

Equality and Rurality 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: 06.12.2023	Telephone: 01285 623571 Email: mandy.fathers@cotswold.gov.uk

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

COUNCIL TAX REDUCTION FOR CARE LEAVERS
--

3. Briefly describe it aims and objectives

To amend the current Policy for Care Leavers council tax reductions to extend the age from 21 to 25 years and include those care leavers from out of County

4. Are there any external considerations? (e.g. Legislation/government directives)

Legislation under Section 13A of the Local Government Finance Act 1992 as amended allows for such discounts

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"/>	Data from Gloucestershire County and districts
Recent research findings including studies of deprivation	<input checked="" type="checkbox"/>	Central Governments strategies
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 type="checkbox"/>	
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?

N/A

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	✓
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		✓		By supporting those young individuals leaving care	
Age – Old People	✓			This Policy is for those leaving care only	If a person is on a low income, regardless of age, they can apply for other council tax discounts
Disability			✓	If the person is a care leaver of 25 years or under they will benefit	People in receipt of disability benefits can apply for other discounts
Sex – Male			✓	If the person is a care leaver of 25 years or under they will benefit	If a person is on a low income, they can apply for other council tax discounts
Sex – Female			✓	If the person is a care leaver of 25 years or under they will benefit	If a person is on a low income, , they can apply for other council tax discounts
Race including Gypsy and Travellers			✓	If the person is a care leaver of 25 years or under they will benefit	If a person is on a low income, regardless of age, they can apply for other council tax discounts

Religion or Belief			✓	If the person is a care leaver of 25 years or under they will benefit	If a person is on a low income, , they can apply for other council tax discounts
Sexual Orientation			✓	If the person is a care leaver of 25 years or under they will benefit	If a person is on a low income, they can apply for other council tax discounts
Gender Reassignment			✓	If the person is a care leaver of 25 years or under they will benefit	If a person is on a low income, they can apply for other council tax discounts
Pregnancy and maternity			✓	If the person is a care leaver of 25 years or under they will benefit	If a person is on a low income, they can apply for other council tax discounts
Geographical impacts on one area			✓	If the person is a care leaver of 25 years or under they will benefit	If a person is on a low income, they can apply for other council tax discounts
Other Groups			✓	This Policy is for those leaving care only	Other groups may be eligible for other discounts
Rural considerations: ie Access to services; leisure facilities, transport; education; employment; broadband.			✓		

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 2024

11. Is there is anything else that you wish to add?

n/a

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:	6.12.23
Line Manager:	Jon Dearing	Date:	6.12.23
Reviewed by Corporate Equality Officer:	Cheryl sloan	Date:	07.12.2023