

# Equality Impact Analysis

## Assessment Proforma

EIA  
Title:

Council Tax Discounts and Premia

- 1.0 The public sector equality duty (2011) covers the following eight **protected characteristics**:

**Age, disability, ethnicity, religion or belief, sex, sexual orientation, gender reassignment, pregnancy and maternity.**

The duty also covers marriage and civil partnership, but only relating to the elimination of unlawful discrimination (see below, 2.0).

- 1.1 SLDC includes “**rurality**” and “**socio-economic disadvantage**” as additional categories in its equality impact assessments. Although socio-economic status and rurality are not recognised protected characteristics under the Equality Act, people on low incomes or in rural isolation are highly likely to be affected by services that are intended to support vulnerable people.

- 2.0 **The General Equality Duty.**

SLDC, in the exercise of its functions, should:

- a. **Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.**
- b. **Advance equality of opportunity between people who share a protected characteristic and those who do not.**
- c. **Foster good relations between people who share a protected characteristic and those who do not.**



# Step 1

**Summarise the subject and expected outcomes of this EIA.**

This report seeks decisions on the following matter:

- Reducing the 100% discount on Unoccupied and Unfurnished properties from 6 months to 3 months.
- Removing the 100% discount for 12 months for properties undergoing structural alteration or requiring or undergoing major repair work.
- Increasing the level of premium charged on properties that have been empty for 2 years or more.

**Who are your main stakeholders and list any engagement undertaken (include surveys, feedback forms, complaints, statistics etc.).**

A Public Consultation took place on these proposals. All Council Tax Payers on Empty properties were written to informing them on the proposals and of the consultation. This included Owners, Landlords and Housing Associations.

## Step 2 Equality Action Plan

<p><b>In providing this service, what are the impacts for the following people?</b></p> <ol style="list-style-type: none"> <li><b>1. Age (young and old)</b></li> <li><b>2. Black and Minority Ethnic</b></li> <li><b>3. Disabled</b></li> <li><b>4. Faith/Belief</b></li> <li><b>5. Sexual Orientation</b></li> <li><b>6. Gender</b></li> <li><b>7. Gender reassignment</b></li> <li><b>8. Pregnancy and maternity</b></li> <li><b>9. Marriage and Civil Partnership</b></li> <li><b>10. Socio-economic disadvantage (including rural deprivation, 'rurality')</b></li> </ol> <p>(See glossary below for definitions)</p>	Positive impacts	Negative impacts	Mitigating actions (to avoid negative impact):	Lead Officer & When	Complete Y/N
No data exists on age of Council Tax Payers. Council Tax is not payable if you are under 18.	Neutral	Neutral		EH Conway	Y
No data exists on Ethnicity of Council Tax Payers.	Neutral	Neutral		EH Conway	Y
<p>Data on some disabled service users exists as council tax legislation allows for a reduction in band for properties adapted for disabled occupiers and also an exemption for the occupiers with severe mental impairment. But these are for occupied premises.</p> <p>No data exists regarding whether disabled</p>	Neutral	Neutral		EH Conway	Y

<p><b>In providing this service, what are the impacts for the following people?</b></p> <ol style="list-style-type: none"> <li><b>1. Age (young and old)</b></li> <li><b>2. Black and Minority Ethnic</b></li> <li><b>3. Disabled</b></li> <li><b>4. Faith/Belief</b></li> <li><b>5. Sexual Orientation</b></li> <li><b>6. Gender</b></li> <li><b>7. Gender reassignment</b></li> <li><b>8. Pregnancy and maternity</b></li> <li><b>9. Marriage and Civil Partnership</b></li> <li><b>10. Socio-economic disadvantage (including rural deprivation, 'rurality')</b></li> </ol> <p>(See glossary below for definitions)</p>	Positive impacts	Negative impacts	Mitigating actions (to avoid negative impact):	Lead Officer & When	Complete Y/N
<p>customers own empty properties. We supply large print on request. Disabled Relief cannot be awarded on an Empty Home.</p>					
<p>No data exists on the Faiths/Beliefs of Council Tax Payers.</p>	Neutral	Neutral		EH Conway	Y
<p>No data exists on the Sexual Orientation of Council Tax Payers.</p>	Neutral	Neutral		EH Conway	Y
<p>No data exists on the Gender of Council Tax Payers.</p>	Neutral	Neutral		EH Conway	Y
<p>No data exists on the Gender Reassignment of Council Tax Payers.</p>	Neutral	Neutral		EH Conway	Y

