

Equality Impact Assessment (EQIA)

The Equality Impact Assessment (EQIA) form is a template for analysing a policy or proposed decision for its potential effects on residents with protected characteristics covered by the Equality Act 2010.

The council has a Public Sector Equality Duty under the Equality Act (2010) to have due regard to the need to:

- Eliminate discrimination, harassment and victimisation and any other conduct prohibited under the Act
- Advance equality of opportunity between people who share protected characteristics and people who do not
- Foster good relations between people who share those characteristics and people who do not

The three parts of the duty apply to the following protected characteristics: age, disability, gender reassignment, pregnancy/maternity, race, religion/faith, sex, and sexual orientation. Marriage and civil partnership status applies to the first part of the duty.

Although it is not enforced in legislation as a protected characteristic, Haringey Council recognises the profound and far-reaching impacts of socioeconomic disadvantage treats socioeconomic status as a local protected characteristic.

1. Responsibility for the Equality Impact Assessment

Name of proposal:	Discretionary Council Tax Support Fund for 2023/24
Service Area:	Revenues and Benefits, Finance
Officer Completing Assessment:	David Graaff
Equalities/HR Advisor:	Rufus Pope
Cabinet meeting date (if applicable):	xx 2023
Director/Assistant Director	Jess Crowe, Director Culture Strategy and Engagement; Andy Briggs, AD Resident Experience

2. Executive summary

Background

The Government has issued guidance for the delivery of the Council Tax Support Scheme on 23rd December 2022.

Recognising the impact of rising bills, the government is distributing £100 million of grant funding in 2023-24 for local authorities to support economically vulnerable households with council tax payments.

Local authorities are expected to use the majority of their funding allocations to reduce bills for current working age and pension age Local Council Tax Support (LCTS) claimants by up to £25.

Councils can use their remaining allocation as they see fit to support vulnerable households with council tax bills.

Proposal

The Council has developed a distribution methodology that complies with the requirements of government guidance

Only people whose sole or main residence is in Haringey are eligible.

The discretionary scheme can be awarded to Council Taxpayers who are in receipt of Council Tax Reduction Scheme on 1st April 2023.

All awards relate to the year 2023/24 only.

The awards will be made on or around the 1st May 2023. On this date there must be:

1. A liability to pay Council Tax from 1st April 2023
2. A current live CTRS award or an award of CTRS up to the end of Liability
3. A balance due which is net of discounts and exemptions, main Council Tax Support Fund award of £25, CTRS. Any payments made, or credits brought forward, will be ignored in calculating the net balance

The award will be equal to the net balance as described above up to and including a maximum of £237.79.

Key Stakeholders

The policy directly impacts current recipients of CTRS who have an annual balance of up to £230.00 to pay. The effect of this is positive to that group of people.

These Council Tax Reduction recipients are likely to be a disproportionate number of residents with protected characteristics, based on available evidence, as people with protected characteristics tend to have lower incomes. This includes

- Those who are claiming Universal Credit, or legacy benefits
- Those who are in insecure work, including those in the 'gig' economy, and whose income therefore fluctuates regularly.

- Those who may struggle to access the support for example due to digital exclusion, language barriers, or lack of information.

Lower income earners (concentrated in the east of the borough where there is a disproportionate number of BAME residents) have also been acutely impacted by the economic situation. It is likely that these groups will continue to be impacted by ongoing financial challenges such as rising inflation and increases to energy prices.

Key impacts of proposed changes:

Affected residents who would normally be asked to pay up to £237.79, will not now have to pay anything. Those with more than this to pay will not receive any additional support.

All working age non-protected claimants are normally expected to have to pay something towards their Council Tax bill. Those with a bill of £230.00 or less will not have to pay this now.

Pensioners on low incomes with a council tax balance to pay of up to £230.00 or less will not have to pay this now.

Families who do not receive full Council Tax Reduction with a council tax balance to pay of up to £230.00 or less will not have to pay this now.

People with Disabilities who do not receive full Council Tax Reduction with a council tax balance to pay of up to £230.00 or less will not have to pay this now.

This can be expected to have a positive overall equalities impact given the ongoing the cost of living issues, and the increase in recipients of council tax support.

Other mitigations

It is recognised that cuts to council tax support introduced by welfare reforms will continue to have a significant impact on those who are vulnerable. Where residents are facing financial hardship and have a remaining balance to pay, we will continue to use existing support mechanisms such as signposting to other sources of help including our internal support service and the CAB and voluntary groups for our customers and will seek to build upon these. We will routinely check our progress with those customers who tell us they have difficulty in paying, to ensure that we can come up with the best solution to meet their needs.

