

EQUALITY IMPACT ASSESSMENT

The **Equality Act 2010** places a '**General Duty**' on all public bodies to have '**due regard**' to the need to:

- Eliminating discrimination, harassment and victimisation and any other conduct prohibited under the Act;
- Advancing equality of opportunity between those with a 'relevant protected characteristic' and those without one;
- Fostering good relations between those with a 'relevant protected characteristic' and those without one.

In addition, the Council complies with the Marriage (Same Sex Couples) Act 2013.

Stage 1 – Screening

Please complete the equalities screening form. If screening identifies that your proposal is likely to impact on protect characteristics, please proceed to stage 2 and complete a full Equality Impact Assessment (EqIA).

Stage 2 – Full Equality Impact Assessment

An EqIA provides evidence for meeting the Council's commitment to equality and the responsibilities under the Public Sector Equality Duty.

When an EqIA has been undertaken, it should be submitted as an attachment/appendix to the final decision-making report. This is so the decision maker (e.g. Cabinet, Committee, senior leader) can use the EqIA to help inform their final decision. The EqIA once submitted will become a public document, published alongside the minutes and record of the decision.

Please read the Council's Equality Impact Assessment Guidance before beginning the EqIA process.

1. Responsibility for the Equality Impact Assessment

Name of proposal	Approval of Council Tax Reduction Scheme for 2020/21
Service area	Finance Revenues and Benefits
Officer completing assessment	Carla Segel, Head of Service Delivery
Equalities/ HR Advisor	Emma Carroll, Policy and Equalities Officer

Cabinet meeting date (if applicable)	Full Council, 18 November 2019
Director/Assistant Director	Jon Warlow, Director of Finance

2. Summary of the proposal

Please outline

- *The proposal which is being assessed*
- *The key stakeholders who may be affected by the policy or proposal*
- *The decision-making route being taken*

Proposal

As per the information contained within the main report, the proposal to maintain the current Council Tax Reduction Scheme into 2020/21, this will mean that all working-age non protected claimants will have to pay something towards their Council Tax bill. Pensioners, those in receipt of certain disability benefits and working age claimants with children will continue to be protected

Process

The Council is seeking agreement from Full Council to continue the scheme unchanged into 2020/21. There is a statutory obligation for the scheme to be approved by Full Council each year, regardless of whether or not there are any changes.

Key Stakeholders

As detailed in this EQIA, there is mitigation in place for those in receipt of CTRS, however it is recognised and understood that the reduction of Council Tax Support has had and will continue to have a negative impact on many vulnerable groups. As no change is proposed for 2020/21, it is expected that people will be similarly affected as at present, so we will continue to use existing support mechanisms such as signposting to other sources of help including 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 regards to developing its CTRS. The duties are described in the aforementioned document and 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. What data will you use to inform your assessment of the impact of the proposal on protected groups of service users and/or staff?

Identify the main sources of evidence, both quantitative and qualitative, that supports your analysis. Please include any gaps and how you will address these

This could include, for example, data on the Council's workforce, equalities profile of service users, recent surveys, research, results of relevant consultations, Haringey Borough Profile, Haringey Joint Strategic Needs Assessment and any other sources of relevant information, local, regional or national. For restructures, please complete the restructure EqIA which is available on the HR pages.

Protected group	Service users	Staff
Sex	The Council's CTRS database, September	N/A

	2019; Census, 2011;	
Gender Reassignment	No Council data recorded; EHRC national data;	N/A
Age	The Council's CTRS database, September 2019 GLA Population Projection, 2015;	N/A
Disability	The Council's CTRS database, September 2019 ONS Disability in England & Wales, 2011;	N/A
Race & Ethnicity	The Council's CTRS database, September 2019 Census, 2011;	N/A
Sexual Orientation	No Council data recorded; ONS Sub-National Sexual Identity Data, 2013-15;	N/A
Religion or Belief (or No Belief)	No Council data recorded; Census, 2011;	N/A
Pregnancy & Maternity	No Council data recorded; Census, 2011	N/A
Marriage and Civil Partnership	No Council data recorded Census, 2011;	N/A

Outline the key findings of your data analysis. Which groups are disproportionately affected by the proposal? How does this compare with the impact on wider service users and/or the borough's demographic profile? Have any inequalities been identified?

Explain how you will overcome this within the proposal.

Further information on how to do data analysis can be found in the guidance.

