



**East Staffordshire Borough Council  
Equality and Health Impact Assessment (EHIA)**

This EHIA documents how you have taken into account health impacts and the requirements of the Public Sector Equality Duty in the decision making process for this function, policy or service.

<b>1</b>	<b>Title of function, policy or service to be assessed:</b> <b>Local Council Tax Reduction Scheme</b>
<b>2</b>	<b>Date:</b> Updated 12/11/2013 <a href="#">Reviewed October 2017</a>
<b>3</b>	<b>Name of EHIA author:</b> Sarah Richardson and Charlotte Taylor <a href="#">Reviewed by Sarah Richardson</a>
<b>4</b>	<b>EHIA team:</b> Equalities Working Group plus Steve Payne, Brett Atkinson, Stuart Fletcher and Sarah Richardson.
<b>5</b>	<b>Head of Service:</b> <b>Sal Khan</b>
<b>6</b>	<b>Is the policy, function or service existing, new or being reviewed?</b>  Review, due to 2013 scheme being replaced. <a href="#">Reviewed October 2017 due to revision of scheme.</a>
<b>7</b>	<b>State the aims, objectives and purpose of the function, policy or service and provide a summary of the service provided:</b>  The Local Council Tax Reduction Scheme replaced the Council Tax Benefit (CTB) scheme with effect from 01/04/2013. Each Local Authority has been required to design its own scheme to provide support to those Council Tax payers who need help to pay their Council Tax charge, whilst receiving a reduction in funding. The current scheme <a href="#">has been in place since 1<sup>st</sup> April 2014. Members approved officers to consult on a revision to the current scheme. The proposed revision was to change the award of backdated Council Tax reduction to a maximum of 1 month. If this change is approved by the Council, the revised scheme will come into effect from 1<sup>st</sup> April 2018. Council must approve this revision by 31<sup>st</sup> January 2018 for it to come into effect.</a>
<b>8</b>	<b>Are there any other functions, policies or services which might be linked with this one for the purpose of this EHIA?</b>  This EIA considers the revised Local Council Tax Reduction Scheme, however, there are links to other benefit functions and upcoming national changes.