Duty to vulnerable groups

In 'Localising Support for Council Tax: Vulnerable People – key local authority duties', the government was clear that in addition to their public sector equality duty, there were additional duties of the Council in regard to developing its CTRS. The duties include the following key areas:

- Duty under the Child Poverty Act 2010
- Public sector equality duty – disability
- Armed Forces Covenant – war pension and compensation payments

- Duty to prevent homelessness

The EqIA reviews each of these areas in more detail and provides data where they are held. Although equality data is routinely requested in new applications, this data is not mandatory and so the information the Council holds does not provide a comprehensive overview of CTRS claimants.

Unrecorded protected characteristics

The protected characteristics of gender reassignment, sexual orientation, marriage and civil partnership, religion and belief and pregnancy and maternity are not currently recorded in the Council's CTRS database as they do not form part of the application criteria. Prior to the Equality Act 2010, the aforementioned characteristics were not covered by the public sector equality duty, and no historical data exists relating to them. The Council takes routine steps to request the data as part of new application processes.

As below, data available to the Council has been used in considering the effect of the proposal on the protected groups.

3. Consultation and engagement

Background

No consultation has been undertaken as the direction for the scheme came from Central Government

4. Data and Impact Analysis

Summary – CTRS caseload

The council has seen a 9% increase in Council Tax Reduction claimants since April 2020 and a 2% increase since April 2022. It is likely that amongst these groups, there will a disproportionate number of residents with protected characteristics. These are also some of the groups who are likely to be most impacted by ongoing challenges such as rising energy costs and inflation.

In February 2023, there were 27,266 residents in receipt of Council Tax Reduction support in Haringey. This total had been declining year on year since Council Tax Benefit was abolished in 2013 but has increased since the Covid-19 pandemic and cost of living issues. Table 1.0 summarises the breakdown of the Council's CTRS caseload in comparison to April 2019. For reference, the total resident population in Haringey is 271,222 of which 185,872 are of working age (18-64).

Table 1.0 – Total CTRS caseload (June 2021 compared to April 2019)

	Pensionable	Protected / disability-related	Protected / child in household	Non-protected/ other Working Age	Total CTR Claimants
Feb 23	7767	7973	6417	5109	27266

April 2019	8172	7238	5650	4210	25270
-------------------	------	------	------	------	-------

28% of the Council's CTRS caseload is of **pensionable age**. Those claimants in the pensionable category are assessed against a maximum 100% of their Council Tax liability, which mirrors all Local Authorities in England and Wales. When Council Tax Benefit was abolished, the government stipulated that pensioners would receive the same level of protection under the new CTRS. Pensioners on low incomes who do not receive full Council Tax Reduction, with a balance to pay of up to £230.00 or less, will not have to pay this now. There are 488 such cases (18%)

29% of the Council's CTRS caseload is of **working age but in receipt of a specific disability benefit**, and who the Council has therefore 'protected'. Those claimants in the 'protected' category are also assessed against a maximum 100% of their Council Tax liability. People with Disabilities who do not receive full Council Tax Reduction, with a balance to pay of up to £230.00 or less, will not have to pay this now. There are 362 such cases (13%).

24% of the Council's CTRS caseload is of **working age with children**, and therefore the Council has 'protected'. Those claimants in the 'protected' category are also assessed against a maximum 100% of their Council Tax liability. Families who do not receive full Council Tax Reduction, with a balance to pay of up to £230.00 or less, will not have to pay this now. There are 475 such cases (17%).

19% of the Council's CTRS caseload is of **working age and not 'protected'** under the scheme. This group is assessed against a maximum 80.2% of their Council Tax liability. Those with a bill of £230.00 or less, will not have to pay this now. There are 1461 such cases (53%). The support is weighted towards this group as this is the group which receives the lowest levels of Council Tax Reduction and therefore more people in this category have Council Tax bills to pay.

Data definitions:

- Protected = working age claimants who are in receipt of a prescribed disability related benefit or premium or working age claimants with children and therefore subject to up to a maximum 100% CTR
- Pensionable = pensionable age claimants – subject to up to a maximum 100% CTR
- Working Age Employed = working age claimants who are currently in employment
- Working Age Other = working age claimants who are currently not in employment

Summary

The burden of payment for all residents in receipt of some Council Tax Reduction, but who would otherwise have council tax bills of £230.00 or less, will now be removed.

