

EQUALITY IMPACT ASSESSMENT

Customer Services



STAGE I: WHAT IS BEING ASSESSED AND BY WHOM?

What is being assessed - including a brief description of aims and objectives?

Each year we review how much reduction in Council Tax is given to people of working age on a low income and publish this in a Council Tax Reduction scheme also known as Council Tax Support (CTS).

- All Devon authorities have been working together on proposals for CTS Schemes across the county. In April 2016, it was agreed that we would consult on eight changes, effective from 1 April 2017.

The 8 proposed changes are as follows:

- Removing the Family Premium for all new working age claimants
- Reducing backdating for new claims to one month
- To assume a set minimum income within the calculation of CTS for self-employed earners after a one year's self-employment
- Reducing the period a person can be absent from Great Britain and still receive CTS to four weeks
- To remove the work related activity component in the calculation of the current scheme for new Employment and Support claimants
- To limit the number of dependent children within the calculation for CTS to a maximum of two
- To remove entitlement to the Severe Disability Premium where someone with a disability is cared for by another person who receives Universal Credit with a Carer's Element
- To remove the additional earnings disregard and apply the standard earnings disregards regardless of hours worked to those claimants who receive Universal Credit

The proposed changes should make it easier for customers to understand the scheme, as there will be similar criteria in Housing Benefit and Universal Credit. These changes aim to encourage work and reduce the level of welfare benefits available to some. Additionally, using the same criteria in the Council Tax Support scheme should make it simpler, more efficient and less costly to run the scheme.

Author

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Department and service

Customer Services

Date of assessment

28 November 2016

STAGE 2: EVIDENCE AND IMPACT

| Protected characteristics (Equality Act) | Evidence and information (eg data and feedback) | Any adverse impact See guidance on how to make judgement | Actions | Timescale and who is responsible | | | | | | | | | | | | | | | |
|--|---|---|---------|----------------------------------|-------|------|-------|-------|------|--------|-------|------|--------|-------|------|--------|---|--|--|
| Age | <p>The average age in Plymouth (39.0 yrs) is about the same as the rest of England (39.3 yrs), but less than the South West (41.6yrs).</p> <p>Of the 16 SW authorities we have the third lowest percentage of older people (75), the sixth highest percentage of working age people and the fifth highest percentage of children and young people (under 18).</p> <p>Under 18s account for 19.8% of our population within this 17.5 % are under 16.</p> <p>As of March 2013, there are estimated to be 479 (6.9 %) young people aged between 16 and 18 who are NEET.</p> <p>The proportion of the working age population (16-64) is higher (66.1%) than regionally (62.8%) and nationally (64.7%).</p> <p>Using existing scheme data as at September 2016, the total CTS caseload is 23,706 (Elderly – 9,343, Working Age – 14,363). This figure increases to 27,310 if it includes both the claimant and their partner.</p> <p>The age range including all claimants and partners is as follow:</p> <table border="1" data-bbox="427 1166 902 1458"> <thead> <tr> <th>Age Range</th> <th>Numbers</th> <th>%</th> </tr> </thead> <tbody> <tr> <td>18-25</td> <td>1184</td> <td>4.34%</td> </tr> <tr> <td>25-35</td> <td>4027</td> <td>14.75%</td> </tr> <tr> <td>35-45</td> <td>4262</td> <td>15.61%</td> </tr> <tr> <td>45-55</td> <td>4415</td> <td>16.17%</td> </tr> </tbody> </table> | Age Range | Numbers | % | 18-25 | 1184 | 4.34% | 25-35 | 4027 | 14.75% | 35-45 | 4262 | 15.61% | 45-55 | 4415 | 16.17% | <p>Customers of pension age are not impacted by the proposed changes to the working age Council Tax Reduction scheme. Changes to the pension age scheme are the responsibility of central government.</p> <p>Households with children would be more adversely financially impacted by the proposals to remove the family premium (proposal 1) and limiting the number of dependent children to 2 (proposal 6)</p> <p>National Government impact assessment of changes states that of households currently in receipt of any welfare benefit those which contain someone with a disability are less likely to have children, relative to those households which do not. Therefore of households in receipt of welfare those containing someone with a disability are less likely to be affected</p> <p>http://www.parliament.uk/documents/impact-assessments/IA15-006E.pdf</p> | <p>Hardship fund available</p> <p>Recommendation not to implement those 2 proposals relating to families with children</p> | <p>Cabinet decision January 2017, scheme implementation April 2017</p> |
| Age Range | Numbers | % | | | | | | | | | | | | | | | | | |
| 18-25 | 1184 | 4.34% | | | | | | | | | | | | | | | | | |
| 25-35 | 4027 | 14.75% | | | | | | | | | | | | | | | | | |
| 35-45 | 4262 | 15.61% | | | | | | | | | | | | | | | | | |
| 45-55 | 4415 | 16.17% | | | | | | | | | | | | | | | | | |

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|--------|-------|--------|
| 55-65 | 4219 | 15.45% |
| 65-75 | 5303 | 19.42% |
| >75 | 3900 | 14.28% |
| Totals | 27310 | |

The largest proportion is pensionable age – this group is not affected by the proposed changes to the working age scheme. Note that pensionable age may be affected by changes to the pension age scheme that are made by central government.