As of September 2019, there were 25,278 claimants in receipt of Council Tax Reduction in Haringey. This total has fallen year on year since Council Tax Benefit was abolished in 2013. Table 1.0 summarises the breakdown of the Council's CTRS caseload.

Table 1.0 – Total CTRS caseload (September 2019)

September 2019 CTRS caseload	Pensionable	Protected/disability-related	Protected/child in household	Non-protected/other Working Age	Total CTR Claimants	Total Working Age (excluding pensioners & protected Working Age)	% All CTR Claimants	% Total Working Age (excluding pensioners & protected Working Age)
	8108	7396	5667	4107	25278	4107	100%	16.25%

32.08% 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. The Council is not proposing to change any aspect of the CTRS therefore this protection will continue.

29.26% of the Council's CTRS caseload is of **working age but in receipt of a specific disability benefit**, and therefore the Council has 'protected'. Those claimants in the 'protected' category are also assessed against a maximum 100% of their Council Tax liability. The Council is not proposing to change any aspect of the CTRS therefore this protection will continue.

22.42% 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. The Council is not proposing to change any aspect of the CTRS therefore this protection will continue.

16.25% 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.

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

1. Sex

Table 1.1 – Total CTRS caseload by Sex (September 2019)

Sex	Pensionable	Protected/disability	Protected/child in household	Non-protected/other Working Age	Total CTR Claimants	% All CCTR Claimants	Haringey ¹	London ²
Female	4556	4139	4157	1904	14756	58.37%	50.5%	50.9%
Male	3390	3074	1365	2123	9952	39.37%	49.5%	49.1%
Unknown	162	183	145	80	570	2.25%	N/A	N/A
Total	8108	7396	5667	4107	25278	100%	100%	100%

There are disproportionately more women in receipt 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. Maintaining the current CTRS into 2020/21 will continue to disproportionately impact women more than men.

2. Gender Reassignment

We do not hold data on the number of people who are seeking, receiving or have received gender reassignment surgery, and there is not national data collected for this protected characteristic. The Equality and Human Rights Commission estimate that there is

¹ 2011 Census

² 2011 Census

between 300,000-500,000 transgender people in the UK³.

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 the continuation of the current scheme will not have a disproportionate impact on this protected characteristic.

3. Age

Table 1.2 – Total CTRS caseload by Age

Age	Pensionable	Protected/di sability	Protected/c hild in household	Non- protected/ot her Working Age	Total CTR Claimants	Total Working Age (excluding pensioners & protected Working Age)	% All CCTR Claimants	% Total Working Age (excluding pensioners & protected Working Age)
18-24	0	57	202	85	344	85	1.36%	0.34%
25-44	<10	1822	3779	985	6590	985	26.07%	3.90%
45-59	48	4176	1623	2312	8159	2312	32.28%	9.15%
60-64	77	1152	59	662	1950	662	7.71%	2.62%
65+	7979	145	<10	63	8191	63	32.40%	0.25%
Not provided	0	44	0	0	44	0	0.17%	0.0%
Total	8108	7396	5667	4107	25278	4107	100%	16.25%

40.12% of the Council's CTRS caseload is aged 60 or over, which is higher than the Haringey and London averages.

Table 1.3 – Age breakdown in Haringey and London⁴

Age	Haringey	London
0-15	19.4%	20%

³ <https://www.equalityhumanrights.com/en/trans-inequalities-reviewed/introduction-review>

⁴ GLA population projection, 2015

16-64	71.6%	68.6%
65+	9%	11.4%

The percentage of particular age brackets of the population in Haringey broadly match that of the wider London population.

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.

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

Therefore, the only impact on the continuation of the scheme will be on non-protected working age claimants. This group is predominantly aged between 25 and 44. However, this group is unlikely to be disproportionately impacted as a whole because it appears to be under-represented in the CTRS caseload when compared to the wider Haringey and London populations.

4. Disability

Table 1.5 – Total CTRS caseload by Disability

In receipt of a prescribed disability benefit?	Pensionable	Protected/disability	Protected/child in household	Non-protected/other Working Age	Total CTR Claimants	% All CTR Claimants
Yes	1602	7396	0	0	8998	35.60%
No	6506	N/A	5667	4107	16280	64.40%

Table 1.6 – Disability data in Haringey, London and England & Wales

	Haringey	London	England & Wales
Day-to-day activity limited a lot	6.8%	6.7%	8.3%
Day-to-day activity limited a little	7.2%	7.4%	9.3%
Day-to-day activity not limited	86.0%	85.8%	82.4%

Day-to-day activity limited a lot: Age 16-64	3.8%	3.4%	3.6%
Day-to-day activity limited a little: Age 16-64	4.6%	4.2%	4.6%
Day-to-day activity not limited: Age 16-64	62.4%	61.5%	56.5%

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. Therefore, this protected characteristic will not be disproportionately impacted on by maintaining the current CTRS in 2020/21.