<p><b>In providing this service, what are the impacts for the following people?</b></p> <ol style="list-style-type: none"> <li><b>1. Age (young and old)</b></li> <li><b>2. Black and Minority Ethnic</b></li> <li><b>3. Disabled</b></li> <li><b>4. Faith/Belief</b></li> <li><b>5. Sexual Orientation</b></li> <li><b>6. Gender</b></li> <li><b>7. Gender reassignment</b></li> <li><b>8. Pregnancy and maternity</b></li> <li><b>9. Marriage and Civil Partnership</b></li> <li><b>10. Socio-economic disadvantage (including rural deprivation, 'rurality')</b></li> </ol> <p>(See glossary below for definitions)</p>	<p><b>Positive impacts</b></p>	<p><b>Negative impacts</b></p>	<p><b>Mitigating actions (to avoid negative impact):</b></p>	<p><b>Lead Officer &amp; When</b></p>	<p><b>Complete Y/N</b></p>
<p>No data exists on Pregnancy and Maternity in Council Tax Payers.</p>	<p>Neutral</p>	<p>Neutral</p>		<p>EH Conway</p>	<p>Y</p>
<p>No data exists on Marriage and Civil Partnership in Council Tax Payers.</p>	<p>Neutral</p>	<p>Neutral</p>		<p>EH Conway</p>	<p>Y</p>
<p>No data exists on Marriage and Civil Partnership in Council Tax Payers.</p>	<p>Neutral</p>	<p>Neutral</p>		<p>EH Conway</p>	<p>Y</p>
<p>Whilst there is Council Tax Reduction scheme available for people on low incomes. This is not applicable to Empty Homes. No data exists on whether any Empty Homes Owners are suffering from socio-economic disadvantage.</p>	<p>Neutral</p>	<p>Neutral</p>	<p>A Council Tax Hardship Scheme is available.</p>	<p>EH Conway</p>	<p>Y</p>

## Step 3

*Examples of good equality practice you have put in place (For example, all venues used are accessible for people with mobility, hearing and sight impairments)*

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The council has a list of equality contacts who can be contacted for consultation or to ask advice. The list is on the intranet under Equality and Diversity. If you need any support when completing this Equality Impact Analysis, please contact the Partnerships and Funding Officer.

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### Glossary

**Age:** This refers to a person having a particular age (for example, 32 year-olds) or being within an age group (for example, 18-30 year-olds).

**Civil partnership:** Legal recognition of a same-sex couple's relationship. Civil partners must be treated the same as married couples on a range of legal matters.

**Disability:** A person has a disability if they have a physical or mental impairment which has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities. Includes: Physical/sensory disability, mental health or learning disability.

**Gender reassignment:** A person has the protected characteristic of gender reassignment if the person is proposing to undergo, is undergoing or has undergone a process (or part of a process) for the purpose of reassigning the person's sex by changing physiological or other attributes of sex.

**Maternity:** The period after giving birth. It is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, including as a result of breastfeeding.

**Race:** It refers to a group of people defined by their colour, nationality (including citizenship), ethnic or national origins. Includes, Asian, Black and White minority ethnic groups inc. Eastern Europeans, Irish people and Gypsy Travellers.

**Religion or belief:** "Religion" means any religion, including a reference to a lack of religion. "Belief" includes religious and philosophical beliefs including lack of belief (for example, Atheism). The category includes Christianity, Islam, Judaism, Hinduism, Buddhism, and non religious beliefs such as Humanism.

**Sexual orientation:** This is whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.

**Socio-economic disadvantage:** This includes people on low incomes, as well as issues around rural and urban deprivation, such as access to services and transport. Rurality should be specifically considered as South Lakeland is defined as 'Rural-80' – this means we have at least 80 percent of our population in rural settlements and larger market towns.