

## EqIA Template – for DECISIONS

This template should be completed alongside proposals that will be subject to decision by Councillors.

<b>Summary of decision to be made:</b>	Review of funding arrangement with parish councils		
<b>Lead Officer (job title):</b>	Director of Finance and Transformation, Director of Street Scene, Leisure and Technical Services, Chief Executive.		
<b>Date the final decision is due to be made:</b>	01/11/2016	<b>Date this assessment commenced:</b>	15/04/2016
		<b>Updated after consultation</b>	08/07/2016
<b>Is the decision relevant to the aims of the Public Sector Equality Duty?</b>			Yes
Eliminate discrimination, harassment and victimisation			No
Advance equality of opportunity			Yes
Foster good relations			No
<p>If the answer is yes to any of the above, proceed with the assessment. If the answer is no, please say why and summarise any evidence:            At the time of commencing this equality impact assessment, there are two options under consideration:</p> <ol style="list-style-type: none"> <li>1. potential cessation of grant funding in respect of the Council Tax Reduction Scheme (CTRS) with effect from the financial year 2017/18; and</li> <li>2. potential introduction of a Special Expenses Scheme with effect from the financial year 2017/18.</li> </ol> <p>A key objective of the review is to promote 'equity' across the borough in terms of how much residents in different parts of the borough have to pay towards the cost of services. Indicative modelling suggests that 20 of the 27 parished areas would see a reduction in council tax charged. Households in the unparished area would see the largest increase, however this would still be below the average council tax for the borough as a whole.</p>			
<p>For each of the following characteristics, summarise any existing data, consultation activity, interpretation of the impacts and actions that can be taken to reduce or mitigate any negative impacts:</p>			
<b>Characteristic:</b>	<b>Data and impact</b>		
Disability	<p>See Table 1 at the end of this assessment. Households in Tonbridge would see the highest percentage increase in their council tax. 15.4% of the population in the Tonbridge urban area have a disability. This is slightly higher than the borough average of 14.9%. There are other parish areas, which would see smaller percentage increases, which also have a higher proportion of people with disabilities than the borough average. Some of the households within these parish areas will pay a higher amount for the borough, some will pay lower, based on calculation criteria permitted in the Local Government Finance Act.</p> <p>Of 272 responses to the consultation, 30 (11.7%) were from respondents who stated they had a disability. These were evenly split between residents of Tonbridge and residents of parishes (15 in each). The consultation found that 53% of respondents with a disability agreed that Council tax bills should include a local charge. This compares with 47% of respondents overall.</p>		

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Race	<p>See Table 1 at the end of this assessment. Tonbridge would see the highest percentage increase. 5.1% of the population in the Tonbridge urban area are from a Black and Minority Ethnic background. This is slightly higher than the borough average of 4.1%. There are other parish areas, which would see smaller percentage increases, which also have a higher proportion of people from Black and Minority Ethnic backgrounds than the borough average. Some of the households within these parish areas will pay a higher than the average amount for the borough, some will pay lower, based on calculation criteria permitted in the Local Government Finance Act.</p> <p>Of 272 responses to the consultation, 7 (2.6%) were from respondents who stated they were from a Black or Minority Ethnic Background. Due to the small number of responses, we have not been able to analyse any differences in views by ethnicity.</p>
Sex	<p>See Table 1 at the end of this assessment. Tonbridge would see the highest percentage increase. The proportion of males and females in the Tonbridge urban area is equivalent to the proportion of the borough as a whole.</p> <p>Of 272 responses to the consultation, 122 (49%) stated they were male and 128 (51%) stated they were female. The consultation found that 44% of females and 54% of males agreed that Council tax bills should include a local charge. This compares with 47% of respondents overall.</p> <p>84% of male parish residents and 77% of female parish residents agreed that Council tax bills should include a local charge. This compares with 80% of parish residents overall.</p> <p>30% of male residents in Tonbridge and 26% of female residents in Tonbridge agreed that the Council Tax bill should include a local charge. This compares with 26% of Tonbridge residents overall.</p>
Age	<p>See Table 1 at the end of this assessment. Tonbridge would see the highest percentage increase. The proportion of residents in each of the age groups in the Tonbridge urban area is equivalent to the proportion of the borough as a whole.</p> <p>Of 272 responses to the consultation, there were no responses from 18-24 year olds, 89 from 25-44 year olds, 98 from 45-64 year olds and 65 from respondents aged over 65. 29% of those aged 25-44, 55% of those aged 45-64 and 68% of those aged over 65 agreed that Council tax bills should include a local charge. This compares with 47% of respondents overall.</p> <p>Of those who reside in parish areas, 63% of 25-44 year olds, 89% of 45-64 year olds and 87% of those aged over 65 agreed that Council tax bills should include a local charge. This compares with 80% of parish residents overall.</p> <p>Of those who reside in Tonbridge, 17% of 25-44 year olds, 26% of 45-64 year olds and 50% of those aged over 65 agreed that Council tax bills should include a local charge. This compares with 26% of Tonbridge residents overall.</p>