5. Race & Ethnicity

Table 1.6 – Total CTRS caseload by Ethnicity

Ethnicity	Pensionable	Protected/disability	Protected/care in household	Non-protected/other Working Age	Total CTR Claimants	Total Working Age (excluding pensioners & protected Working Age)	% All CCTR Claimants	Working Age (excluding pensioners & protected Working Age)
White British	232	393	335	283	1243	283	4.92%	1.12%
White Other	228	366	425	190	1209	190	4.78%	0.75%
Non White	408	697	832	637	2574	637	10.18%	2.52%
Unknown	7240	5940	4075	2997	20252	2997	80.12%	11.86%
Total	8108	7396	5667	4107	25278	4107	100%	16.25%

Table 1.7 – Ethnicity in Haringey and London⁵

Area	Black and Minority Ethnic
Haringey	39.5%
London	40.2%

Race and ethnicity data was not historically recorded as part of the CTRS application process. Therefore, the data provided in table 1.6 does not give a complete overview of the current caseload.

The data in Table 1.7 shows that the Black and Minority Ethnic population in Haringey is approximately the same as for London as a whole.

For those CTRS claimants who provided an ethnicity (see Table 1.6), the majority of working age non-protected claimants and all claimants were 'White Other' and 'Non White'. Therefore, it is likely that the Black and Minority Ethnic population will be disproportionately impacted by any changes to the CTRS, including the continuation of the current scheme.

6. Sexual Orientation

We do not hold ward or borough level data on sexual orientation, and it is not collected nationally through the Census. However, the ONS estimates that 3.7% of Haringey's population are lesbian, gay or bisexual (LGB), which is the 15th largest LGB community in the country⁶.

Parliament estimates that in the UK there are around 20,000 dependent children living in same-sex couple families⁷. It is unclear what the figure would be for same-sex single parents.

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 the continuation of the current scheme will not have a disproportionate impact on this protected characteristic.

⁵ 2011 Census

⁶ <https://www.ons.gov.uk/peoplepopulationandcommunity/culturalidentity/sexuality/articles/subnationalsexualidentityestimates/uk2013to2015#introduction>

⁷ <http://researchbriefings.parliament.uk/ResearchBriefing/Summary/SN03372#fullreport>

7. Religion or Belief (or No Belief)

We do not hold data on religion or belief among Haringey's CTR caseload. However, the borough and region's data can be summarised as the following:

Table 1.8 – Religion in Haringey and London

Religion/Belief	Haringey	London
Christian	45.0%	48.9%
Buddhist	1.1%	1.0%
Hindu	1.8%	5.0%
Jewish	3.0%	1.8%
Muslim	14.2%	12.4%
Sikh	0.3%	1.5%
Other religion	0.5%	0.6%
No religion	25.2%	20.7%
Religion not stated	8.9%	8.5%

The distribution of religions in Haringey broadly tallies with London. There is a slightly higher proportion of residents with no religion than in London.

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 the continuation of the current scheme will not have a disproportionate impact on this protected characteristic.

8. Pregnancy & Maternity

Table 1.9 – CTRS caseload by Dependant Category

Dependents Categories	Pensionable	Protected/disability	Protected/child in household	Non-protected/other Working Age	Total CTR Claimants	Total Working Age (excluding pensioners & protected Working Age)	% Total CTR Claimants	% Total Working Age (excluding pensioners & protected Working Age)
Those with dependants aged 1 and under	<10	107	813	11	932	11	3.69%	1.18%
Those with dependants aged 5 and under	<10	455	2556	13	3037	13	12.01%	0.43%
Those with dependants aged 16 and under	64	1682	5430	16	7200	16	28.48%	0.22%
Those with more than 3 dependants	<10	471	1606	<10	2084	<10	8.24%	0.10%
Count of All Lone Parents with dependants	26	1102	3603	<10	4746	<10	18.78%	0.15%

Table 2.0 – Proportion of 0-4 year olds in Haringey and London

	Haringey	London
Proportion of 0-4 year olds	7.1%	7.2%

Table 1.9 provides statistics on a number of scenarios regarding dependants. It should be noted that there will be considerable overlap between the different scenarios (for example, the number of claimants with dependants aged 1 and under is accumulated in the number of claimants with dependants aged 5 and under, etc).