The number of children in working age households with CTS is as follows:

| Working age Households with CTS | |
|---------------------------------|------|
| 1 child | 2511 |
| 2 children | 1854 |
| 3 children | 935 |
| 4 children | 298 |
| 5 children | 110 |
| 6 children | 24 |
| 7 children | 10 |
| 8 children | 2 |
| 9 children | 3 |
| Total Claims | 5747 |

| | <p>The total number of households with 3 children or more is 1,382.</p> <p>Consultation feedback: 30% of respondents had children in their household. 55% of them agreed with the proposal to limit the number of dependent children to 2.</p> | | | | | | | | | |
|--------------------------|--|-----------|----------|--|-------|-----|-------|---|--|--|
| <p>Disability</p> | <p>A total of 31,164 people (from 28.5 per cent of households) declared themselves as having a long-term health problem or disability (national figure 25.7 per cent of households), compared with the total number of people with disabilities in UK (11,600,000).</p> <p>10 per cent of our population have their day-to-day activities limited a lot by a long-term health problem or disability.</p> <p>1,224 adults registered with a GP in Plymouth have some form of learning disability (2010/11).</p> <p>Plymouth schools report that of every 1,000 children 17.5 have a learning difficulty.</p> <p>There are 27166 adults with a disability in work.</p> <p>There are 23,407 carers aged between 18 and 64 in Plymouth known to our services.</p> <p>There are 17,937 state pension age people with disability.</p> <p>There are 3,142 children with disability.</p> <p>Our Translate Plymouth services recorded that BSL is amongst our most requested languages.</p> <p>The current scheme data as at September 2016 identifies 5,970 CTS claims where there is a disability recorded:</p> <table border="1" data-bbox="427 1366 994 1468"> <thead> <tr> <th>Age Range</th> <th colspan="2">Disabled</th> </tr> </thead> <tbody> <tr> <td>18-25</td> <td>111</td> <td>9.38%</td> </tr> </tbody> </table> | Age Range | Disabled | | 18-25 | 111 | 9.38% | <p>Proposal 5 – removing the work related activity component for new ESA claimants</p> <p>National Government impact assessment of changes states no families will see a cash loss as a result of the policy. Instead those who may be affected will be those claiming ESA from April 2017 and have limited capability for work. The notional loss to each family is expected to be around £28 a week. Someone moving into work could, by working around 4-5 hours a week at National Living Wage, recoup the notional loss of the Work-Related Activity component or Limited Capability for Work element.</p> <p>Provisional modelling indicates a loss of support from the CTS scheme of £5.90 per year to vulnerable households (which includes this protected characteristic) should the recommended option be implemented</p> <p>http://www.parliament.uk/documents/impact-assessments/IA15-006B.pdf</p> <p>Proposal 7 – remove the severe disability premium from people cared for by a UC claimant with carer’s element treats all claimants fairly, as this is already in place for</p> | <p>Hardship fund available</p> <p>Further work to model the impact on Plymouth CTS scheme in more detail is underway</p> | |
| Age Range | Disabled | | | | | | | | | |
| 18-25 | 111 | 9.38% | | | | | | | | |

