

Equality Impact Relevance Check Form



The Public Sector Equality Duty requires us to eliminate discrimination, advance equality of opportunity and foster good relations with protected groups. This tool will identify the equalities relevance of a proposal, and establish whether a full Equality Impact Assessment will be required.

What is the proposal?	
Name of the proposal	Council Tax Discounts
Type of proposal (new or changed Strategy, policy, project, service or budget):	Minor change to existing policies
Brief description of the proposal:	Agreement sought to update policies on Council Tax discretionary discounts
Name of lead officer:	Alison Hann

You should consider whether the proposal has the potential to negatively impact on citizens or staff in the following ways:

- Access to or participation in a service,
- Levels of representation in our workforce, or
- Reducing quality of life (i.e. health, education, standard of living)

A negative impact is any change that could be considered detrimental. If a negative impact is imposed on any citizens or staff with protected characteristics, the Council has a legal duty to undertake a full Equality Impact Assessment.

Could your proposal negatively impact citizens with protected characteristics? (This includes service users and the wider community)	NO
Could your proposal negatively impact staff with protected characteristics? (i.e. reduction in posts, changes to working hours or locations, changes in pay)	NO

Is a full Equality Impact Assessment required?	NO
If Yes, Please provide a brief description of where there may be negative impacts, and for whom. Then complete a full Equality Impact assessment Form	
If No, Please set out your justification for why not.	
The proposed changes will not limit any discounts, rather it will increase the scope of the policies and the number of people experiencing financial disadvantage who will qualify for discounts. In this respect the revised policies will deliver positive impacts for people across the protected characteristics who are disadvantaged by reasons of financial inequality.	
Service Director / Manager sign-off and date	Kirsty Larkins 22/1/22
Equalities Officer sign-off and date	Dave Crisfield 24 th January 2022