

# Equality Impact Assessment Template

Before carrying out an Equalities Impact Assessment (EIA), you should familiarise yourself with the [guidance](#). 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:

Erin Rhodes, Benefits Manager

## Directorate and Team/School Name:

Corporate Services, Council Tax

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

**Name:** Council Tax Premiums Policy

**Aim:** To implement changes to the existing empty homes premium regimes and implement new premiums on second homes

**Objective:** To bring empty properties back into use and to encourage the use of dwellings as a main residence.

## Reason for Equality Impact Assessment (tick as appropriate)

This is a **new** policy/strategy/service/system function proposal

This is a proposal for a **change** to a policy/strategy/service/system function proposal function (*check whether the original decision was equality impact assessed*)

**Removal** of a policy/strategy/service/system function proposal

**Commencing** any project/programme

**X**

## 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 Characteristic	Negative, positive or no impact (before mitigation/intervention) and why?	Does the proposal have the potential to cause unlawful discrimination (is it possible that the proposal may exclude/restrict this group from obtaining services or limit their participation in any aspect of public life?)	How will you advance the equality of opportunity and to foster good relations between people who share a protected characteristic and people who do not.	What concerns have been raised to date during consultation (or early discussions) and what action taken to date?	What evidence, analysis or data has been used to substantiate your answer?	Are there any gaps in evidence to properly assess the impact? How will this be addressed?	How will you make communication accessible for this group?	What adjustments have been put in place to reduce/advance the inequality? ( <i>Where it cannot be diminished, can this be legally justified?</i> )
Age (restrictions/difficulties both younger/older)	No impact because the legislation would affect any person liable for council tax on an empty or second home, and therefore does not impact any protected characteristics specifically.	No	N/A	There is no requirement for any consultation as this change is subject to a change in legislation.	N/A	If the council wishes to utilise its powers under the legislation at the earliest opportunity, this will not allow time for a public consultation.	N/A	N/A
Disability a) Physical b) Mental health	No impact because the legislation would affect	No	N/A	There is no requirement for any	N/A	If the council wishes to utilise its	N/A	N/A


(must respond to both a & b)	<b>any person liable for council tax on an empty or second home, and therefore does not impact any protected characteristics specifically</b>			<b>consultation as this change is subject to a change in legislation.</b>		<b>powers under the legislation at the earliest opportunity, this will not allow time for a public consultation</b>		
<b>Race</b> (including ethnicity and nationality)	<b>No impact because the legislation would affect any person liable for council tax on an empty or second home, and therefore does not impact any protected characteristics specifically</b>	<b>No</b>	<b>N/A</b>	<b>There is no requirement for any consultation as this change is subject to a change in legislation.</b>	<b>N/A</b>	<b>If the council wishes to utilise its powers under the legislation at the earliest opportunity, this will not allow time for a public consultation</b>	<b>N/A</b>	<b>N/A</b>
<b>Religion or belief</b> (different faith groups/those without a faith)	<b>No impact because the legislation would affect any person liable for council tax on an empty or second home, and therefore does not impact any protected characteristics specifically</b>	<b>No</b>	<b>N/A</b>	<b>There is no requirement for any consultation as this change is subject to a change in legislation.</b>	<b>N/A</b>	<b>If the council wishes to utilise its powers under the legislation at the earliest opportunity, this will not allow time for a public consultation</b>	<b>N/A</b>	<b>N/A</b>
<b>Sex</b> (Including Trans and non-binary – is your language inclusive of	<b>No impact because the legislation would affect any person liable for</b>	<b>No</b>	<b>N/A</b>	<b>There is no requirement for any consultation</b>	<b>N/A</b>	<b>If the council wishes to utilise its powers</b>	<b>N/A</b>	<b>N/A</b>

trans and non-binary people?)	<b>council tax on an empty or second home, and therefore does not impact any protected characteristics specifically</b>			<b>as this change is subject to a change in legislation.</b>		<b>under the legislation at the earliest opportunity, this will not allow time for a public consultation</b>		
<b>Sexual orientation</b> (is your language inclusive of LGB groups?)	<b>No impact because the legislation would affect any person liable for council tax on an empty or second home, and therefore does not impact any protected characteristics specifically</b>	<b>No</b>	<b>N/A</b>	<b>There is no requirement for any consultation as this change is subject to a change in legislation.</b>	<b>N/A</b>	<b>If the council wishes to utilise its powers under the legislation at the earliest opportunity, this will not allow time for a public consultation</b>	<b>N/A</b>	<b>N/A</b>
<b>Pregnancy and maternity</b>	<b>No impact because the legislation would affect any person liable for council tax on an empty or second home, and therefore does not impact any protected characteristics specifically</b>	<b>No</b>	<b>N/A</b>	<b>There is no requirement for any consultation as this change is subject to a change in legislation.</b>	<b>N/A</b>	<b>If the council wishes to utilise its powers under the legislation at the earliest opportunity, this will not allow time for a public consultation</b>	<b>N/A</b>	<b>N/A</b>
<b>Marriage and Civil Partnership</b>	<b>No impact because the legislation would affect any person liable for council tax on an empty</b>	<b>No</b>	<b>N/A</b>	<b>There is no requirement for any consultation as this</b>	<b>N/A</b>	<b>If the council wishes to utilise its powers under the</b>	<b>N/A</b>	<b>N/A</b>

	or second home, and therefore does not impact any protected characteristics specifically			change is subject to a change in legislation.		legislation at the earliest opportunity, this will not allow time for a public consultation		
Gender reassignment	No impact because the legislation would affect any person liable for council tax on an empty or second home, and therefore does not impact any protected characteristics specifically	No	N/A	There is no requirement for any consultation as this change is subject to a change in legislation.	N/A	If the council wishes to utilise its powers under the legislation at the earliest opportunity, this will not allow time for a public consultation	N/A	N/A

**H. Review**

**H. Sign-off**

Head of Service/Director/Headteacher sign off & date:	Name: Sharon Betts 
Legal sign off & date:	Name: Danielle Harris Date: 24 January 2024