A significant proportion of households on the CTRS scheme are single-parent households, a continuation of the scheme will continue to disproportionately impact on this group. However, the scheme currently protects working age claimants with children and there are no proposed changes to this.

9. Marriage and Civil Partnership

We do not hold data on marriage and civil partnership among Haringey's CTR caseload. However, the borough and region's data can be summarised as follows:

Table 2.1 – Marital and civil partnership status in Haringey and London

Marital and civil partnership status	Haringey	London
Married (heterosexual couples)	32.2%	40%
Civil Partnership	0.6%	0.4%

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 the continuation of the current scheme will not have a disproportionate impact on this protected characteristic.

4. a) How will consultation and/or engagement inform your assessment of the impact of the proposal on protected groups of residents, service users and/or staff?

Please outline which groups you may target and how you will have targeted them

Further information on consultation is contained within accompanying EqlA guidance

Public consultation exercises took place in 2012 and 2018 to shape the current CTRS, which is proposed to continue unchanged into 2020/21. The consultation aimed to be inclusive and not discriminate on the basis of any protected characteristics and included open ended questions and free text boxes to allow respondents to provide information about equalities issues if they had any concerns.

Overall, the equality data sources from consultation in 2018, did not suggest that individuals or groups who share a protected characteristic would be negatively impacted on by changes to the CTRS. As the proposal is to continue the current CTRS for 2020/21 it is not anticipated that there will be any negative impacts.

The 2018 consultation also showed that residents were broadly in support of the changes to the CTRS, details on how to access the full results of the consultation can be found

<https://www.haringey.gov.uk/council-tax-and-benefits/council-tax/council-tax-reductions/proposed-changes-201920-council-tax-reduction-scheme>

As there are no proposed changes to the CTRS there is no requirement to conduct any further consultation exercises, however the council will routinely check progress with customers to ensure the scheme continues to support and respond to the needs of residents.

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.

4. b) Outline the key findings of your consultation / engagement activities once completed, particularly in terms of how this relates to groups that share the protected characteristics

Explain how will the consultation's findings will shape and inform your proposal and the decision making process, and any modifications made?

As above, given that there are no proposed changes to the CTRS for 2020/21, and that consultation took place in 2018 to inform the scheme there is no requirement to conduct any further consultation exercises at present.

Full details of the 2018 consultation can be found:

<https://www.haringey.gov.uk/council-tax-and-benefits/council-tax/council-tax-reductions/proposed-changes-201920-council-tax-reduction-scheme>

5. What is the likely impact of the proposal on groups of service users and/or staff that share the protected characteristics?

Please explain the likely differential impact on each of the 9 equality strands, whether positive or negative. Where it is anticipated there will be no impact from the proposal, please outline the evidence that supports this conclusion.

Further information on assessing impact on different groups is contained within accompanying EqIA guidance

1. Sex

Women are overrepresented in the current CTRS caseload and so are likely to positively affected by the continuation of the scheme as is.

It seems likely from the data that most single parents in the Haringey CTRS caseload are women, as women are overrepresented in the caseload. Maintaining the scheme as is means additional financial support to households with children for non-protected working age claimants.

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.

Positive	X	Negative		Neutral impact		Unknown Impact	
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2. Gender reassignment

Overall, maintaining the scheme as is would leave most affected claimants financially better off.

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 the continuation of the current scheme will not have a disproportionate impact on this protected characteristic.

Positive		Negative		Neutral impact	X	Unknown Impact	
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3. Age

Maintaining the scheme as is 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 scheme as is will continue 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 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.

However, on balance it is considered that the overall impact on this protected characteristic would be positive.

Positive	X	Negative		Neutral impact		Unknown Impact	
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4. Disability

Maintaining the scheme as is will have a positive impact on working age claimants in receipt of certain disability premiums, as they will continue to be protected.

Positive	X	Negative		Neutral impact		Unknown Impact	
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5. Race and ethnicity

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

Generally, maintaining the scheme as-is is likely to have a positive financial impact on most CTRS claimants. There may be some

who do not qualify for up to 100% maximum CTR, however, the number of people affected is likely to be comparatively small.

Therefore, it is thought likely that maintaining the scheme would also have an overall positive impact on the Black and Minority Ethnic CTRS claimants.