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Religion / Belief	See Table 1 at the end of this assessment. Tonbridge would see the highest percentage increase. The proportion of people with religious beliefs is equivalent to the proportion of the borough as a whole.
Sexual Orientation	Data not collected by the Census 2011.
Pregnancy / Maternity	Data not collected by the Census 2011.
Marital or Civil Partnership Status	Not applicable (i.e. we have not identified that this decision is relevant to the first aim of the duty to eliminate discrimination, harassment and victimisation).
Gender reassignment	Data not collected by the Census 2011.
<b>Summary of impacts :</b>	<p>Council tax is calculated within a framework set by the Local Government Finance Act. We have discretion to amend our funding arrangements with parish councils within this framework. The data indicates that the new funding arrangements would result in small differences to the amount of council tax paid by households in each parish.</p> <p>It will be a matter for individual Parish Councils to assess local financial impacts should special expenses be introduced and the CTRS be withdrawn.</p> <p>The main impact of 'fairer charging' will be on Tonbridge residents who will see the largest increase in their Council tax charge. The characteristics of residents in the Tonbridge urban area are roughly in line with Borough average with the exception of residents from Black and Minority Ethnic Backgrounds, where the proportion is amongst one of the highest in the Borough.</p> <p>The proposed increases in Council Tax will, for each Council Tax Band, be the same for all Tonbridge residents regardless of any of the above protected characteristics.</p> <p>All residents on low incomes are eligible to apply for support with their council tax through the Council Tax Reduction Scheme.</p> <p>On that basis, there will be no disproportionate effect that needs to be addressed via the EQIA.,</p>
Date assessment will be reviewed:	Dependent on decision – to be confirmed.

