

Equality and Ruralty Impact Assessment Form

When completing this form you will need to provide evidence that you have considered how the ‘protected characteristics’ may be impacted upon by this decision. In line with the General Equality Duty the Council must, in the exercise of its functions, have due regard for the need to:

- a) Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act 2010;
- b) Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- c) Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

This form should be completed in conjunction with the guidance document available on the Intranet

Once completed a copy should be emailed to cheryl.sloan@publicagroup.uk to be signed off by an equalities officer before being published.

1. Persons responsible for this assessment:

| | |
|--------------------------------|--|
| Names: Mandy Fathers | |
| Date of assessment: 05/09/2025 | Telephone: 01285 623571 Email: mandy.fathers@cotswold.gov.uk |

2. Name of the policy, service, strategy, procedure or function:

| |
|---|
| Existing – Council Tax Support Scheme 2026/2027 |
|---|

3. Briefly describe it aims and objectives

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| To make slight amendments to the Banding in the scheme |
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4. Are there any external considerations? (e.g. Legislation/government directives)

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| Section 13A of the Local Government Finance Act 1992 states a CTS scheme is required and Section 40 of the Local Government Finance Act 1992 states that the council must consult. Under paragraph 5, schedule 1A of the same Act, the Council is required to have a scheme approved by 11 March 2024. |
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5. What evidence has helped to inform this assessment?

| Source | ✓ | If ticked please explain what |
|---|-------------------------------------|--|
| Demographic data and other statistics, including census findings | <input checked="" type="checkbox"/> | Demographic data was used when modelling the scheme |
| Recent research findings including studies of deprivation | <input type="checkbox"/> | |
| Results of recent consultations and surveys | <input type="checkbox"/> | |
| Results of ethnic monitoring data and any equalities data | <input type="checkbox"/> | |
| Anecdotal information from groups and agencies within Gloucestershire | <input checked="" type="checkbox"/> | A valued third sector support advocate for the district has been consulted with |
| Comparisons between similar functions / policies elsewhere | <input checked="" type="checkbox"/> | Comparisons with previous schemes and those of neighbouring LA's has been considered |
| Analysis of audit reports and reviews | <input type="checkbox"/> | |
| Other: | <input type="checkbox"/> | |

6. Please specify how intend to gather evidence to fill any gaps identified above:

N/A

7. Has any consultation been carried out?

No

If NO please outline any planned activities

N/A

8. What level of impact either directly or indirectly will the proposal have upon the general public / staff? (Please quantify where possible)

| Level of impact | Response |
|--|--------------------------|
| NO IMPACT – The proposal has no impact upon the general public/staff | <input type="checkbox"/> |
| LOW – Few members of the general public/staff will be affected by this proposal | ✓ |
| MEDIUM – A large group of the general public/staff will be affected by this proposal | <input type="checkbox"/> |
| HIGH – The proposal will have an impact upon the whole community/all staff | <input type="checkbox"/> |
| Comments: e.g. Who will this specifically impact? | |

9. Considering the available evidence, what type of impact could this function have on any of the protected characteristics?

Negative – it could disadvantage and therefore potentially not meet the General Equality duty;

Positive – it could benefit and help meet the General Equality duty;

Neutral – neither positive nor negative impact / Not sure

| | Potential Negative | Potential Positive | Neutral | Reasons | Options for mitigating adverse impacts |
|-------------------------------------|--------------------|--------------------|---------|--|--|
| Age – Young People | | | ✓ | The proposal is inclusive to people of different age groups, but it is not specific to age | |
| Age – Old People | | | ✓ | The scheme is for working age people only – Pensioners have a different CTS scheme which is mandated by Central Government | |
| Disability | | | ✓ | The proposal is inclusive to people with disabilities but is not specific to disability | |
| Sex – Male | | | ✓ | The proposal is inclusive to all gender groups, but it is not specific to gender | |
| Sex – Female | | | ✓ | The proposal is inclusive to all gender groups, but it is not specific to gender | |
| Race including Gypsy and Travellers | | | ✓ | The proposal is inclusive to people of all races, but it is not specific to race | |
| Religion or Belief | | | ✓ | The proposal is inclusive to people of all religions, but it is not specific to religion | |

| | | | | | |
|--|--|--|---|--|--|
| Sexual Orientation | | | ✓ | This proposal is inclusive to all types of sexual orientation, but it is not specific to sexual orientation | |
| Gender Reassignment | | | ✓ | The proposal is inclusive to all gender groups, but it is not specific to gender | |
| Pregnancy and maternity | | | ✓ | The proposal is inclusive to people who are pregnant and/or on maternity, but it is not specific to this group | |
| Geographical impacts on one area | | | ✓ | The proposal is inclusive to the whole of the Cotswold district | |
| Other Groups | | | ✓ | This proposal is inclusive to all other groups that are not mentioned | |
| Rural considerations: ie Access to services; leisure facilities, transport; education; employment; broadband. | | | ✓ | The proposal is inclusive to the whole of the Cotswold district | |

10. Action plan (add additional lines if necessary)

| Action(s) | Lead Officer | Resource | Timescale |
|-----------------------------|---------------|--------------|---|
| Change Policy when approved | Mandy Fathers | Craig Fisher | Following full Council approval in early 2026 |
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| | | | |
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11. Is there is anything else that you wish to add?

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| n/a |
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Declaration

I/We are satisfied that an equality impact assessment has been carried out on this policy, service, strategy, procedure or function and where an negative impact has been identified actions have been developed to lessen or negate this impact. We understand that the Equality Impact Assessment is required by the District Council and that we take responsibility for the completion and quality of this assessment.

| | | | |
|---|-------------------------|-------|------------|
| Completed By: | Mandy Fathers | Date: | 05.09.25 |
| Line Manager: | Jon Dearing [REDACTED] | Date: | 05.09.25 |
| Reviewed by Corporate Equality Officer: | Cheryl Sloan [REDACTED] | Date: | 08/09/2025 |