Positive	X	Negative		Neutral impact		Unknown Impact	
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6. Sexual orientation

Overall, maintaining the scheme as is would leave most affected claimants financially better off.

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 the continuation of the current scheme will not have a disproportionate impact on this protected characteristic.

Positive		Negative		Neutral impact	X	Unknown Impact	
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7. Religion or belief (or no belief)

Overall, maintaining the scheme as is would leave most affected claimants financially better off.

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 the continuation of the current scheme will not have a disproportionate impact on this protected characteristic.

Positive		Negative		Neutral impact	X	Unknown Impact	
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8. Pregnancy and maternity

Maintaining the scheme as is will have a positive impact on working age claimants with children. Child poverty is a significant issue in the borough and maintaining the scheme as is will continue 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 preferred option will have a positive impact for this group.

Positive	X	Negative		Neutral impact		Unknown Impact	
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9. Marriage and Civil Partnership

Overall, maintaining the scheme as is would leave most affected claimants financially better off.

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 the continuation of the current scheme will not have a disproportionate impact on this protected characteristic.

Positive		Negative		Neutral impact	X	Unknown Impact	
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10. Groups that cross two or more equality strands e.g. young black women

- Female-headed single parents;
- BAME women;

The data suggests that female-headed single parents and BAME women are more likely to be disproportionately positively impacted by maintaining the scheme as-is, as the equality strands are overrepresented in the CTRS caseload.

There is nothing to suggest that these groups will be negatively impacted by the preferred option.

Overall, the preferred option would leave most affected claimants financially better off.

Positive	X	Negative		Neutral impact		Unknown Impact	
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Outline the overall impact of the policy for the Public Sector Equality Duty:

- **Could the proposal result in any direct/indirect discrimination for any group that shares the relevant protected characteristics?**
- **Will the proposal help to advance equality of opportunity between groups who share a relevant protected characteristic and those who do not?**
This includes:
 - a) **Remove or minimise disadvantage suffered by persons protected under the Equality Act**
 - b) **Take steps to meet the needs of persons protected under the Equality Act that are different from the needs of other groups**
 - c) **Encourage persons protected under the Equality Act to participate in public life or in any other activity in which participation by such persons is disproportionately low**
- **Will the proposal help to foster good relations between groups who share a relevant protected characteristic and those who do not?**

The scheme is not changing for 2020/21, therefore all those currently protected will continue to be so.

This therefore has a positive impact on the groups that share protected characteristics:

- Sex
- Age
- Disability
- Race and Ethnicity
- Pregnancy and Maternity

Duties to particular groups

As above, continuing the scheme is considered likely to have a positive impact on child poverty and persons with a disability. As most CTRS claimants are considered likely to financially benefit from continuing the scheme it is thought likely that this would

reduce the risk of homelessness by reducing the financial burden on groups in particular need.

Since 2013, the Council's CTRS has reflected armed forces benefits.

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

6. a) What changes if any do you plan to make to your proposal as a result of the Equality Impact Assessment?

Further information on responding to identified impacts is contained within accompanying EqlA guidance

Outcome	Y/N
No major change to the proposal: the EqlA demonstrates the proposal is robust and there is no potential for discrimination or adverse impact. All opportunities to promote equality have been taken. <u>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.</u>	Yes
Adjust the proposal: the EqlA identifies potential problems or missed opportunities. Adjust the proposal to remove barriers or better promote equality. Clearly <u>set out below</u> 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.	No

6 b) Summarise the specific actions you plan to take to remove or mitigate any actual or potential negative impact and to further the aims of the Equality Duty

Impact and which relevant protected characteristics are impacted?	Action	Lead officer	Timescale
N/A	N/A	N/A	N/A

Please outline any areas you have identified where negative impacts will happen as a result of the proposal but it is not possible to mitigate them. Please provide a complete and honest justification on why it is not possible to mitigate them.

N/A

6 c) Summarise the measures you intend to put in place to monitor the equalities impact of the proposal as it is implemented:

The Council will continue to provide support to Council Tax payers where vulnerabilities are identified and respond appropriately. This includes:

- Supportive and flexible payment arrangements
- Promotion of wider support available in the Council and with our Voluntary and Community Sector partners across the borough
- Signposting to Citizens Advice Haringey

7. Authorisation

EqlA approved by: Jon Warlow, Director of Finance

Date

8. Publication

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

This EQIA will be published along with all papers relating to the report

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