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|---------------------------------|--|--|-------------------------|--------|-------|-----|--------|-------|------|--------|-------|------|--------|-------|------|--------|-----|------|--------|--------|------|--|----------------------------|--|--|
| | <table border="1"> <tr> <td>25-35</td> <td>436</td> <td>10.83%</td> </tr> <tr> <td>35-45</td> <td>634</td> <td>14.88%</td> </tr> <tr> <td>45-55</td> <td>1176</td> <td>26.64%</td> </tr> <tr> <td>55-65</td> <td>1247</td> <td>29.56%</td> </tr> <tr> <td>65-75</td> <td>1175</td> <td>22.16%</td> </tr> <tr> <td>>75</td> <td>1191</td> <td>30.54%</td> </tr> <tr> <td>Totals</td> <td>5970</td> <td></td> </tr> </table> <p>22% of caseload has a disability this is lower than the total Plymouth population figure - suggests under representation of people eligible to apply to the scheme</p> <p>Consultation feedback: 85 of the total of 273 respondents described themselves as disabled. Of those, 25 disagreed with the proposal relating to work related activity component. 31 disagreed with the proposal to remove the severe disability premium (where the claimant is cared for by someone already in receipt of Universal credit carers element)</p> | 25-35 | 436 | 10.83% | 35-45 | 634 | 14.88% | 45-55 | 1176 | 26.64% | 55-65 | 1247 | 29.56% | 65-75 | 1175 | 22.16% | >75 | 1191 | 30.54% | Totals | 5970 | | housing benefit claimants. | | |
| 25-35 | 436 | 10.83% | | | | | | | | | | | | | | | | | | | | | | | |
| 35-45 | 634 | 14.88% | | | | | | | | | | | | | | | | | | | | | | | |
| 45-55 | 1176 | 26.64% | | | | | | | | | | | | | | | | | | | | | | | |
| 55-65 | 1247 | 29.56% | | | | | | | | | | | | | | | | | | | | | | | |
| 65-75 | 1175 | 22.16% | | | | | | | | | | | | | | | | | | | | | | | |
| >75 | 1191 | 30.54% | | | | | | | | | | | | | | | | | | | | | | | |
| Totals | 5970 | | | | | | | | | | | | | | | | | | | | | | | | |
| Faith/religion or belief | <p>84,326 (32.9%) per cent of the Plymouth population stated they had no religion.</p> <p>Those with a Hindu, Buddhist, Jewish or Sikh religion combined totalled less than 1 per cent.</p> <p>Christianity: 148,917 people (58.1 per cent), decreased from 73.6 per cent since 2001.</p> <p>Islam: 2,078 people (0.8 per cent), doubled from 0.4 per cent since 2001.</p> | <p>Eligibility and calculations are not made based on faith/religion or belief.</p> <p>National Government impact assessment of changes highlights that lone parents, women and ethnic minority households are more likely to be impacted</p> <p>http://www.parliament.uk/documents/impact-assessments/IA15-006E.pdf</p> | Hardship fund available | | | | | | | | | | | | | | | | | | | | | | |

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| | <p>Buddhism: 881 people (0.3 per cent), increased from 0.2 per cent since 2001.</p> <p>Hinduism: 567 people (0.2 per cent) described their religion as Hindu, increased from 0.1 per cent since 2001.</p> <p>Judaism: 168 people (0.1 per cent), decreased from 181 people since 2001.</p> <p>Sikhism: 89 people (less than 0.1 per cent), increased from 56 people since 2001.</p> <p>0.5 per cent of the population had a current religion that was not Christianity, Islam, Buddhism, Hinduism, Judaism or Sikh, such as Paganism or Spiritualism.</p> <p>This information is not available for our scheme as it is not collected.</p> | | | |
| <p>Gender - including marriage, pregnancy and maternity</p> | <p>Overall 50.6 per cent of our population are women and 49.4 per cent are men: this reflects the national figure of 50.8 per cent women and 49.2 per cent men.</p> <p>There were 3280 births in 2011. Birthrate trends have been on the increase since 2001, but since 2010 the number of births has stabilised. Areas with highest numbers of births include Stonehouse (142), Whitleigh (137) and Devonport (137).</p> <p>Of those aged 16 and over, 90,765 people (42.9 per cent) are married. 5,190 (2.5 per cent) are separated and still legally married or legally in a same-sex civil partnership.</p> <p>In Plymouth in 2014 average hourly earnings for women (£10.00) were 93 per cent of average hourly male earnings (£11.82).</p> <p>In Plymouth in 2005, women working full time earned only 81 per cent of average hourly full-</p> | <p>National Government impact assessment of changes highlights that lone parents, women and ethnic minority households are more likely to be impacted</p> <p>http://www.parliament.uk/documents/impact-assessments/IA15-006E.pdf</p> | <p>Hardship fund available</p> | |

