

Uttlesford District Council

Equality & Health Impact Assessment (EqHIA)

Document control

Title of activity:	Cost of Living Support Scheme 2023 (Uttlesford Scheme)
Lead officer:	Sue Ellis Revenues Manager Revenues Services
Approved by:	Angela Knight – Assistant Director of Business & Change Management
Date completed:	13 February 2023
Scheduled date for review:	N/A – this scheme is for one year only

Does the EqHIA contain any confidential or exempt information that would prevent you publishing it on the Council's website?	No
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Please note that EqHIAs are **public** documents and must be made available on the Council's [EqHIA webpage](#).

When completed, a copy of this form should be saved with the activity a policy, strategy, procedure, project, new or change in service, initiative or other's file for audit purposes and in case it is requested under the Freedom of Information Act.

When the EqHIA is completed send a copy to the following email address - EqHIA@Uttlesford.gov.uk

1. Equality & Health Impact Assessment Checklist

Please complete the following checklist to determine whether or not you will need to complete an EqHIA and ensure you keep this section for your audit trail. If you have any questions, please contact your Divisional Equality Lead. Please refer to the Guidance in Appendix 1 on how to complete this form. **When EqHIA is completed send a copy to the following email address EqHIA@Uttlesford.gov.uk**

About your activity

1	Title of activity	Council Tax Support Scheme 2023/24
2	Type of activity	<p>The Council is aware that the cost of living crisis is causing hardship to residents who are unable to improve their circumstances in the short term, while inflation outstrips income, so for the 2023/2024 financial year a Cost of Living Crisis fund of up to £195,036 has been introduced as a locally defined discount under section 13(1)(C) of the Council Tax regulations to support Uttlesford residents with their Council Tax liability.</p>
3	Scope of activity	<p>This decision will affect all households living in Uttlesford with a Council Tax liability in a property which is their sole or main residence.</p> <p>This scheme is an online application basis only. There will be an assisted application through the Council's Customer Service Team for any resident without digital access or skills to make an application.</p> <p>Households' eligibility will be determined for a discount up to the total of the liable parties net outstanding Council Tax liability or lower dependent on financial circumstances.</p> <p>Households will need to demonstrate that they are suffering financial hardship due to the cost of living crisis.</p> <p>As such there is not considered to be a disproportionate impact on protected groups and opportunities to advance inclusion have been taken.</p> <p>Council Taxpayers will have discounts directly offset from their Council Tax Account no direct payment will be made under this scheme.</p>


4a	Are you changing, introducing a new, or removing a service, policy, strategy or function?	Yes	If the answer to <u>any</u> of these questions is 'YES', please continue to question 5.	If the answer to <u>all</u> of the questions (4a, 4b & 4c) is 'NO', please go to question 6.
4b	Does this activity have the potential to impact (either positively or negatively) upon people (9 protected characteristics)?	Yes		
4c	Does the activity have the potential to impact (either positively or negatively) upon any factors which determine people's health and wellbeing?	Yes		
5	If you answered YES:	Please complete the EqHIA in Section 2 of this document. Please see Appendix 1 for Guidance.		
6	If you answered NO:	N/A		

Completed by:	Sue Ellis Revenues Manager Revenues Services Corporate Services
Date:	13/02/2023

2. The EqHIA – How will the strategy, policy, plan, procedure and/or service impact on people?

Background/context:
<p>The scheme provides much needed financial support to residents across the district who are facing increases in their cost of living. As such the scheme has a positive impact on the Council's duty to eliminate discrimination and promote equality of opportunity by reducing hardship and enabling households to meet essential costs</p> <p style="text-align: right;"><i>*Expand box as required</i></p>

Who will be affected by the activity?
<p>No part of the Scheme could lead to unlawful discrimination.</p> <p>By providing Cost of Living Support scheme the Council aims to mitigate the effects of increased costs of the global economic crisis. This promotes equality of opportunity in Uttlesford.</p> <p style="text-align: right;"><i>*Expand box as required</i></p>

