


# EQUALITY IMPACT ASSESSMENT – ENFORCEMENT AGENCY

## SECTION ONE: INFORMATION ABOUT THE PROPOSAL

<b>Author(s):</b> This is the person completing the EIA template.	Paul Walshe	<b>Department and service:</b>	Finance (Revenues, Benefits and Financial Transactions)	<b>Date of assessment:</b>	28 February 2023
<b>Lead Officer:</b> Please note that a Head of Service, Service Director, or Strategic Director must approve the EIA.	David Northey	<b>Signature:</b>		<b>Approval date:</b>	21/03/2023
<b>Overview:</b>	<p>Enforcement Agency Equality Impact Assessment</p> <p>The Council has a requirement to be able to arrange for recovery of unpaid sums and, subject to the prerequisite legal authority to do so, will sometime use the services of Enforcement Agents (who also act as collection Agents and High Court Enforcement Officers) to carry out this function.</p>				
<b>Decision required:</b>	To agree the variation contract with the current Enforcement Agencies for 2 years				

## SECTION TWO: EQUALITY IMPACT ASSESSMENT SCREENING TOOL

<b>Potential external impacts:</b> Does the proposal have the potential to negatively impact service users, communities or residents with protected characteristics?	<b>Yes</b>		<b>No</b>	X
<b>Potential internal impacts:</b> Does the proposal have the potential to negatively impact Plymouth City Council employees?	<b>Yes</b>		<b>No</b>	X

Is a full Equality Impact Assessment required? (if you have answered yes to either of the questions above then a full impact assessment is required and you must complete section three)	<b>Yes</b>		<b>No</b>	X
If you do not agree that a full equality impact assessment is required, please set out your justification for why not.				

### SECTION THREE: FULL EQUALITY IMPACT ASSESSMENT

Protected characteristics (Equality Act, 2010)	Evidence and information (e.g. data and consultation feedback)	Adverse impact	Mitigation activities	Timescale and responsible department
<b>Age</b>	<p>All data is from the 2011 Census except for age and sex which has been updated with 2021 data. Data will be updated with the 2021 Census data as it becomes available.</p> <p>Plymouth</p> <ul style="list-style-type: none"> <li>16.4 per cent of people in Plymouth are children aged under 15.</li> <li>65.1 per cent are adults aged 15 to 64.</li> <li>18.5 percent are adults aged 65 and over.</li> <li>2.4 percent of the resident population are 85 and over.</li> </ul> <p>South West</p> <ul style="list-style-type: none"> <li>15.9 per cent of people are aged 0 to 14, 61.8 per cent are aged 15 to 64.</li> <li>22.3 per cent are aged 65 and over.</li> </ul> <p>England</p> <ul style="list-style-type: none"> <li>17.4 per cent of people are aged 0 to 14.</li> </ul>	<p>No evidence of adverse impact, however there is little data available on protected characteristics for individual recovery cases.</p> <p>Recovery and enforcement action is applied to all nonpayers. The Welfare Support Framework helps to identify indicators of vulnerability such as age, disability, faith/religion, gender, race and sexual orientation. The Council Tax Recovery framework describes the additional steps we will take in the event that a household may be vulnerable to avoid adverse impact.</p> <p>Whilst attempts are made to identify and reduce the number of vulnerable cases being sent to enforcement agents, it is</p>	<p>Sample recovery cases in the coming financial year to obtain detail of protected characteristics to establish whether recovery through Enforcement Agents is having adverse impact and take separate actions accordingly on case-by-case basis.</p>	<p>Gather data in 23/24 to inform review of impacts of recovery through Enforcement agents.</p> <p>Service Manager (Customer and Corporate Services)</p>

	<ul style="list-style-type: none"> <li>64.2 per cent of people are aged 15 to 64.</li> <li>18.4 per cent of people are aged 65 and over.</li> </ul> <p>(2021 Census)</p>	acknowledged that a failure to engage by citizens may lead to the possibility of enforcement action being taken. This could unfortunately lead to receiving a visit from an enforcement agent which may result in goods being seized.		
<b>Disability</b>	<p>9.4 per cent of residents in Plymouth have their activities limited 'a lot' because of a physical or mental health problem.</p> <p>12.2 per cent of residents in Plymouth have their activities limited 'a little' because of a physical or mental health problem (2021 Census)</p>	<p>No evidence of adverse impact, however there is little data available on protected characteristics for individual recovery cases.</p> <p>Recovery and enforcement action is applied to all nonpayers. The Welfare Support Framework helps to identify indicators of vulnerability such as age, disability, faith/religion, gender, race and sexual orientation. The Council Tax Recovery framework describes the additional steps we will take in the event that a household may be vulnerable to avoid adverse impact.</p> <p>Whilst attempts are made to identify and reduce the number of vulnerable cases being sent to enforcement agents, it is acknowledged that a failure to engage by citizens may lead to the possibility of enforcement action being taken. This could unfortunately lead to receiving a visit from an enforcement agent which may result in goods being seized.</p>	Sample recovery cases in the coming financial year to obtain detail of protected characteristics to establish whether recovery through Enforcement Agents is having adverse impact and take separate actions accordingly on case-by-case basis.	<p>Gather data in 23/24 to inform review of impacts of recovery through Enforcement agents.</p> <p>Service Manager (Customer and Corporate Services)</p>