9	<p><b>Who is it intended to affect or benefit (the target population)?</b></p> <p>Current and future claimants of Council Tax Reduction in East Staffordshire including pensioner claimants, working age claimants, and their dependents.</p> <p>Decisions made regarding Local Council Tax Reduction Schemes have the potential to affect everyone liable for Council Tax within the Borough.</p>																												
10	<p><b>Equality impacts</b></p> <p>The Public Sector Equality Duty requires public bodies, in the exercise of their functions, to have due regard to the need to:</p> <ul style="list-style-type: none"> <li>• Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.</li> <li>• Advance equality of opportunity between people who share a protected characteristic and those who do not.</li> <li>• Foster good relations between people who share a protected characteristic and those who do not.</li> </ul> <p><b>Within this table, state whether the policy, function or service will have a positive or negative impact across the following protected characteristics and provide any comments.</b></p> <table border="1" data-bbox="233 801 1490 2022"> <thead> <tr> <th data-bbox="233 909 480 981"></th> <th data-bbox="485 909 616 981">Positive Impact</th> <th data-bbox="620 909 767 981">Negative Impact</th> <th data-bbox="772 909 1490 981">Comments</th> </tr> </thead> <tbody> <tr> <td data-bbox="233 987 480 1301">Age Pensioner claimants</td> <td data-bbox="485 987 616 1301">X</td> <td data-bbox="620 987 767 1301"></td> <td data-bbox="772 987 1490 1301">The <b>current</b> Scheme <b>has</b> a positive impact on pensioner claimants as their Council Tax Reduction entitlement will be calculated under the <b>Government's</b> default scheme. In future, people who become pensioner claimants of Council Tax Reduction, who were working-age claimants, will be positively impacted as they will be subject to the default scheme for pensioners and their reduction entitlement will not be affected by the local scheme rules.</td> </tr> <tr> <td data-bbox="233 1308 480 1503">Working Age claimants</td> <td data-bbox="485 1308 616 1503"></td> <td data-bbox="620 1308 767 1503">X</td> <td data-bbox="772 1308 1490 1503">Working age claimants and their dependents <b>are</b> negatively impacted by the <b>proposed change to the current</b> Scheme as the <b>maximum award for backdated benefit will be 1 month</b>. They will <b>continue to</b> be required to contribute at least 25% of their full Council Tax liability.</td> </tr> <tr> <td data-bbox="233 1509 480 1682">People aged under 35</td> <td data-bbox="485 1509 616 1682"></td> <td data-bbox="620 1509 767 1682">X</td> <td data-bbox="772 1509 1490 1682">Within the group of working age claimants, those aged under 35 <b>will also be affected by the proposed changes to the current scheme</b>.</td> </tr> <tr> <td data-bbox="233 1688 480 1921">Non-dependant people living in the claimants household, including young people over the age of 18</td> <td data-bbox="485 1688 616 1921">N/A</td> <td data-bbox="620 1688 767 1921">N/A</td> <td data-bbox="772 1688 1490 1921"><b>Non-dependant charges are not affected by the proposed changes</b>.</td> </tr> <tr> <td data-bbox="233 1928 480 1989">Disability</td> <td data-bbox="485 1928 616 1989"></td> <td data-bbox="620 1928 767 1989"></td> <td data-bbox="772 1928 1490 1989"></td> </tr> <tr> <td data-bbox="233 1995 480 2022">Working Age</td> <td data-bbox="485 1995 616 2022">X</td> <td data-bbox="620 1995 767 2022"></td> <td data-bbox="772 1995 1490 2022">People entitled to a Disability Premium will be classed as</td> </tr> </tbody> </table>		Positive Impact	Negative Impact	Comments	Age Pensioner claimants	X		The <b>current</b> Scheme <b>has</b> a positive impact on pensioner claimants as their Council Tax Reduction entitlement will be calculated under the <b>Government's</b> default scheme. In future, people who become pensioner claimants of Council Tax Reduction, who were working-age claimants, will be positively impacted as they will be subject to the default scheme for pensioners and their reduction entitlement will not be affected by the local scheme rules.	Working Age claimants		X	Working age claimants and their dependents <b>are</b> negatively impacted by the <b>proposed change to the current</b> Scheme as the <b>maximum award for backdated benefit will be 1 month</b> . They will <b>continue to</b> be required to contribute at least 25% of their full Council Tax liability.	People aged under 35		X	Within the group of working age claimants, those aged under 35 <b>will also be affected by the proposed changes to the current scheme</b> .	Non-dependant people living in the claimants household, including young people over the age of 18	N/A	N/A	<b>Non-dependant charges are not affected by the proposed changes</b> .	Disability				Working Age	X		People entitled to a Disability Premium will be classed as
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	claimants who are in receipt of a Disability Premium			vulnerable and will therefore be protected. A claimant receiving Disability Allowance will be protected, provided they qualify for a Disability Premium. This replicates the current requirements within the Government's Default Scheme.
	Sex / gender reassignment / pregnancy or maternity	N/A	<b>N/A</b>	No differential impact identified. Consultation responses did not identify any potential differential impacts of the proposed scheme on people related to gender, gender reassignment or pregnancy and maternity. Information on lone parents and couples with children can be found in the 'other' section.
	Race	N/A	<b>N/A</b>	No differential impact has been identified. Consultation responses did not identify any potential differential impacts of the proposed scheme on people related to their ethnicity.
	Religion or belief	N/A	<b>N/A</b>	No differential impact identified. Consultation responses did not identify any potential differential impacts of the proposed scheme on people related to their religion or belief.
	Sexual orientation	N/A	<b>N/A</b>	No differential impact identified. Consultation responses did not identify any potential differential impacts of the proposed scheme on people related to their sexual orientation.
	Other			
	Lone Parents and Couples with children	X		<a href="#">Working age claimants and their dependents are negatively impacted by the proposed change to the current Scheme as the maximum award for backdated benefit will be 1 month.</a>
	Unpaid Carers	X	<b>X</b>	The proposed scheme negatively impacts upon working age claimants who are unpaid carers as they are not considered a vulnerable group. There is no change from the current scheme. However, if an unpaid carer lives in the same house as a claimant who receives a Disability Premium then the claimant will be protected. Unpaid carers who are pensioner claimants will be protected under the new scheme, but the amount of reduction they will receive will depend on their income and circumstances. The new scheme proposals will not affect that calculation.
	Working Age claimants in Band E and above properties		<b>X</b>	<a href="#">Working age claimants and their dependents are negatively impacted by the proposed change to the current Scheme as the maximum award for backdated benefit will be 1 month. They will continue to be required to contribute at least 25% of their Council Tax liability capped to a Band D charge and will therefore be required to pay any difference between that award and their actual Council Tax charge.</a>