**Table 1**

Area	Current CTAX £	Special Expenses	Indicative CTAX £*	Increase/Decrease %	Population (number)	Male %	Female %	Disability %	BME %	Age %				Religion %		
										16-24	25-44	45-64	65+	Christian	None	Other
Addington	241.96	No	231.43	-3.65	769	49.9	50.1	12.6	2.5	10.7	18.7	31.5	22.5	70.0	21.7	1.2
Aylesford	237.59	Yes	228.09	-2.46	10660	49.1	50.9	15.8	3.8	10.0	24.5	28.8	18.3	65.0	25.9	2.2
Birling	237.29	Yes	245.27	4.25	437	51.3	48.7	13.5	2.3	8.4	25.2	29.7	15.6	61.8	28.8	2.7
Borough Green	292.69	Yes	278.80	-1.48	3672	48.4	51.6	17.4	4.4	8.9	24.2	25.7	22.6	66.3	25.0	2.9
Burham	236.61	No	226.56	-2.46	1195	48.5	51.5	16.2	2.5	7.4	24.5	29.7	20.2	67.1	25.4	1.2
Ditton	312.36	No	297.91	-1.37	4786	48.5	51.5	16.9	3.9	9.5	24.4	27.7	18.1	67.5	24.2	1.6
East Malling & Larkfield	240.41	Yes	231.46	-1.36	14185	48.9	51.1	14.7	4.2	11.0	27.3	25.7	14.9	63.4	27.8	1.9
East Peckham	281.93	Yes	270.85	-1.50	3306	50.0	50.0	15.9	1.1	9.6	22.4	30.8	18.9	67.7	24.7	0.5
Hadlow	246.58	No	237.98	-1.28	3983	48.6	51.4	16.1	2.8	13.0	19.3	29.3	20.1	62.1	29.1	1.5
Hildenborough	217.51	No	202.81	-6.48	4954	49.8	50.2	14.0	3.5	8.9	21.8	29.9	18.3	67.8	23.0	1.4
Ightham	289.64	No	275.75	-4.24	2084	49.7	50.3	8.9	3.3	7.5	20.3	31.8	16.5	70.7	21.8	1.3
Kings Hill	254.88	Yes	239.71	-5.11	7435	50.1	49.9	6.5	6.5	7.2	33.3	21.5	6.4	63.4	28.1	2.4
Leybourne	268.50	Yes	274.87	-4.19	3218	48.7	51.3	11.8	2.7	11.1	26.0	29.6	12.8	68.5	24.1	1.6
Mereworth	221.11	No	212.82	-2.04	1068	47.8	52.2	15.0	3.9	12.2	21.3	31.4	14.3	59.7	29.5	2.6
Offham	236.74	No	226.01	-3.67	755	47.8	52.2	16.0	2.9	9.0	15.2	36.6	23.8	69.4	21.1	1.9
Platt	264.95	Yes	253.14	-3.94	1679	48.9	51.1	13.5	4.2	7.3	21.3	28.5	21.6	68.2	22.8	1.0
Plaxtol	235.54	No	224.59	-3.91	1117	51.4	48.6	10.4	3.4	7.3	21.8	30.6	16.9	67.0	26.1	0.9
Ryarsh	242.99	No	236.67	-1.13	696	49.4	50.6	14.2	1.6	7.2	24.7	29.7	17.7	66.4	26.3	1.1
Shipbourne	226.98	No	22.64	-0.95	470	48.3	51.7	14.3	1.3	6.8	18.5	35.3	19.6	68.5	21.7	0.2
Snodland	267.58	Yes	263.07	2.13	10211	48.4	51.6	15.7	2.4	11.5	29.7	24.9	13.9	61.8	30.2	1.1
Stansted	258.23	No	253.09	-0.83	484	50.8	49.2	13.0	1.9	8.1	20.5	33.7	22.1	72.1	19.2	1.5
Trottscliffe	241.93	No	233.51	-2.96	485	48.0	52.0	17.1	1.4	9.3	15.3	35.5	28	68.5	22.9	0.2
Wateringbury	316.19	Yes	308.86	-0.90	2104	49.4	50.6	14.3	3.3	7.9	23.5	30.1	18.1	70.5	21.4	1.5
West Malling	260.01	Yes	253.77	0.29	2590	46.4	53.6	20.6	3.1	8.0	24.6	28.3	24.0	67.5	24.3	1.6
West Peckham	209.81	No	210.68	0.60	350	51.4	48.6	10.3	2.0	7.1	19.7	36.3	13.1	69.4	26.6	1.1
Wouldham	251.59	Yes	247.40	0.23	1497	47.4	52.6	17.7	3.5	9.7	30.7	25.0	15.4	60.1	29.7	1.5
Wrotham	271.15	Yes	264.53	0.30	1921	47.9	52.1	19.8	3.8	8.3	21.3	26.5	21.3	63.9	25.2	2.7
Tonbridge**	192.51	Yes	234.54	21.83	39648	49.2	50.8	15.4	5.1	10.8	24.9	26.0	17.9	61.0	29.0	2.6
Borough	TBC	n/a	TBC	n/a	120805	49.0	51.0	14.9	4.1	10.1	25.4	26.9	16.9	63.7	27.3	2.0

\*Includes reduction in CTRS Grant and effect of Special Expenses

\*\* Tonbridge Urban Area - census data is provided by parish and 'urban areas'. The urban area may overlap with some parish areas.

## Table 1

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