<b>Gender reassignment</b>	<p>0.5 per cent of residents in Plymouth have a gender identity that is different from their sex registered at birth. 0.1 per cent of residents identify as a trans man, 0.1 per cent identify as non-binary and, 0.1 per cent identify as a trans women (2021 Census).</p>	<p>No evidence of adverse impact, however there is little data available on protected characteristics for individual recovery cases.</p> <p>Recovery and enforcement action is applied to all nonpayers. The Welfare Support Framework helps to identify indicators of vulnerability such as age, disability, faith/religion, gender, race and sexual orientation. The Council Tax Recovery framework describes the additional steps we will take in the event that a household may be vulnerable to avoid adverse impact.</p> <p>Whilst attempts are made to identify and reduce the number of vulnerable cases being sent to enforcement agents, it is acknowledged that a failure to engage by citizens may lead to the possibility of enforcement action being taken. This could unfortunately lead to receiving a visit from an enforcement agent which may result in goods being seized.</p>	<p>Sample recovery cases in the coming financial year to obtain detail of protected characteristics to establish whether recovery through Enforcement Agents is having adverse impact and take separate actions accordingly on case-by-case basis.</p>	<p>Gather data in 23/24 to inform review of impacts of recovery through Enforcement agents.</p> <p>Service Manager (Customer and Corporate Services)</p>
<b>Marriage and civil partnership</b>	<p>40.1 per cent of residents have never married and never registered a civil partnership. 10 per cent are divorced, 6 percent are widowed, with 2.5 per cent are separated but still married.</p> <p>0.49 per cent of residents are, or were, married or in a civil partnerships of the same sex. 0.06 per cent of residents are in a civil</p>	<p>No evidence of adverse impact, however there is little data available on protected characteristics for individual recovery cases.</p> <p>Recovery and enforcement action is applied to all nonpayers. The Welfare Support Framework helps to identify indicators of vulnerability such as age, disability, faith/religion, gender, race and</p>	<p>Sample recovery cases in the coming financial year to obtain detail of protected characteristics to establish whether recovery through Enforcement Agents is having adverse impact and take separate actions accordingly on case-by-case basis.</p>	<p>Gather data in 23/24 to inform review of impacts of recovery through Enforcement agents.</p> <p>Service Manager (Customer and Corporate Services)</p>

	partnerships with the opposite sex (2021 Census).	<p>sexual orientation. The Council Tax Recovery framework describes the additional steps we will take in the event that a household may be vulnerable to avoid adverse impact.</p> <p>Whilst attempts are made to identify and reduce the number of vulnerable cases being sent to enforcement agents, it is acknowledged that a failure to engage by citizens may lead to the possibility of enforcement action being taken. This could unfortunately lead to receiving a visit from an enforcement agent which may result in goods being seized.</p>		
<b>Pregnancy and maternity</b>	The total fertility rate (TFR) for England was 1.62 children per woman in 2021. The total fertility rate (TFR) for Plymouth in 2021 was 1.5.	<p>No evidence of adverse impact, however there is little data available on protected characteristics for individual recovery cases.</p> <p>Recovery and enforcement action is applied to all nonpayers. The Welfare Support Framework helps to identify indicators of vulnerability such as age, disability, faith/religion, gender, race and sexual orientation. The Council Tax Recovery framework describes the additional steps we will take in the event that a household may be vulnerable to avoid adverse impact.</p> <p>Whilst attempts are made to identify and reduce the number of vulnerable cases being sent to enforcement agents, it is</p>	Sample recovery cases in the coming financial year to obtain detail of protected characteristics to establish whether recovery through Enforcement Agents is having adverse impact and take separate actions accordingly on case-by-case basis.	<p>Gather data in 23/24 to inform review of impacts of recovery through Enforcement agents.</p> <p>Service Manager (Customer and Corporate Services)</p>

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<b>Race</b>	<p>In 2021, 94.9 per cent of Plymouth's population identified their ethnicity as White, 2.3 per cent as Asian and 1.1 per cent as Black (2021 Census)</p> <p>People with a mixed ethnic background comprised 1.8 per cent of the population. 1 per cent of the population use a different term to describe their ethnicity (2021 Census)</p> <p>92.7 per cent of residents speak English as their main language. 2021 Census data shows that after English, Polish, Romanian, Chinese, Portuguese, and Arabic are the most spoken languages in Plymouth (2021 Census).</p>	<p>No evidence of adverse impact, however there is little data available on protected characteristics for individual recovery cases.</p> <p>Recovery and enforcement action is applied to all nonpayers. The Welfare Support Framework helps to identify indicators of vulnerability such as age, disability, faith/religion, gender, race and sexual orientation. The Council Tax Recovery framework describes the additional steps we will take in the event that a household may be vulnerable to avoid adverse impact.</p> <p>Whilst attempts are made to identify and reduce the number of vulnerable cases being sent to enforcement agents, it is acknowledged that a failure to engage by citizens may lead to the possibility of enforcement action being taken. This could unfortunately lead to receiving a visit from an enforcement agent which may result in goods being seized.</p>	Sample recovery cases in the coming financial year to obtain detail of protected characteristics to establish whether recovery through Enforcement Agents is having adverse impact and take separate actions accordingly on case-by-case basis.	<p>Gather data in 23/24 to inform review of impacts of recovery through Enforcement agents.</p> <p>Service Manager (Customer and Corporate Services)</p>