Single Working Age claimants		<b>X</b>	Single working age claimants may be negatively impacted by the scheme as they receive a smaller income than other groups and thus any additional amount of money they are required to pay towards their Council Tax will be a proportionately higher share of their income.
Single people/childless couples	X		Couples and single working age claimants will be <a href="#">negatively impacted by the proposed change to the current Scheme as the maximum award for backdated benefit will be 1 month.</a>
Geographical impact	N/A	<b>N/A</b>	The <a href="#">proposed change to the scheme will have very little impact due to the very small number of backdating claims received.</a>
Working age claimants in receipt of war pensions and Armed Service Compensation Payments.	X		Working age claimants entitled to a war pension or Armed Service Compensation Payments will be protected under the <a href="#">Council's Vulnerable</a> Scheme. Depending on their other income, they may still have to pay something towards their bill. This is in line with the Government's Default Scheme.
Homelessness	N/A	<b>N/A</b>	No impact identified. Consultation responses did not identify any potential impacts of the proposed scheme on homelessness.
People receiving second adult rebates		<b>X</b>	The proposed Scheme will continue to remove the Second Adult Rebate scheme for working age claimants that are not protected under the proposed scheme. This affects a small number of people. Consultation responses did not identify any further impacts in relation to this category.

**11. What evidence do you have for the statements made in question 10?**

The current caseload for East Staffordshire is:

[44%](#) pension age claimants

[56%](#) working age claimants, [29%](#) of whom fall into the vulnerable groups.

A total of [7,024](#) claimants.

Information from the 2001 and 2011 Census and data on claimants.

Within East Staffordshire there are four Lower Super Output Areas (LSOAs) that are within the top 10% most deprived LSOAs in England. These four are located within Eton Park, Stapenhill, Shobnall and Winshill wards. (Source: Department of Communities & Local Government, Indices of Deprivation 2010) The five wards with the greatest number of working age claimants are: Horninglow and Eton, Stapenhill, Shobnall, Anglesey and Winshill. The number of working age claimants per ward varies significantly between wards.

The largest Black and Minority Ethnic (BME) group within East Staffordshire is Asian / Asian British: Pakistani, which accounts for 4.9%, or around 5,600, residents. The

second largest BME group within the Borough is “White: Other”, which accounts for 3.7%, or over 4,200, of the Borough’s residents. (2011 Census)

- At the time of the 2011 Census 11,467 people across East Staffordshire, or 10.1% of the total population, provided some level of unpaid care each week.

**National statistics on disability:**

- A substantially higher proportion of individuals who live in families with disabled members live in poverty, compared to individuals who live in families where no one is disabled. 19% of individuals in families with at least one disabled member live in relative income poverty, on a Before Housing Costs basis, compared to 15% of individuals in families with no disabled member.
- 21% of children in families with at least one disabled member are in poverty, a significantly higher proportion than the 16% of children in families with no disabled member

Disabled people remain significantly less likely to be in employment than non-disabled people. In 2012, 46.3% of working-age disabled people are in employment compared to 76.4% of working-age non-disabled people.. (HM Government, Office for Disability Issues)

**National Statistics on lone parents:**

97% of lone parents on Income Support are female. Around 3 in 5 lone mothers are in employment compared to approximately two thirds of lone parents who are male (it should be noted that male lone parents generally care for fewer, older children than lone mothers). ( Income Support Lone Parent Demographics and Lone Parent Employment Rates, Department for Work and Pensions, July 2013)

Children in single parent families are twice as likely as children in couple families to live in relative poverty. Over four in every 10 (43%) children in single parent families are poor, compared to just over two in 10 (22%) of children in couple families

Paid work is not a guaranteed route out of poverty for single parents; the poverty rate for single parent families where the parent works part time is 31 per cent, and 17 per cent where the parent works full time. (Data from Households Below Average Income (HBAI) 1994/95-2011/12, Table 4.5db. Department for Work and Pensions, 2013 accessed via Gingerbread.org.uk)

