

South Cambridgeshire District Council Equality Impact Assessment (EqIA)

Introduction – Please read

Equality Impact Assessments (EqIAs) allow the Council to:

- Show that the Council are meeting its legal duty, demonstrating due regard for the provisions of the [Public Sector Equality Duty](#) as below:
 - Eliminate unlawful discrimination, harassment, and victimisation
 - Advance equality of opportunity between those who share a protected characteristic and those who do not
 - Foster good relations between those who share a relevant protected characteristic and those who do not
- Methodically consider and assess the impacts of proposals across the [nine protected characteristics](#)
- Allow the Council to develop and implement high quality proposals that maximise positive outcomes for all.

EqIAs should be completed during the development and review of all Council policies, strategies, procedures, projects or functions. Where there is any doubt, the completion of an EqIA is always recommended.

When the form is completed, please send an electronic copy to equality.schemes@scambs.gov.uk. Further support and guidance available on Insite or contact the Policy and Performance Team.

Equality Impact Assessment Complete Form

Section 1: Identifying Details

- 1.1 Officer completing EqIA:
Katie Kelly
- 1.2 Team and Service:
Revenues, Finance
- 1.3 Title of proposal:
Local Energy Rebate Scheme
- 1.4 EqIA start date:
22/04/2022
- 1.5 Proposal implementation date:
22/04/2022
- 1.6 Who will be responsible for implementing this proposal (Officer and/or Team):
Gemma McKenna, Benefits

Section 2: Proposal to be Assessed

- 2.1 Type of proposal:
Policy
If other, please specify
[Click or tap here to enter text.](#)
- 2.2 Is the proposal:
New
- 2.3 State the date of any previous equality impact assessment completed in relation to this proposal (if applicable):
[Click or tap to enter a date.](#)

2.4 What are the headline aims of the proposal and the objectives that will help to accomplish these aims? (Max 250 words)

The Council has been provided funding by Central Government to develop a Local Energy Rebate scheme, to compliment the main scheme issued by Central Government which provides a non-repayable rebate to households to assist with rising energy costs

2.5 Which of the Council's equality objectives (as detailed in the Council's Equality Scheme) does this proposal link to or help to achieve?

- Identify, prioritise and deliver actions that will narrow the gap in outcomes between disadvantaged groups and the wider community
- SCDC is an employer that values difference and recognises the strength that a diverse workforce brings.
- Protected characteristic groups have a voice and are represented in forming the future shape of the district.
- None.

2.6 Which groups or individuals will the proposal affect:

- Service Users
- External Stakeholders
- Employees
- Councillors
- Other

If other, please specify eligible household in the district

2.7 Broadly speaking, how will these groups or individuals be affected? (you will be asked to provide more detail on the specific impacts on different protected characteristic groups later in the form) (max 250 words)

A scheme has been designed to provide a rebate to those most likely impacted by rising energy costs. The Government's main scheme provides £150 to the following Council Tax Payers where they meet the qualifying criteria as at 1st April 2022: 1) persons liable for council tax in respect of occupied properties in



bands A-D; 2) persons who would be liable for council tax in respect of properties in bands A-D if it wasn't for an exemption being awarded under classes N, S, U & W; 3) persons liable to pay council tax for an occupied property in band E, which, by virtue of Disabled Band reduction, is now in band D.

The local scheme developed provides additional funding to households where on 1st April 2022 1) persons liable for council tax in respect of occupied properties in bands E-H is receipt of LCTS; 2) persons who would be liable for council tax in respect of properties in bands E-H if it wasn't for an exemption being awarded under classes N, S, U & W; 3) persons liable to pay council tax for an occupied property in band F-H, which, by virtue of Disabled Band reduction, is now in bands E-G 4) a top up payment to those in band A-D in receipt of LCTS

2.8 If any part of the proposal is being undertaken by external partners, please specify how the Council will ensure that they will meet equality standards?
(Max 250 words)

None

Section 3: Evidence and Data

3.1 Describe any work you have done (this could include consultation) to understand any effects on groups of people, including those within [9 protected characteristic groups?](#) Please list any key sources (e.g. web-search, previous versions of document, customer feedback etc) that you used to reach your conclusions.

(Max 250 words)

Those in receipt of Disabled Band reduction will qualify for a payment, as will those that are exempt from council tax due to all residents having a severe mental impairment

3.2 If you have not undertaken any consultation, please detail why not, or when consultation is planned to take place.



(Max 250)

No consultation due to time constraints in delivering the scheme(s).

Section 4: Impact of proposal on those with protected characteristics

4.1 Please select all characteristics that may or will be impacted (positive or negative). When providing details of the impact please consider the following questions

- whether each impact is positive, neutral or negative
- whether it is a high, medium or low impact. (both the number of persons affected and the severity of the impact)
- you will be asked to set out actions to manage these impacts in the following question (4.2)

All - general to all protected Characteristics.

Details: [Click or tap here to enter text.](#)

Age

Details: [Click or tap here to enter text.](#)

Disability

Details: positive – eligible for payment where disabled band relief is in place or where council tax exemption as all occupants severely mentally impaired

Gender reassignment

Details: [Click or tap here to enter text.](#)

Marriage and Civil Partnership

Details: [Click or tap here to enter text.](#)

Pregnancy and maternity

Details: [Click or tap here to enter text.](#)

Race

Details: [Click or tap here to enter text.](#)



Religion and belief

Details: [Click or tap here to enter text.](#)

Sex

Details: [Click or tap here to enter text.](#)

Sexual orientation

Details: [Click or tap here to enter text.](#)

Other (socio economic, rural isolation, covid)

Details [Positive – supported also targeted to those in receipt of Local Council Tax Support](#)

None of the above

4.2 Considering the above impacts you have identified above, please detail any actions (specific or general) which may help to enhance or mitigate impacts.

Please include the timescale for completing the action.

Action and timescale	Officer
Government will be conducting data collection exercises to monitor scheme success, the details of which are yet to be confirmed.	Gemma McKenna
Click or tap here to enter text.	Click or tap here to enter text.
Click or tap here to enter text.	Click or tap here to enter text.
Click or tap here to enter text.	Click or tap here to enter text.

4.3 How will you monitor that the above actions have been completed and that this proposal, once implemented, is impacting fairly on everyone it affects? In answering this question, please include information about feedback you will seek and/or data you will collect and analyse, and how often you will do this

[Click or tap here to enter text.](#)

Section 5: Summary

- 5.1 Briefly summarise the key findings of the EqIA and any significant equality considerations that should be taken into account when deciding how to proceed with the proposal (this section can be included within the 'equality implications' section of any committee reports). (Max. 250 words)

No negative impacts

- 5.2 Confirm the recommendation of the officer completing the EqIA:

Proceed with the proposal (with any actions identified as required within Section 4 of the EqIA). Analysis demonstrates that the proposal is robust, we have taken all appropriate opportunities to advance equality and foster good relations between groups.

Reject the proposal: Analysis demonstrates that the proposal will cause unlawful discrimination and it must be removed or changed

Section 6: Sign Off

- 6.1 Signature of individual completing EqIA:

K Kelly

- 6.2 Date of completion:

22/04/2022

- 6.3 When will this proposal next be reviewed and who will this be? (when in doubt 3 years minimum)

[Click or tap here to enter text.](#)

- 6.4 Approving officer signature *, this should be your Head of Service, Service Area Manager, or Project Sponsor:

Peter Maddock



6.5 Date of approval:
03/05/2022

Please send the completed document to Equality.Schemes@scambs.gov.uk for publishing on the website.

**in the event that this EqIA is completed by Head of Service, then no additional approving signature is required.*