



**West
Northamptonshire
Council**

Equality Screening Assessment

The Equality Screening Assessment form must be completed to evidence what impact the proposal may have on equality groups within our community or workforce. Any proposal that results in a negative impact must have a full Equality Impact Assessment completed before approval is sought.

1: Proposal

Requirement	Detail
Title of proposal	Local Council Tax Reduction Scheme 2022-2023
Type of proposal: New policy / change to policy / new service / change to service / removal of service / project / event	Review of local scheme
What is the objective of this proposal?	<p>From April 2013 each Local authority has been required to determine a Local Council Tax Reduction Scheme (LCTRS). This scheme must be reviewed and approved each year by 31 January.</p> <p>There are currently circa 13,000 working age residents who currently benefit from a reduction in Council Tax.</p> <p>The scheme applies to working age claimants only, as the Government prescribes the scheme for pensioner claimants who can receive up to 100% support.</p>

Requirement	Detail
	<p>The proposal for 22-23 to is keep the minimum payment of 20% so continuing to offer the same level of support for our most vulnerable residents. There are two proposed changes subject to consultation both of which are positive and will enhance the level of support to care leavers and those in receipt of War Widows and War Disablement Pensions</p>
<p>Has there been any consultation on this proposal? (list all the groups/ communities, including dates)</p>	<p>We are carrying out a full consultation process starting from 20 September 2021 for a four-week period and involving the following</p> <ul style="list-style-type: none"> • Online digital survey • Telephone survey for any residents that are unable to partake digitally • Email address for any queries/questions • Writing to all working age residents currently in receipt of LCTRS to let them know about proposed changes to the scheme • Sent briefing note to all West Northamptonshire Members town and parish councils to inform them • Writing to our local partners and housing providers that work actively with our residents to inform them
<p>Did the consultation on this proposal highlight any positive or negative impact on protected groups? (if yes, give details)</p>	<p>TBC</p>
<p>What processes are in place to monitor and review the impact of this proposal?</p>	<p>Positive impact overall</p>
<p>Who will approve this proposal? Committee, CLT</p>	<p>Cabinet and full Council</p>

2: Equality Consideration

Consider in turn each protected group to ensure we meet our legal obligations of the Equality Act (2010).

Protected Groups	General Equality Duty Considerations: <ul style="list-style-type: none"> • Include factual evidence of how some people in this group may be affected. • Consider the outcomes and processes. • Does this seek to eliminate discrimination? • Does this promote fostering good relations? 	Changes <ul style="list-style-type: none"> • What changes can be made to mitigate any negative impact. • Are there opportunities to remove possible barriers or disadvantages that a group may face. 	Impact Delete as appropriate. There can be more than one answer per protected group.
Age Different age groups that may be affected by the proposal in different ways.	Working age residents who are in receipt of LCTRS will be impacted by any changes to the scheme. The proposals for the 22-23 are all positive and offer support to our most vulnerable residents	No negative impact	Positive
Sex Is one sex affected more than another or are they affected the same?	Neutral impact, not relevant to assessing eligibility.	N/A	Neutral
Disability It is likely to have an affect on a particular type of disability? why?	Neutral, the disability premiums and disregards currently used in the calculation of LCTRS will still remain and the support will continue.	N/A	Neutral
Gender Reassignment Will there be an impact on trans males and/or trans females?	Neutral impact, not relevant to assessing eligibility.	N/A	Neutral

Protected Groups	General Equality Duty Considerations: <ul style="list-style-type: none"> • Include factual evidence of how some people in this group may be affected. • Consider the outcomes and processes. • Does this seek to eliminate discrimination? • Does this promote fostering good relations? 	Changes <ul style="list-style-type: none"> • What changes can be made to mitigate any negative impact. • Are there opportunities to remove possible barriers or disadvantages that a group may face. 	Impact Delete as appropriate. There can be more than one answer per protected group.
Race Are people from one ethnic group affected more than people from another ethnic group?	Neutral impact, not relevant to assessing eligibility.	N/A	Neutral
Sexual Orientation Are people of one sexual orientation affected differently to people of another sexual orientation?	Neutral impact, not relevant to assessing eligibility.	N/A	Neutral
Marriage & Civil Partnership Are people in a Marriage or Civil Partnership treated less favourably?	Neutral impact, not relevant to assessing eligibility.	N/A	Neutral
Pregnancy & Maternity Are people who are pregnant, or have a baby of 6 months or less, affected by this proposal?	Neutral impact, not relevant to assessing eligibility.	N/A	Neutral
Religion or Belief Does the proposal affect people differently depending on whether they have or do not have a religion or a belief?	Neutral impact, not relevant to assessing eligibility.	N/A	Neutral
Health & Wellbeing	1. Positive impact 2. Neutral impact	N/A	Positive


Protected Groups	General Equality Duty Considerations:	Changes	Impact
1. Health behaviours: diet, exercise, alcohol, smoking. 2. Support: community cohesion, rural isolation. 3. Socio economic: income, education. 4. Environment: green spaces, fuel poverty, housing standards)	<ul style="list-style-type: none"> • Include factual evidence of how some people in this group may be affected. • Consider the outcomes and processes. • Does this seek to eliminate discrimination? • Does this promote fostering good relations? <p>3. Residents who are on low income will continue to be supported at the existing level. The proposals also offer additional support to those receiving LCTRS and whose income includes War Widows and War Disablement pensions. The proposals also offer increased support to our care leavers as well as a simplified claim process</p> <p>4. No impact</p>	<ul style="list-style-type: none"> • What changes can be made to mitigate any negative impact. • Are there opportunities to remove possible barriers or disadvantages that a group may face. 	Delete as appropriate. There can be more than one answer per protected group.

3: Equality Impact

Question	Response
What overall impact does the proposal have on the protected groups? If a negative impact is identified in section 2, the response will be a Negative Impact.	Positive Impact
Does an Equality Impact Assessment need to be completed? (Yes, if any negative impact is found)	No If yes, this Assessment must be adjoined to the Equality Impact Assessment.
Copy attached to Committee Report.	Yes

Question	Response
Copy attached to Options Appraisal?	No

4: Ownership

Question	Response
Department	Finance
Section	Revenues and Benefits
Lead Officers Name	Belinda Green
Lead Officers Title	AD Revs and Bens
Lead Officers Contact Details	Belinda.green@westnorthants.gov.uk
Lead Officers Signature	
Date completed	2.9.21

Completed forms must be sent to the Equality Office via email to by email to equalities@westnorthants.gov.uk