

Equality Impact Assessment: *The Local Household Support Fund scheme 3*

The Equality Act 2010 includes a general duty which requires public authorities, in the exercise of their functions, to have due regard to the need to:

- **Eliminate discrimination**, harassment and victimisation and any other conduct that is prohibited by or under the Act.
- **Advance equality of opportunity** between people who share a relevant protected characteristic and people who do not share it.
- **Foster good relations** between people who share a relevant protected characteristic and those who do not

In order to comply with the general duty authorities must assess the impact on equality of decisions, policies and practices. These duties do not prevent the authority from reducing services where necessary, but they offer a way of developing proposals that consider the impacts on all members of the community.

Authorities which fail to carry out equality impact assessments risk making poor and unfair decisions which may discriminate against particular groups and worsen inequality.

Committee name and date:	Report Title	Decisions being recommended:	People with protected characteristics potentially impacted by the decisions to be made:
Executive: 29 th November 2022 Council: 13 th December 2022	The Local Household Support Fund scheme 3	Adopt a direct award policy allocating support to low income households with characteristics associated with higher rates and amounts of Council Tax arrears.	Disability Sex / Gender Age

Factors to consider in the assessment: For each of the groups below, an assessment has been made on whether the proposed decision will have a **positive, negative or neutral impact**. This is must be noted in the table below alongside brief details of why this

conclusion has been reached and notes of any mitigation proposed. Where the impact is negative, a **high, medium or low assessment** is given. The assessment rates the impact of the policy based on the current situation (i.e. disregarding any actions planned to be carried out in future).

High impact – a significant potential impact, risk of exposure, history of complaints, no mitigating measures in place etc.

Medium impact –some potential impact exists, some mitigating measures are in place, poor evidence

Low impact – almost no relevancy to the process, e.g. an area that is very much legislation led and where the Council has very little discretion

Protected characteristic/ area of interest	Positive or Negative Impact	High, Medium or Low Impact	Reason
Race and ethnicity (including Gypsies and Travellers; migrant workers; asylum seekers).	Neutral		Entitlement based on Council Tax Support award details which do not distinguish. DCC allocating HSF 3 funds directly to support groups for Black, Asian and other ethnically diverse people.
Disability: as defined by the Equality Act – a person has a disability if they have a physical or mental impairment that has a substantial and long-term adverse impact on their ability to carry out normal day-to-day activities.	Both	Low	Group not specifically targeted by the HSF 3 scheme, other than households including a disabled child. Data available in Council Tax Support gives an incomplete picture of householder disability, so wouldn't be possible to identify all cases. Many will have been entitled to a disability Cost of Living payment and may also have received the income related benefit and / or pensioner payments.
Sex/Gender	Both	Low	85% of recipients of a HSF 3 payment are from single female led households, with or without children, compared to 56% of all Council Tax Support cases.
Gender reassignment	Neutral		Entitlement based on Council Tax Support award details which do not distinguish.
Religion and belief (includes no belief, some philosophical beliefs such as Buddhism and sects within religions).	Neutral		Entitlement based on Council Tax Support award details which do not distinguish.
Sexual orientation (including heterosexual, lesbian, gay, bisexual).	Neutral		Entitlement based on Council Tax Support award details which do not distinguish.
Age (children and young people aged 0-24; adults aged 25-50; younger	Both	Low	Households with 3 or more children will be positively affected with an award from HSF 3. This group is often disadvantaged in the welfare

Protected characteristic/ area of interest	Positive or Negative Impact	High, Medium or Low Impact	Reason
older people aged 51-75/80; older people 81+; frail older people; people living with age related conditions. The age categories are for illustration only as overriding consideration should be given to needs).			system with rules limiting support to 2 children. They are also likely to face higher absolute costs than smaller families. Older people are not specifically helped through this scheme, but the support they receive through the Council Tax Support scheme is higher than their working age equivalents. They will also have received the £300 Cost of Living payment linked to the Winter Fuel Payment.
Pregnancy and maternity including new and breast feeding mothers	Neutral		Children count towards eligibility for a payment from birth.
Marriage and civil partnership status	Neutral		Entitlement based on Council Tax Support award details which do not distinguish. More than two thirds of recipients are single person or single parent households.

Actions identified that will mitigate any negative impacts and/or promote inclusion

- Groups to be supported have been identified as needing additional help
- Many of the groups not targeted will have received alternative additional support either from Devon County Council funded HSF 3 schemes or Cost of Living Payments
- Crisis support available for those most in need and not receiving a payment through HSF 3

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