12	<p><b>Consultation:</b> Describe what consultation has been undertaken on this function, policy or service, who was involved and the outcomes.</p> <p>Consultation on the proposed <a href="#">revision to the Council's current</a> scheme was launched on <a href="#">11/08/2017</a> and the closing date was the <a href="#">17/10/2017</a>. <a href="#">The consultation was online, via the Council's website.</a></p> <p>The public consultation document comprised one question: <a href="#">To</a> rate the reasonableness of the proposal for the <a href="#">revision of the Council's</a> scheme. East Staffordshire Borough Council collated the responses.</p> <p><a href="#">14</a> responses were received to the consultation.</p> <p><b>Findings of the Consultation:</b></p> <p><a href="#">86%</a> of respondents agreed that the proposed <a href="#">revision to the Council's</a> scheme was reasonable. <a href="#">14%</a> of respondents stated that <a href="#">the Council's proposal was unreasonable and that vulnerable people should continue with their support unchanged.</a></p> <p><a href="#">The Council has had a scheme in place to support claimants classed as vulnerable since 2012. Claimants classed as vulnerable under the Council's scheme will not be affected by this change.</a></p>						
13	<p><b>Briefly explain how the policy, function or service contributes to community cohesion by answering the following questions:</b></p> <ul style="list-style-type: none"> <li>• How will it provide equality of access to services, information and employment?</li> <li>• Does it or could it promote good relationships within and between communities?</li> <li>• How will it help to prevent social exclusion?</li> <li>• Will it help to reintegrate those who have become excluded?</li> <li>• Will this assist with communities feeling that they are connected to decision making that affects them?</li> <li>• How will it provide good quality, inclusive services?</li> </ul> <p>The proposed scheme provides protection for vulnerable groups such as people who are in receipt of a Disability Premium and people who receive a war pension, or Armed Service Compensation Payments. The proposed scheme may increase social exclusion for some groups in the borough as they will have less money than under the previous scheme.</p>						
14	<p><b>Health impacts – screening question</b> Will the subject of this EHIA:</p> <table border="1" data-bbox="236 1861 1493 2029"> <thead> <tr> <th data-bbox="236 1861 730 1995"></th> <th data-bbox="735 1861 1110 1995"><b>No</b> (provide a brief explanation of your response)</th> <th data-bbox="1115 1861 1493 1995"><b>Yes</b> (Is this impact positive or negative? provide a brief explanation of your response)</th> </tr> </thead> <tbody> <tr> <td data-bbox="236 2002 730 2029">Have a direct impact on health,</td> <td data-bbox="735 2002 1110 2029"></td> <td data-bbox="1115 2002 1493 2029"><b>Money worries may</b></td> </tr> </tbody> </table>		<b>No</b> (provide a brief explanation of your response)	<b>Yes</b> (Is this impact positive or negative? provide a brief explanation of your response)	Have a direct impact on health,		<b>Money worries may</b>
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Have a direct impact on health,		<b>Money worries may</b>					

	mental health and wellbeing?		<b>cause some claimants to suffer mental health issues.</b>
	Have an impact on social, economic and environmental living conditions that would indirectly affect health?		<b>Claimants may find they have less income to spend on their homes which could indirectly affect their health.</b>
	Have an effect on an individual's ability to improve their own health and wellbeing?	<b>Any claimant who identifies a requirement for help will be sign posted to the relevant agencies.</b>	
	Affect access to, and the quality of, health, mental health or wellbeing services?	<b>Any claimant who identifies a requirement for help will be sign posted to the relevant agencies.</b>	
Please refer to the EHIA guidance document. If you answer yes to any of these questions a health impact assessment is required, please complete section 16.			
<b>15</b>	<b>Head of Service signature:</b> I am satisfied with the results of this EHIA.		

### 16. HEALTH IMPACT ASSESSMENT<sup>1</sup>

To be completed if you have answered yes to any of the health impact screening questions.

A. Describe the health impact(s). Please refer to the screening questions in Q14.	B. Answering yes to these questions indicates an important health impact. Be explicit and include the evidence that has been considered.			C. Are the health impacts significant?
Identify the health impact(s)	Will the health impacts affect the whole population? Will it affect particular groups of people differently?	Will the health impacts be difficult to remedy or have an irreversible impact? Are they likely to cause public concern?	Will the health impacts be medium to long term? Are they likely to create cumulative impacts?	Does this health impact have a significant positive or negative impact? (based on your responses to section B)
Direct impact on health, mental health and wellbeing	Will not affect the whole population; only those claimants in severe financial difficulties	No; ESBC has approved a Discretionary Payments Policy to help claimants in severe financial difficulties	No; ESBC has approved a Discretionary Payments Policy to help claimants in severe financial difficulties	Positive impact
Impact on social, economic and environmental living conditions that would indirectly affect health	Will not affect the whole population; only those claimants in severe financial difficulties	No; ESBC has approved a Discretionary Payments Policy to help claimants in severe financial difficulties	No; ESBC has approved a Discretionary Payments Policy to help claimants in severe financial difficulties	Positive impact

<sup>1</sup> Adapted from 'Health Impact Assessment of Government Policy, a guide to carrying out a Health Impact Assessment of new policy as part of the Impact



## 17. EQUALITY AND HEALTH IMPACT ASSESSMENT RECOMMENDATIONS AND ACTION PLAN

**Please describe the actions, if any, you will take to mitigate against negative health or equality impacts identified in this assessment, or to maximise the benefits of the policy or service. If significant action is required it should be included in Service Plans.**

Is it a Health or Equality action?	Issue/impact identified	Recommendation / action required	Lead officer and timescale	Resource allocation
<b>Health</b>	<b>Health, mental health, wellbeing, indirect impacts from social, economic and environmental living conditions</b>	<b>Referral to relevant agencies for advice and guidance.</b>	<b>Sarah Richardson</b>	<b>R, B, &amp; CC staff</b>

Assessment process.' Department of Health, July 2010 p.13

Version 3. Updated 15.08.13.

