**SSA EQUALITY IMPACT AND NEEDS ANALYSIS**

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| **Directorate** | **Resources** |
| **Service Area** | **Technical Resources** |
| **Service/policy/function being assessed** | **Richmond Council Tax Reduction**  |
| **Which borough (s) does the service/policy apply to** | Richmond |
| **Staff involved** |  |
| **Date approved by Directorate Equality Group (if applicable)** |  |
| **Date approved by Policy and Review Manager**All EINAs must be signed off by the Policy and Review Manager |  |
| **Date submitted to Directors’ Board** |  |

**SUMMARY**

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| * **The new change will benefit all working age claimants liable to pay council Tax and in receipt of council Tax reduction.**
* **Increased level of support towards Council Tax liability**
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1. **Background**

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| **Briefly describe the service/policy or function:**As part of the Welfare Reform Act 2012 the Council Tax Benefit scheme set by the DWP was abolished and replaced with a locally set Council Tax Reduction Scheme (CTRS). The only prescription on the CTRS scheme was the calculation of CTR for pensioner households which continues to be defined by the DWP.**Current CTRS** Unless the recipient is in receipt of Universal Credit (UC)( Maximum UC is the needs allowance/Applicable amount), the figures set by the DWP in 2013 for needs allowances/applicable amounts are being used to calculate the Council Tax Reduction (CTR) for non-vulnerable working-age claims. For pensioner and working-age households that are defined as ‘vulnerable’, the applicable amount is based on the current levels (i.e. 2021/22) and uprated annually in line with DWP used inflation rates.**Definition of Vulnerable Household**A household will be considered as **vulnerable** if they are of working age and their circumstances are such that they receive:* Disability Living Allowance (DLA) and its replacement Personal Independence Payments (PIP)
* Severe Disablement Allowance
* Support component of Employment and Support Allowance
* Incapacity Benefit (long term rate)
* Disability element of Working Tax Credits
* Dependent child who receives DLA or is registered blind
* Carer’s Allowance
* Council Tax disabled band relief
* War Disablement Pension
* War Widows Pension

The relevant needs allowances are shown below in Table 1:**Table 1:** *CTRS Government Needs Allowances 2013 & 2021*

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|  | 2013 rates | 2021 Rates |
| Single Person | 71.70 | 74..70 |
| Couple | 112.55 | 117.40 |
| Dependant Child (per child) | 65.62 | 68.60 |

**Proposal/Recommendation**It is being proposed that the Council amend their CTRS so that the applicable amounts for all working-age households are brought in line with the current levels of needs allowances In doing this we would be bring non-UC households in line with UC households who due the nature of the UC calculation already benefit from annual increases.**Cost of the Proposal / Recommendation**As at 30/06/2021 the total CTR caseload is 8999 which is broken down as shown below in Table 2:Table 2: Breakdown of CTR Caseload @ 30/06/21

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|  | Households |
| Pensioner | 3103 |
| Working-Age Vulnerable | 2678 |
| Working Age Employed | 1057 |
| Working Age – other Income | 2161 |
| **Total** | **8999** |

Potentially there are 3218 non-vulnerable households that could benefit from the proposed changes but based on the current caseload removing households in receipt of UC and those who receive full CTR the proposals will only effect 416 households. |

1. **Analysis of need and impact**

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| **Protected group** | **Findings** |
| **Age** | **GLA Data 2020****0 to 15 – 20.2%****16 to 64 – 63.8%****65 and over – 16%** |
| **Disability** | **ONS 2011 census data****Richmond****Disability or                          11.5%****health problem** **that effects** **their day to****day life** |
| **Gender (sex)** | **ONS 2011 census data****Richmond****Male                          48%****Female                      52%** |
| **Gender reassignment** | **n/a** |
| **Marriage and civil partnership** | **ONS 2011 Census Data****Richmond** **Divorced                             7.9%****Civil Partnership               0.4%****Married                            47.3%****Separated                          2.2%****Single                                36.7%****Widowed                           5.4%** |
| **Pregnancy and maternity** | **PHOF 2016 data****Richmond****Live births per****1000 females                   64.6****(15-44)** |
| **Race/ethnicity** | **Ethnicity****Asian / Asian British** **Black/ African/ Caribbean/** **Black British                                            22,297****Mixed/multiple ethnic group              8,862** **Other ethnic group                                2181****White                                                      132,869****Total                                                        166,209****Source: GLA 2020** |
| **Religion and belief, including non belief** | **GLA 2019 Data****Richmond****Buddhist                0.8%****Christian                 55%****Hindu                     1.6%****Jewish                    0.8%****Muslim                   3.3%****Sikh                         0.8%** **Other                      0.5%****No religion              28.4%** |
| **Sexual orientation** | **Approximately 1.5 to 2% of the population identify as LGBT (data inconclusive as often undeclared)**  |
| **Across groups i.e older LGBT service users or bme young men** | **n/a** |

**Data gaps.**

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| **Data gap(s)** | **How will this be addressed?** |
| **No data gaps** | **n/a** |

1. **Impact**

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| **Protected group** | **Positive** | **Negative** |
| **Age** | **Rule change will mean all working age people’s CTR claim is calculated using the the same Applicable amount level. They will receive an increase in the amount of council Tax reduction paid towards their bill.**  | **No negative impact – Change will mean applicable amount level is the same for all working age claimants.**  |
| **Disability** | **People who are in receipt of a Disability benefit were placed in a vulnerable group where the applicable amount is in line with Government increases.**  | **n/a** |
| **Gender (sex)** | **Rule change is applicable to all working age households liable to pay Council Tax in receipt of Council tax reduction**  | **n/a** |
| **Gender reassignment** | **Rule change is applicable to all working age households liable to pay Council Tax in receipt of Council tax reduction**  | **n/a** |
| **Marriage and civil partnership** | **Rule change is applicable to all working age households liable to pay Council Tax in receipt of Council Tax Reduction** | **n/a** |
| **Pregnancy and maternity** | **Rule change is applicable to all working age households liable to pay Council Tax in receipt of Council Tax Reduction** | **n/a** |
| **Race/ethnicity** | **Rule change is applicable to all working households liable to pay Council Tax in receipt of Council Tax Reduction** | **n/a** |
| **Religion and belief, including non-belief** | **Rule change is applicable to all working age households liable to pay Council Tax in receipt of Council Tax Reduction** | **n/a** |
| **Sexual orientation** | **Rule change is applicable to all working age households liable to pay Council Tax in receipt of Council Tax Reduction** | **n/a** |

1. **Actions**

These actions will be tracked by the Policy and Review Team.

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| **Action** | **Lead Officer** | **Deadline** |
| Advertise scheme changes to residents via Council web page and twitter  | Nichola Obande |  |
| Forecast future spending by looking at the number of people eligible when the new uprating figures are published in January 2022. | Peter Forde |  |

1. **Consultation. (optional section– as appropriate)**

Where a significant change is proposed to a service or where a new policy/service/service specification is being developed it is best practice to consult on the draft findings of an ENIA in order to identify if any impact or need has been missed.

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| The Council will consult on the scheme and following this have the changes agreed by Council. The level of consultation required for changes to CTRS has been scaled back from the initial scheme and it is no longer necessary to write to every Council Tax payer.  However, it is important that the consultation is available to both Council Tax Reduction Recipients and other Council Taxpayers e.g. a Notice in the local press directing people to a page on the Council’s website. The consultation page should be available for comment for at least 1 month and following analysis of the response the proposals will be submitted to committee for approval.   |