4a. Age

Data

Borough Profile¹

56,718: 0-17 (21%)

72,807: 18-34 (27%)

68,257: 35-49 (25%)

44,807: 50-64 (17%)

28,632: 65+ (11%)

Target Population Profile

Table 1.1 – Total CTRS caseload by Age (January 2023)

January 2023						
Age	Pensionable	Protected / disability	Protected / child in household	Non-protected / other Working Age	Total CTR Claimants	% All CCTR Claimants
18-24	0	36	192	151	379	1%
25-44	<10	1788	4261	1318	7367	27%
45-59	20	4122	1871	2158	8171	30%
60-64	35	1630	79	936	2680	10%
65+	7726	402	17	193	8338	31%
Total	7781	7978	6420	4756	26935	100%

Impacts

Haringey is a relatively young borough with around 25% of residents under the age of 20. The highest proportion of residents under 18 are found in the east and northwest of the borough.

Older people

For households where a claimant or their partner is of state pensionable age, the claimant is categorised as 'pensionable' and receives up to 100% Council Tax Reduction under the scheme.

¹ Source: State of the Borough

There is a disproportionate number of +65-year-old residents in this category some of whom will be positively impacted by the application of a credit to their council tax account, if they have a council tax balance of less than £237.90 to pay in the year 2023/2024.

Children

Working age claimants with children will continue to be 'protected' under the scheme and receive up to 100% maximum Council Tax Reduction.

Child poverty is a significant issue in the borough and applying this credit will help to reduce the financial contribution that working households with children are required to pay towards their Council Tax.

Therefore, it is considered likely that the decision to maintain the scheme, will have a positive impact for children.

Working age residents

Working-age claimants in receipt of a prescribed disability benefit or premium will continue to be 'protected' under the scheme and receive up to 100% maximum Council Tax Reduction.

Non-protected working-age claimants are predominantly aged between 25 and 59 and must pay some contribution towards their council tax.

Where people in either category have a council tax balance of less than £237.90 to pay in the year 2023/2024, these residents will be positively impacted by the application of a credit to their council tax account.

Although there are some variations amongst age groups, the application of this policy suggests that there will be a positive impact on this protected characteristic.

4b. Disability²

Data

Borough Profile ³

4,500 people have a serious physical disability in Haringey.

19,500 aged 16-64 have a physical disability this equates to approximately 10% of the population aged 16-64.

1,090 people living with a learning disability in Haringey.

4,400 people have been diagnosed with severe mental illness in Haringey.

Target Population Profile

Many people in the February 2023 caseload are eligible for 100% council tax support due to being in receipt of certain disability benefits. However if residents in this

² In the Equality Act a disability means a physical or a mental condition which has a substantial and long-term impact on your ability to do normal day to day activities.

³ Source: 2011 Census

category have a council tax balance of less than £237.90 to pay in the year 2023/2024, these residents will be positively impacted by the application of a credit to their council tax account.

Impacts

Working age CTRS claimants in receipt of a prescribed disability-related benefit or premium will continue to receive up to a maximum 100% CTR under the existing CTRS. Those with a small council tax balance to pay will now receive this additional benefit.

The application of this policy will have a positive impact on this protected characteristic.

4c. Gender Reassignment⁴

Data

Borough Profile

There is no robust data at Borough level on our Trans population, however the central government estimates that there are approximately 200,000-500,000 Trans people in the UK. Assuming an average representation, this would mean between 800 and 2000 Haringey residents are Trans.⁵

Target Population Profile

We do not hold data on gender reassignment in Haringey's CTR caseload. At this stage, we do not have any data to suggest that this group would be any more or less likely than the rest of the population to be in receipt of CTRS.

Impacts

It is anticipated that the application of this policy will not have a disproportionate impact on this protected characteristic.

4d. Marriage and Civil Partnership

Data

Borough Profile ⁶

⁴ Under the legal definition, a transgender person has the protected characteristic of gender reassignment if they are undergoing, have undergone, or are proposing to undergo gender reassignment. To be protected from gender reassignment discrimination, an individual does not need to have undergone any specific treatment or surgery to change from one's birth sex to one's preferred gender. This is because changing one's physiological or other gender attributes is a personal process rather than a medical one.

⁵ Trans is an umbrella term to describe people whose gender is not the same as, or does not sit comfortably with, the sex they were assigned at birth.

