

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

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| Assessor(s) Name and job title: | |
| Erin Rhodes, Benefits Manager | |
| Directorate and Team/School Name: | |
| Corporate Services, Benefits | |
| Name, aim, objective and expected outcome of the programme/ activity: | |
| <p>Name: Local Council Tax Support scheme 2026/27 Consultation</p> <p>Aim: to seek the views of residents on proposed changes to the Local Council Tax Support scheme prior to a decision being made by Full Council later this year. The scheme and any potential changes must be considered by the council each financial year, and part of this process involves a public consultation on the options.</p> <p>Objective: To carry out a meaningful consultation on the proposed scheme for this year and obtain views of local residents and preceptors on this scheme.</p> <p>Expected outcome: The proposal for the LCTS scheme 2026/27 is to maintain all existing elements of the current scheme and make no additional changes, and this Equality Impact Assessment has been carried out with the view that within the proposed scheme, there are no changes.</p> | |
| | Reason for Equality Impact Asessment (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 (<i>check whether the original decision was equality impact assessed</i>) | | | | | | Yes | | |
|---|---|---|--|--|--|---|---|---|
| Removal of a policy/strategy/service/system function proposal | | | | | | | | |
| Commencing any project/programme | | | | | | | | |
| 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>) |
| | No – all proposals made for 2026/27 will leave support the same for applicants. | No – all proposals made for 2026/27 will leave support the same for applicants. | n/a | None | Consultation will be carried out with Isle of Wight residents, the Town, Parish and Community Councils and | For Full Council to make any changes to the scheme, a formal consultation must be undertaken prior to | Communications to advise of the consultation will be issued through different formats including social media posts, press releases, | Although not related to any particular protected characteristics, an exceptional hardship fund will continue to be available for those claimants in |

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| | | | | | the Fire and Police Authorities. | changes being made. | postcards to LCTS claimants, and accessible versions of the consultation document will be available. | most severe financial need. |
| Age (restrictions/difficulties both younger/older) | No specific impact on this protected characteristic, as the scheme proposes to remain the same as current. The scheme relates to working-age applicants only, as the pension-age scheme is regulated by central government. | As above | n/a | None | As above | As above | n/a | As above |
| Disability a) Physical b) Mental health (must respond to both a & b) | No specific impact on this protected characteristic, as above No specific impact on this protected characteristic, as above | As above | n/a | None | As above | As above | n/a | As above |
| Race (including ethnicity and nationality) | No specific impact on this protected characteristic, as above | As above | n/a | None | As above | As above | n/a | As above |
| Religion or belief (different faith groups/those without a faith) | No specific impact on this protected characteristic, as above | As above | n/a | None | As above | As above | n/a | As above |
| Sex (Including Trans and non-binary – is your language inclusive of | No specific impact on this protected characteristic, as above | As above | n/a | None | As above | As above | n/a | As above |

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| trans and non-binary people?) | | | | | | | | |
| Sexual orientation (is your language inclusive of LGB groups?) | No specific impact on this protected characteristic, as above | As above | n/a | None | As above | As above | n/a | As above |
| Pregnancy and maternity | No specific impact on this protected characteristic, as above | As above | n/a | None | As above | As above | n/a | As above |
| Marriage and Civil Partnership | No specific impact on this protected characteristic, as above | As above | n/a | None | As above | As above | n/a | As above |
| Gender reassignment | No specific impact on this protected characteristic, as above | As above | n/a | None | As above | As above | n/a | As above |
| Care experience | No specific impact on this protected characteristic, as above | As above | n/a | None | As above | As above | n/a | As above |

In order to identify the needs of the groups, you will need to review data, statistics, user feedback, population data, complaints data, staffing data (SAPHRreports@iow.gov.uk), 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

How are you engaging people with a wide range of protected characteristics in the development, review and/or monitoring of the programme/ activity?

Any change to the scheme requires a consultation process to have been undertaken prior to the change being made. The proposal is that the scheme remains the same as it is currently. This would impact all claimants in the same way (i.e. the level of support they receive would remain static) and therefore would not relate to any specific protected characteristic. To mitigate against severe financial difficulty experienced by any claimant, there is an exceptional hardship fund available which can be applied for and considered on a case-by-case basis. If a consultation is undertaken, accessible versions are made available.

Date of next review: May 2026

H. Sign-off

Head of Service/Director/Headteacher sign off & date:

Name: Sharon Betts



Date: 10 July 2025

Legal sign off & date:

Name: Judy Mason

Date: 30 July 2025