Protected Characteristic - Age: Consider the full range of age groups							
<p><i>Please tick (✓) the relevant box:</i></p> <table border="1"> <tr> <td>Positive</td> <td style="text-align: center;">✓</td> </tr> <tr> <td>Neutral</td> <td></td> </tr> <tr> <td>Negative</td> <td></td> </tr> </table>		Positive	✓	Neutral		Negative	
Positive	✓						
Neutral							
Negative							
<p>Overall impact:</p> <p>Positive – There are no adverse impacts to implementing the scheme</p> <p style="text-align: right;"><i>*Expand box as required</i></p>							
<p>Evidence:</p> <p>The scheme will alleviate the rising pressure of costs irrespective of age, as it is based on the Council Tax liability.</p> <p>The scheme aims to promote equality of opportunity in Uttlesford.</p> <p style="text-align: right;"><i>*Expand box as required</i></p>							
<p>Sources used:</p> <div style="display: flex; align-items: center;">  <p>Cost of Living Local Discount Policy 2023</p> </div> <p style="text-align: right;"><i>*Expand box as required</i></p>							

Protected Characteristic - Disability: Consider the full range of disabilities; including physical mental, sensory and progressive conditions							
<p><i>Please tick (✓) the relevant box:</i></p> <table border="1"> <tr> <td>Positive</td> <td style="text-align: center;">✓</td> </tr> <tr> <td>Neutral</td> <td></td> </tr> <tr> <td>Negative</td> <td></td> </tr> </table>		Positive	✓	Neutral		Negative	
Positive	✓						
Neutral							
Negative							
<p>Overall impact:</p> <p>Positive – There are no adverse impacts to implementing the scheme</p> <p style="text-align: right;"><i>*Expand box as required</i></p>							


Evidence:

The scheme will alleviate the rising pressure of day to day cost of living rises, as it is based on the Council Tax liability.

There will be an assisted application through the Council's Customer Service Team for any resident without digital access or skills whether through capacity or disability to make an application.

**Expand box as required*

Sources used:


 Cost of Living Local Discount Policy 2023 **Expand box as required*

Protected Characteristic - Sex/gender: Consider both men and women

<i>Please tick (✓) the relevant box:</i>		Overall impact: Positive – There are no adverse impacts to implementing the scheme
Positive	✓	
Neutral		
Negative		

**Expand box as required*


Evidence:

The scheme will alleviate the rising pressure of cost of living rises irrespective of sex/gender, as it is based on the Council Tax liability.

The scheme aims to promote equality of opportunity in Uttlesford.

**Expand box as required*

Sources used:


 Cost of Living Local Discount Policy 2023 **Expand box as required*

Protected Characteristic - Ethnicity/race: Consider the impact on different ethnic groups and nationalities

<i>Please tick (✓) the relevant box:</i>		Overall impact: Positive – There are no adverse impacts to implementing the scheme
Positive	✓	

Neutral		
Negative		

**Expand box as required*

Evidence:

The scheme will alleviate the rising pressure of cost of living rises irrespective of Ethnicity/Race, as it is based on the Council Tax liability.

The scheme aims to promote equality of opportunity in Uttlesford.

**Expand box as required*

Sources used:


 Cost of Living Local
 Discount Policy 2023

**Expand box as required*

Protected Characteristic - Religion/faith: Consider people from different religions or beliefs including those with no religion or belief

<i>Please tick (✓) the relevant box:</i>		Overall impact: Positive – There are no adverse impacts to implementing the scheme
Positive	<input checked="" type="checkbox"/>	
Neutral	<input type="checkbox"/>	
Negative	<input type="checkbox"/>	

**Expand box as required*

Evidence:

The scheme will alleviate the rising pressure of increases in the cost. Living irrespective of Religion/faith, as it is based on the Council Tax liability.


The scheme aims to promote equality of opportunity in Uttlesford.