⁶ Source: 2011 Census

Divorced or formerly in a same-sex civil partnership which is now legally dissolved: (8.2%)
In a registered same-sex civil partnership: (0.6%)
Married: (33.3%)
Separated (but still legally married or still legally in a same-sex civil partnership): (4.0%)
Single (never married or never registered a same-sex civil partnership): (50.0%)
Widowed or surviving partner from a same-sex civil partnership: (3.9%)

Target Population Profile

We do not hold data on marriage and civil partnership among Haringey's CTR caseload. At this stage, we do not have any data to suggest that this group would be any more or less likely than the rest of the population to be in receipt of CTRS.

Impact

It is anticipated that the application of this policy will not have a disproportionate impact on this protected characteristic.

4e. Pregnancy and Maternity

Data

Borough Profile ⁷

Live Births in Haringey 2019: 3646

Target Population Profile

We do not hold detailed data about maternity in the CTRS dataset. However, in the February 2023 dataset, there were 6,417 working age residents with children, eligible for up to 100% council tax support, which equates to 24% of the total.

The scheme will continue to protect working-age claimants with children and there are no proposed changes to this protection. However if residents in this category have a council tax balance of less than £237.90 to pay in the year 2023/2024, these residents will be positively impacted by the application of a credit to their council tax account.

Impact

It is anticipated that the application of this policy will not have a disproportionate impact on this protected characteristic.

4f. Race

⁷ Births by Borough (ONS)

Data

Borough Profile ⁸

Arab: 0.9%

Any other ethnic group: 3.9%

Asian: 9.5%

Bangladeshi: 1.7%

Chinese: 1.5%

Indian: 2.3%

Pakistani: 0.8%

Other Asian: 3.2%

Black: 18.7%

African: 9.0%

Caribbean: 7.1%

Other Black: 2.6%

Mixed: 6.5%

White and Asian: 1.5%

White and Black African: 1.0%

White and Black Caribbean: 1.9%

Other Mixed: 2.1%

White: 60.5% in total

English/Welsh/Scottish/Norther Irish/British: 34.7%

Irish: 2.7%

Gypsy or Irish Traveller: 0.1%

Other White: 23%

Target Population Profile

Table 1.2 – Total CTRS caseload by Ethnicity (January 2023)

January 2023						
Ethnicity	Pensionable	Protected / disability	Protected / child in household	Non-protected / other Working Age	Total CTR Claimants	% All CCTR Claimants
White British	394	669	511	486	2060	8%

⁸ Source: 2011 Census

White Other	866	896	760	508	3030	11%
Non-White	1148	1394	1468	1187	5197	19%
Unknown	5374	5019	3682	2937	17012	62%
Total	7782	7978	6421	5118	27299	100%

Race and ethnicity data was not historically recorded as part of the CTRS application process. Therefore, the data provided in table 1.2 does not give a complete overview of the current caseload.

For those CTRS claimants who provided an ethnicity (see Table 1.2), the majority of working age non-protected claimants and all claimants were 'White Other' and 'Non-White'.

Impact

It is likely that the Black and Minority Ethnic population would be disproportionately positively impacted by the application of this policy.

4g. Religion or belief

Data

Borough Profile ⁹

Christian: 45%

Buddhist: 1.1%

Hindu: 1.9%

Jewish: 3%

Muslim: 14.2%

No religion: 25.2%

Other religion: 0.5%

Religion not stated: 8.9%

Sikh: 0.3%

Target Population Profile

We do not hold data on religion or belief among Haringey's CTR caseload. At this stage, we do not have any data to suggest that this group would be any more or less likely than the rest of the population to be in receipt of CTRS.

Impact

⁹ Source: 2011 Census

It is anticipated that the application of this policy will not have a disproportionate impact on this protected characteristic.

4h. Sex

Data

Borough profile ¹⁰

Females: (50.5%)

Males: (49.5%)

Target Population Profile

Table 1.3 – Total CTRS caseload by Sex (January 2023)

January 2023						
Sex	Pensionable	Protected / disability	Protected/child in household	Non-protected / other Working Age	Total CTR Claimants	% All CCTR Claimants
Female	4468	4555	4932	2535	16490	60.41%
Male	3143	3230	1383	2515	10271	37.62%
Unknown	171	193	106	68	538	1.97%
Total	7782	7978	6421	5118	27299	100%

There are disproportionately more women as the main claimant of CTR than the Haringey and London population as a whole. This is the case both for working age claimants (protected and non-protected) and all claimants.