<b>Religion or belief</b>	<p>48.9 per cent of the Plymouth population stated they had no religion. 42.5 per cent of the population identified as Christian (2021 Census).</p> <p>Those who identified as Muslim account for 1.3 per cent of Plymouth's population while Hindu, Buddhist, Jewish or Sikh combined totalled less than 1 per cent (2021 Census).</p>	<p>No evidence of adverse impact, however there is little data available on protected characteristics for individual recovery cases.</p> <p>Recovery and enforcement action is applied to all nonpayers. The Welfare Support Framework helps to identify indicators of vulnerability such as age, disability, faith/religion, gender, race and sexual orientation. The Council Tax Recovery framework describes the additional steps we will take in the event that a household may be vulnerable to avoid adverse impact.</p> <p>Whilst attempts are made to identify and reduce the number of vulnerable cases being sent to enforcement agents, it is acknowledged that a failure to engage by citizens may lead to the possibility of enforcement action being taken. This could unfortunately lead to receiving a visit from an enforcement agent which may result in goods being seized.</p>	<p>Sample recovery cases in the coming financial year to obtain detail of protected characteristics to establish whether recovery through Enforcement Agents is having adverse impact and take separate actions accordingly on case-by-case basis.</p>	<p>Gather data in 23/24 to inform review of impacts of recovery through Enforcement agents.</p> <p>Service Manager (Customer and Corporate Services)</p>
<b>Sex</b>	<p>51 per cent of our population are women and 49 per cent are men (2021 Census).</p>	<p>No evidence of adverse impact, however there is little data available on protected characteristics for individual recovery cases.</p> <p>Recovery and enforcement action is applied to all nonpayers. The Welfare Support Framework helps to identify indicators of vulnerability such as age, disability, faith/religion, gender, race and</p>	<p>Sample recovery cases in the coming financial year to obtain detail of protected characteristics to establish whether recovery through Enforcement Agents is having adverse impact and take separate actions accordingly on case-by-case basis.</p>	<p>Gather data in 23/24 to inform review of impacts of recovery through Enforcement agents.</p> <p>Service Manager (Customer and Corporate Services)</p>

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<b>Sexual orientation</b>	<p>88.95 per cent of residents aged 16 years and over in Plymouth describe their sexual orientation as straight or heterosexual. 2.06 per cent describe their sexuality as bisexual, 1.97 per cent of people describe their sexual orientation as gay or lesbian. 0.42 per cent of residents describe their sexual orientation using a different term (2021 Census).</p>	<p>No evidence of adverse impact, however there is little data available on protected characteristics for individual recovery cases.</p> <p>Recovery and enforcement action is applied to all nonpayers. The Welfare Support Framework helps to identify indicators of vulnerability such as age, disability, faith/religion, gender, race and sexual orientation. The Council Tax Recovery framework describes the additional steps we will take in the event that a household may be vulnerable to avoid adverse impact.</p> <p>Whilst attempts are made to identify and reduce the number of vulnerable cases being sent to enforcement agents, it is</p>	<p>Sample recovery cases in the coming financial year to obtain detail of protected characteristics to establish whether recovery through Enforcement Agents is having adverse impact and take separate actions accordingly on case-by-case basis.</p>	<p>Gather data in 23/24 to inform review of impacts of recovery through Enforcement agents.</p> <p>Service Manager (Customer and Corporate Services)</p>



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## SECTION FOUR: HUMAN RIGHTS IMPLICATIONS

Human Rights	Implications	Mitigation Actions	Timescale and responsible department
	No Implications Identified		

## SECTION FIVE: OUR EQUALITY OBJECTIVES

Equality objectives	Implications	Mitigation Actions	Timescale and responsible department
<b>Celebrate diversity and ensure that Plymouth is a welcoming city.</b>	No Implications Identified		
<b>Pay equality for women, and staff with disabilities in our workforce.</b>	No Implications Identified		
<b>Supporting our workforce through the implementation of Our People Strategy 2020 – 2024</b>	No Implications Identified		
<b>Supporting victims of hate crime so they feel confident to report incidents, and working with, and through our partner organisations to achieve positive outcomes.</b>	No Implications Identified		

<b>Plymouth is a city where people from different backgrounds get along well.</b>	No Implications Identified		
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