

Equality Impact Assessment Form

Please ensure that you refer to the 'Equality Impact Assessment Guidance' while completing this form. If you would like further guidance please contact the Equalities Officer or Equalities Team

Details
Name of Initiative to be assessed: Help for Pensioners Scheme 2016/17
Name of responsible officer: Mike Parry
Group/Directorate: Customer Services (Place & Transformation).
Service Area: Revenues
Date: 12 th November 2015

(a) WHAT ARE YOU ASSESSING FOR IMPACT ?

Service/ Function <input type="checkbox"/>	Policy/ Procedure <input checked="" type="checkbox"/>	Project <input type="checkbox"/>	Strategy <input type="checkbox"/>	Plan <input type="checkbox"/>	Proposal <input type="checkbox"/>	Information/ Position statement <input type="checkbox"/>
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(b) Please name and describe below

The continuation or discontinuation of the Help for Pensioners Scheme;
A Welsh Government scheme to offer assistance with Council Tax
payments to pensioners who meet the criteria set by the Authority

(c) IS THE DELIVERY OF THIS INITIATIVE AFFECTED BY LEGISLATION OR OTHER DRIVERS SUCH AS CODES OF PRACTICE?

If so, please identify what and how?
No

(d) Does the initiative directly affect service users, employees or the wider community?

Yes Continue assessment
No No need to continue screening or carry out an EqIA

Screening/Relevance Test: Is an equality impact assessment required?

Screening is used to decide whether the initiative you are responsible for has a high or medium negative impact on any of the protected groups and will require a full EqIA. Please highlight the positive impact the decision will have on the protected characteristics.

What will be the effect on :-

Protected Characteristic	Impact? <i>Include Positive and Negative</i>
Age	If the scheme were discontinued the negative impact would be low as the annual allowance is only up to a maximum of £50. (approximately 920 pensioners potentially affected). If the scheme continued, the positive impact would be low for the same reasons.
Disability	N/A

Equality Impact Assessment Form

Gender Reassignment	N/A
Marriage & Civil Partnership	N/A
Pregnancy and Maternity	N/A
Race	N/A
Religion or Belief	N/A
Sex	N/A
Sexual orientation	N/A
Carers	N/A
Welsh Language	N/A

If after completing the EqlA screening/relevance test you determine that this service/function/policy/project is not relevant for an EqlA you must provide adequate explanation below (Please use additional pages if necessary).

The impact is low and purely of a financial nature. It does not impact all pensioners, only those who met the criteria set by the Council. As the maximum allowance was only up to £50 and only a small proportion of pensioners qualified the overall positive and negative impacts on the Age protected characteristic are low.

Are you happy that you have sufficient evidence to justify your decision?

Yes No

Signed_



Position: Revenue Services Manager

N.B. If the initial screening process has identified actual or potential high or medium negative impact on a particular group or groups then you MUST carry out a full EqlA.

Full Equality Impact Assessment

You should use the information gathered at the screening stage to assist you in identifying possible negative/adverse impact, including positive impact, and clearly identify which protected groups are affected.

Equality Impact Assessment Form

In terms of any disproportionate / negative / adverse impact that the proposal may have on a protected group, what steps (if any) could be taken to reduce that impact for each group identified. Attach a separate action plan if necessary.

If ways of reducing the impact have been identified but are not possible, please explain why they are not possible.

Please highlight positive impacts and actions that have been identified as a result of the assessment process.

Evidence Sources

(i) Give details of any data or research that has led to your reasoning above, in particular, the sources used for establishing the demographics of service users.

(ii) Give details of how you have engaged with service users on the proposals and steps to avoid any disproportionate impact on a protected group and how you have used any feedback to influence your decision.

Are you satisfied that the engagement process complies with the requirements of the Statutory Equality duties?

Decision Log – (detail how Elected Members and Senior Managers have been involved in the decision process (give dates of key meetings and decisions made))

Review


Date of Next Review:

Review November 2016

If review is not required, explain why.

Policy will only require review if legislation changes, or further amendments/improvements are identified in subsequent audits.

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Approved by: M Parry
Signature: 
Job Title: Revenue Services Manager
Approval date: 12/11/2015

Date of Update:
Update recording