Impact

The application of this policy will disproportionately positively impact women more than men.

4i. Sexual Orientation

Data

Borough profile ¹¹

¹⁰ Source: 2011 Census

¹¹ Source: ONS Integrated Household Survey

3.2% of London residents aged 16 or over identified themselves as lesbian, gay or bisexual in 2013. In Haringey this equates to 6,491 residents.

Target Population Profile

We do not hold data for this protected characteristic in the CTRS caseload. At this stage, we do not have any data to suggest that this group would be any more or less likely than the rest of the population to be in receipt of CTRS.

Impacts

It is anticipated that the application of this policy will not have a disproportionate impact on this protected characteristic

4j. Socioeconomic Status (local)

Data

Borough profile

Income¹²

Haringey is the 4th most deprived in London as measured by the IMD score 2019 (where 1 = most deprived). The most deprived LSOAs (Lower Super Output Areas or small neighbourhood areas) are more heavily concentrated in the east of the borough.

22.4% of the population in Haringey aged 16-65 receive Universal Credit as of March 2021.

29% of employee jobs in the borough are paid less than the London Living Wage. The average wage of someone working in Haringey is £30,452 per year and the average resident wage (including people who travel out of the borough for work) is £35,769 per year.

Educational Attainment¹³

While Haringey's proportion of students attaining grade 5 or above in English and Mathematics GCSEs is higher than the national average, it performs worse than London.

5.5% of Haringey residents have no qualifications.

Target Population Profile

Council Tax Support is means tested across low-income socio-economic groups.

¹² Source: Annual Survey of Hours and Earnings, ONS, 2019

¹³ Source: Annual Population Survey 2019 (via nomis)

All claimants will therefore be in a lower socio-economic category.

Due to the increase in financial hardship due to the cost of living crisis, the application of this policy can be expected to have an overall positive equalities impact. This will continue to have a positive benefit due to the ongoing impact of increases to the cost of living, including inflation and energy prices.

5. Key Impacts Summary

5a. Outline the key findings of your data analysis.

Age

The application of this policy will have a positive impact on pensioners, working age claimants in receipt of certain disability premiums, working age claimants with children and children themselves.

Children

Child poverty is a significant issue in the borough and maintaining the application of this policy will continue to reduce the financial contribution that some working households with children are required to pay towards their Council Tax. Therefore, it is considered likely that the preferred option will have a positive impact for children.

Adults aged between 25 and 44

There may be some individuals in this group who do not qualify for up to 100% maximum CTR as a result of not being entitled to certain disability benefits or having children. The application of this policy will have a positive impact on some lower income residents in this group.

Disability

The application of this policy will have a positive impact on some working age claimants in receipt of certain disability premiums, as they will not have to pay council tax where they were previously expected to.

Gender reassignment

The application of this policy will have a positive impact on some taxpayers as they will not have to pay council tax where they were previously expected to. At this stage, we do not have any data to suggest that this group would be any more or less likely than the rest of the population to be in receipt of CTRS.

Therefore, it is anticipated that continuing this policy will not have a disproportionate impact on this protected characteristic.

Marriage and civil partnerships

The application of this policy will have a positive impact on some taxpayers as they will not have to pay council tax where they were previously expected to. At this stage, we do not have any data to suggest that this group would be any more or less likely than the rest of the population to be in receipt of CTRS.

Therefore, it is anticipated that continuing this policy will not have a disproportionate impact on this protected characteristic.

Pregnancy and maternity

The application of this policy will have a positive impact on some working age claimants with children as they will not have to pay council tax where they were previously expected to. At this stage, we do not have any data to suggest that this group would be any more or less likely than the rest of the population to be in receipt of CTRS.

Therefore, it is anticipated that this policy will not have a disproportionate impact on this protected characteristic.

Child poverty is a significant issue in the borough and applying this policy will continue to reduce the financial contribution that working households with children are required to pay towards their Council Tax.

Race

The borough profile data suggests that the Black and Minority Ethnic population is overrepresented.

The application of this policy will have a positive impact on some taxpayers as they will not have to pay council tax where they were previously expected to.

Therefore, it is anticipated that this policy will have a positive impact on Black and Minority Ethnic CTRS claimants.

Religion or belief

The application of this policy will have a positive impact on some taxpayers as they will not have to pay council tax where they were previously expected to. At this stage, we do not have any data to suggest that this group would be any more or less likely than the rest of the population to be in receipt of CTRS.

Therefore, it is anticipated that continuing this policy will not have a disproportionate impact on this protected characteristic.