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|-----------------------------------|--|--|--------------------------------|--------|--------|-------|--------|--|--|--|
| | <p>time male earnings. By 2010 this gap had closed and women were earning 90 per cent. In 2014 the gap had slightly widened.</p> <p>Across the South West region in 2014 women working full-time only earn 86 per cent of average full-time hourly male earnings, and for the UK as a whole the figure is 90 per</p> <p>Women employed by Plymouth City Council currently earn 96% of the average full time hourly wages of their male colleagues.</p> <p>The current scheme data (as at September 2016) identifies the number of male/female claimants:</p> <table border="1" data-bbox="414 735 900 847"> <tr> <td>Male</td> <td>10743</td> <td>39.34%</td> </tr> <tr> <td>Female</td> <td>16567</td> <td>60.66%</td> </tr> </table> | Male | 10743 | 39.34% | Female | 16567 | 60.66% | | | |
| Male | 10743 | 39.34% | | | | | | | | |
| Female | 16567 | 60.66% | | | | | | | | |
| <p>Gender reassignment</p> | <p>It is estimated that there may be 10,000 transgender people in the UK.</p> <p>There were 26 referrals from Plymouth made to the Newton Abbott clinic, in 2013/14.</p> <p>The average age for presentation for reassignment of male-to-females is 40-49.</p> <p>For female-to-male the age group is 20-29.</p> <p>Twenty three transgender people belong to Pride in Plymouth.</p> <p>This information is not available for our scheme as it is not collected.</p> | <p>Eligibility and calculations are not made based on gender preference.</p> | <p>Hardship fund available</p> | | | | | | | |

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|--------------------|---|--|--------------------------------|--|
| <p>Race</p> | <p>92.9 per cent of Plymouth's population identify themselves as White British. 7.1 per cent identify themselves as Black and Minority Ethnic (BME) with White Other (2.7 per cent), Chinese (0.5 per cent) and Other Asian (0.5 per cent) the most common ethnic groups.</p> <p>Our recorded BME population rose from 3 per cent in 2001 to 6.7 per cent in 2011, and therefore has more than doubled since the 2001 census.</p> <p>Recent census data suggests we have at least 43 main languages spoken in the city, showing Polish, Chinese and Kurdish as the top three. Based on full year data for 2012-13, our Translate Plymouth services recorded that the most requested languages are Polish, British Sign Language (BSL) and Chinese Mandarin. Nearly 100 different languages are spoken in schools by children of different backgrounds. Polish and Arabic are the most common, spoken by 385 and 143 children respectively. Four neighbourhoods have a population of school age children where 20 per cent or more are from a BME background. They are City Centre (38.0 per cent), Greenbank and University (32.3 per cent), Stonehouse (29.9 per cent) and East End (23.4 per cent). There are 1867 school children (over 5 years old) that speak English as an additional other language.</p> <p>The Ride has 13 recently refurbished permanent site pitches. We have three small private sites with a total of 4 pitches. In 2010, which was our peak year, we dealt with 44</p> | <p>Eligibility and calculations are not made based on race.</p> <p>National Government impact assessment of changes highlights that lone parents, women and ethnic minority households are more likely to be impacted</p> <p>http://www.parliament.uk/documents/impact-assessments/IA15-006E.pdf</p> | <p>Hardship fund available</p> | |
|--------------------|---|--|--------------------------------|--|

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| | <p>unauthorised encampments in the city with over 200 children living on them. The 2001 Census records that there were 4328 people from the A8 and A2 Accession Countries resident in the City. Of these 2332 recorded their country of birth as Poland, with 57 per cent arriving between March 2006 and 2008.</p> <p>This information is not available for our scheme as it is not collected.</p> | | | |
| <p>Sexual orientation -including civil partnership</p> | <p>There is no precise local data on numbers of Lesbian, Gay and Bi-sexual (LGB) people in Plymouth, but nationally the government have estimated this to be between 5 - 7 per cent and Stonewall agree with this estimation given in 2005. This would mean that for Plymouth the figure is approximately 12,500 to 17,500 people aged over 16 in Plymouth are LGB.</p> <p>There are 464 people in a registered Same-Sex Civil Partnership This information is not available for our scheme as it is not collected.</p> | <p>Eligibility and calculations are not made based on sexual orientation.</p> | <p>Hardship fund available</p> | |

STAGE 3: ARE THERE ANY IMPLICATIONS FOR THE FOLLOWING? IF SO, PLEASE RECORD ACTIONS TO BE TAKEN

| Local priorities | Implications | Timescale and who is responsible |
|--|--------------|----------------------------------|
| <p>Reduce the gap in average hourly pay between men and women by 2020.</p> | | |
| <p>Increase the number of hate crime incidents reported and maintain good satisfaction rates in dealing with racist, disablist, homophobic, transphobic and</p> | | |

| | | |
|--|--|--|
| faith, religion and belief incidents by 2020. | | |
| Good relations between different communities (community cohesion) | | |
| Human rights Please refer to guidance | | |

STAGE 4: PUBLICATION

Responsible Officer: Emma Rose

Date 28 November 2016

Director, Assistant Director or Head of Service