# **Equality Impact Assessment Template**

Before carrying out an Equalities Impact Assessment (EIA), you should familiarise yourself with the <u>guidance</u>. This document should be in **plain English**, include **Stakeholder** involvement and be able to stand up to **scrutiny** (local and/or court) if/when challenged to ensure we have met the councils public sector equality duty.

An Equality Impact Assessment (EIA) should be completed when you are considering:

- developing, reviewing or removing policies
- developing, reviewing or removing strategies
- developing, reviewing or removing services
- developing, reviewing or removing a council function/system
- commencing any project/programme

### Assessor(s) Name and job title:

Debbie Vallas / Erin Rhodes Benefits Managers

Directorate and Team/School Name:

Name, aim, objective and expected outcome of the programme/ activity:

### Name:

Implementation of new legislation to introduce council tax premiums for second homes and properties empty for more than one year.

#### Aim:

The government encourages all billing authorities to adopt council tax premiums on empty properties with a view to incentivising property owners to bring those properties back into use. Premiums can be charged currently where properties are left unoccupied and unfurnished for periods exceeding two years.

In May 2022 the Government published the Levelling Up and Regeneration Bill (the Bill). The Bill includes proposals aimed at further addressing empty properties through the application of council tax premiums, in addition to measures that recognise the impact that high levels of second home ownership can have in some areas.

### **Objective:**

Through the Bill it is the Government's intention to

- (a) Reduce the minimum period for the implementation of a council tax premium for empty properties from two years to one year and
- (b) Allow Councils to introduce a Council Tax premium of up to 100% in respect of second homes

### **Expected outcome:**

As a result of the implementation of the premiums it is anticipated that the supply of homes available to meet local housing needs will not only increase but that the revenue available to the council will also increase to fund services for its communities.

Reason for Equality Impact Asessment (tick as appropriate)	
This is a <b>new</b> policy/strategy/service/system function proposal	✓
This is a proposal for a <b>change</b> to a policy/strategy/service/system function proposal function ( <i>check whether the original decision was equality impact assessed</i> )	N/A
Removal of a policy/strategy/service/system function proposal	N/A
Commencing any project/programme	1 April 2025

## **Equality and Diversity considerations**

Describe the ways in which the groups below may be impacted by your activity (**prior to mitigation**). The impact may be negative, positive or no impact.

Protected	Negative, positive or no	Does the	How will you	What	What	Are there	How will you	What adjustments
Characteristic	impact (before	proposal have	advance the	concerns	evidence,	any gaps in	make	have been put in
	mitigation/intervention)	the potential to	equality of	have been	analysis or	evidence	communication	place to
	and why?	cause unlawful	opportunity	raised to	data has	to properly	accessible for	reduce/advance
		discrimination	and to foster	date during	been used	assess the	this group?	the inequality?
		(is it possible	good	consultation	to	impact?		(Where it cannot
		that the	relations	(or early	substantiate	How will		be diminished, can
		proposal may	between	discussions)	your	this be		this be legally
		exclude/restrict	people who	and what	answer?	addressed?		justified?)
		this group from	share a	action taken				
		obtaining	protected	to date?				
		services or limit	characteristic					
		their	and people					
		participation in	who do not.					
		any aspect of						

		public life?)					
Age (restrictions/difficulties both younger/older)	No impact	No	Council tax is payable by the owner and residents of properties. These premiums will apply where the property is no one's main residence to all charge payers so will not adversely affect people who have a protected characteristic	This is a legislative change afforded by the Levelling Up Bill May 2022 so there is no consultation required.		Amendment to the policy will be communicated to the council taxpayers by means of information detailed on their bills and via the council's website.	
a) Physical b) Mental heath (must respond to both a & b)	No impact	No					
Race (including ethnicity and nationality)	No impact	No					
Religion or belief (different faith groups/those without a faith)	No impact	No					
Sex	No impact	No					

(Including Trans and										
non-binary – is your										
language inclusive of										
trans and non-binary										
people?)										
Sexual orientation										
(is your language	No impost	No								
inclusive of LGB	No impact	No								
groups?)										
Pregnancy and	No. inc. of	NI -								
maternity	No impact	No								
Marriage and Civil	NI - Survey and	NI -								
Partnership	No impact	No								
Gender reassignment	No impact	No								
In order to identify the needs of the groups, you will need to review data, statistics, user feedback, population data, complaints data, staffing data ( <a href="mailto:SAPHRreports@iow.gov.uk">SAPHRreports@iow.gov.uk</a> ), community/client data, feedback from focus groups etc. When assessing the impact, the assessment should come from an evidence base and not through opinion or self-knowledge.  H. Review										
The Neview										
How are you engaging people with a wide range of protected characteristics in the development, review and/or monitoring of the programme/ activity?										
Date of next review:										
H. Sign-off										
Name: Sharon Betts										
Head of Service/Director/Headteacher sign off & date:				Date: 21 November 2022						
			Nar	ne:						
Legal sign off & date:  Date:					Date:					
				e.						