Sex

Women are overrepresented in the current CTRS caseload and so are likely to be positively affected by the application of this policy.

It seems likely from the data that most single parents in the Haringey CTRS caseload are women, as women are overrepresented in the caseload.

There may be some women who do not qualify for up to 100% maximum CTR as a result of not being pensioners, entitled to certain disability benefits or having children.

The application of this policy means additional financial support to some women and households with children.

Sexual Orientation

The application of this policy will have a positive impact on some taxpayers as they will not have to pay council tax where they were previously expected to. At this stage, we do not have any data to suggest that this group would be any more or less likely than the rest of the population to be in receipt of CTRS.

Therefore, it is anticipated that continuing this policy will not have a disproportionate impact on this protected characteristic.

Socioeconomic status

All residents in receipt of council tax support are on low incomes the application of this policy is likely to have a disproportionate positive impact on those with low socioeconomic status.

5b. Intersectionality

The data suggests that female-headed single parents and BAME women are more likely to be disproportionately positively impacted the application of this policy, as the equality strands are overrepresented in the CTRS caseload.

Other residents who face multiple barriers to accessing support – for example, those who might face language barriers and be digitally excluded – are also disproportionately likely to be on lower incomes and likely to be disproportionately positively impacted the application of this policy.

5c. Data Gaps

Until the data capture of people likely to benefit is taken on 1/5/2023, we are unable to accurately assess the numbers of residents likely to benefit from this policy.

6. Overall impact of the policy for the Public Sector Equality Duty

The additional funding received to apply this policy allows the Council to offer more help with paying Council Tax to those on the lowest incomes – but who nevertheless have an expectation that they should make some contribution towards their council tax. We are now able to offer these residents additional council tax support to negate the payments they would otherwise have been expected to make. This will have a positive impact on the groups that share protected characteristics.

Duties to particular groups:

Implementing this policy is considered likely to have a positive impact on child poverty, persons with a disability and those on lower incomes. This could help to reduce the risk of homelessness by reducing the financial burden on groups in particular need.

Outside the CTRS, the Council holds a range of Council Tax Discounts, Exemptions and Disregards. These powers include complete Council Tax exemption for residents who are “Severely Mentally Impaired”.

Additional powers to support vulnerable residents:

The Council has a further discretionary power, under S13A(1)(c) of the Local Government Finance Act, to eliminate the Council Tax liability for residents in extenuating circumstances.

7. Amendments and mitigations

7a. What changes, if any, do you plan to make to your proposal because of the Equality Impact Assessment?

No major change to the proposal: the EQIA demonstrates the proposal is robust and there is no potential for discrimination or adverse impact. All opportunities to promote equality have been taken.

If you have found any inequalities or negative impacts that you are unable to mitigate, please provide a compelling reason below why you are unable to mitigate them

Yes

Adjust the proposal: the EQIA identifies potential problems or missed opportunities. Adjust the proposal to remove barriers or better promote equality. Clearly set out below the key adjustments you plan to make to the policy. If there are any adverse impacts you cannot mitigate, please provide a compelling reason below

No

Stop and remove the proposal: the proposal shows actual or potential avoidable adverse impacts on different protected characteristics. The decision maker must not make this decision. **Y/N**

No

7b. What specific actions do you plan to take to remove or mitigate any actual or potential negative impact and to further the aims of the Equality Duty?

No potential negative impacts have been identified throughout this EqIA.

Please outline any areas you have identified where negative impacts will happen because of the proposal, but it is not possible to mitigate them.

N/A

Please provide a complete and honest justification on why it is not possible to mitigate the:

N/A

7. Ongoing monitoring

Summarise the measures you intend to put in place to monitor the equalities impact of the proposal as it is implemented.

- Who will be responsible for the monitoring?
- What the type of data needed is and how often it will be analysed.
- When the policy will be reviewed and what evidence could trigger an early revision
- How to continue to involve relevant groups and communities in the implementation and monitoring of the policy?

Date of EQIA monitoring review:

The policy will be monitored after the awarding of the additional funds to clarify the numbers of residents identified. Due to the limitations of data held, we may not be able to break down the positive impacts for every group with protected characteristics.

8. Authorisation

EQIA approved by (Assistant Director/ Director)

Andy Briggs

Date

30th March 2023

9. Publication

Please ensure the completed EQIA is published in accordance with the Council's policy.

Please contact the Policy & Strategy Team for any feedback on the EQIA process.