this version of the EQIA has been reviewed and/or updated:

Reviewed by:	Date:
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