**Expand box as required*

Sources used:


 Cost of Living Local
 Discount Policy 2023

**Expand box as required*

Protected Characteristic - Sexual orientation: Consider people who are heterosexual, lesbian, gay or bisexual	
<i>Please tick (✓) the relevant box:</i>	
Positive	<input checked="" type="checkbox"/>
Neutral	<input type="checkbox"/>
Negative	<input type="checkbox"/>
Overall impact: Positive – There are no adverse impacts to implementing the scheme <i>*Expand box as required</i>	
Evidence: The scheme will alleviate the rising pressure of the increasing costs of living irrespective of sexual orientation, as it is based on the Council Tax liability. The scheme aims to promote equality of opportunity in Uttlesford. <i>*Expand box as required</i>	
Sources used: <div style="display: flex; align-items: center;">  <div> <p>Cost of Living Local Discount Policy 2023</p> </div> </div> <i>*Expand box as required</i>	

Protected Characteristic - Gender reassignment: Consider people who are seeking, undergoing or have received gender reassignment surgery, as well as people whose gender identity is different from their gender at birth	
<i>Please tick (✓) the relevant box:</i>	
Positive	<input checked="" type="checkbox"/>
Neutral	<input type="checkbox"/>
Negative	<input type="checkbox"/>
Overall impact: Positive – There are no adverse impacts to implementing the scheme <i>*Expand box as required</i>	
Evidence: By providing hardship payments to enable residents to pay increased day to day expenses, the scheme aims to promote equality of opportunity in Uttlesford. <i>*Expand box as required</i>	

Sources used:



Cost of Living Local
Discount Policy 2023

**Expand box as required*

Protected Characteristic - Marriage/civil partnership: Consider people in a marriage or civil partnership

*Please tick (✓)
the relevant box:*

Positive	<input checked="" type="checkbox"/>
Neutral	<input type="checkbox"/>
Negative	<input type="checkbox"/>

Overall impact:

Positive – There are no adverse impacts to implementing the scheme

**Expand box as required*

Evidence:

The scheme will alleviate the rising pressure higher living costs irrespective of marriage/civil partnership, as it is based on the Council Tax liability.

The scheme aims to promote equality of opportunity in Uttlesford.

**Expand box as required*

Sources used:



Cost of Living Local
Discount Policy 2023

**Expand box as required*

Protected Characteristic - Pregnancy, maternity and paternity: Consider those who are pregnant and those who are undertaking maternity or paternity leave

*Please tick (✓)
the relevant box:*

Positive	<input checked="" type="checkbox"/>
Neutral	<input type="checkbox"/>
Negative	<input type="checkbox"/>

Overall impact:

Positive – There are no adverse impacts to implementing the scheme


**Expand box as required*

Evidence:

The scheme will alleviate the rising pressure of the cost of living, as it is based on the Council Tax liability.

**Expand box as required*

Sources used:



Cost of Living Local Discount Policy 2023

**Expand box as required*

Socio-economic status: Consider those who are from low income or financially excluded backgrounds		
<i>Please tick (✓) the relevant box:</i>		Overall impact: The scheme aims to promote equality of opportunity in Uttlesford, by providing awards specifically targeted at residents on low incomes.
Positive	<input checked="" type="checkbox"/>	
Neutral	<input type="checkbox"/>	
Negative	<input type="checkbox"/>	
<i>*Expand box as required</i>		

Evidence:

The scheme eligibility is based on any household who can evidence financial hardship.

**Expand box as required*


Sources used:



Cost of Living Local Discount Policy 2023

**Expand box as required*

Health & Wellbeing Impact: Consider both short and long-term impacts of the activity on a person’s physical and mental health, particularly for disadvantaged, vulnerable or at-risk groups. Can health and wellbeing be positively promoted through this activity? Please use the Health and Wellbeing Impact Tool in Appendix 2 to help you answer this question.		
<i>Please tick (✓) all the relevant boxes that apply:</i>		Overall impact: Positive – There are no adverse impacts to implementing the scheme
Positive	<input checked="" type="checkbox"/>	
<i>*Expand box as required</i>		

Neutral		<p>Do you consider that a more in-depth HIA is required as a result of this brief assessment? Please tick (✓) the relevant box</p>
Negative		
<p>Evidence:</p> <p>By providing hardship payments to enable residents to pay increased cost of living expenses, the scheme aims to promote equality of opportunity in Uttlesford.</p> <p style="text-align: right;"><i>*Expand box as required</i></p>		
<p>Sources used:</p> <p></p> <p>Cost of Living Local Discount Policy 2023 <i>*Expand box as required</i></p>		

