



Equality Impact Assessment

Assessment Of: Care Leaver Support Package	
<input checked="" type="checkbox"/> Policy <input type="checkbox"/> Strategy <input type="checkbox"/> Function <input type="checkbox"/> Service <input type="checkbox"/> Other [please state]	<input checked="" type="checkbox"/> New <input type="checkbox"/> Already exists / review <input type="checkbox"/> Changing
Directorate: Community Services and Improvement	Assessment carried out by: Nikki Rawley
Service Area: Revenue and Benefits	Job Role: Council Tax Lead Officer
Version / Date of Sign Off by Director:	

Step 1: What do we want to do?

This assessment should be started at the beginning of the process by someone with a good knowledge of the proposal and service area, and sufficient influence over the proposal. It is good practice to take a team approach to completing the equality impact assessment. Please contact the Policy Officer early for advice.

1.1 What are the aims and objectives/purpose of this proposal?

Briefly explain the purpose of the proposal and why it is needed. Describe who it is aimed at and the intended aims / outcomes. Where known also summarise the key actions you plan to undertake. Please use plain English, avoiding jargon and acronyms. Equality Impact Assessments are viewed by a wide range of people including decision-makers and the wider public.

To provide a support package to Care Leavers which will include:

- A Council Tax discount for care leavers up to the age of 25. The policy is yet to be drafted and will be subject to final understanding of the financial implications and agreement with our precepting authorities. The proposals will reduce to £0, the Council Tax liabilities of all qualifying care leavers who live alone after all other discounts, reductions and exemptions have been exhausted. A lesser amount of discount will be applied where there are others in the property who are jointly and severally liable for council tax.
- Free leisure centre membership which would provide access equivalent to the 'Jam Packed' membership, providing access to pools, classes, gym, courts, sauna and steam.
- Access to work experience opportunities, where available, up to the age of 25

The key rationale for the recommendations is to provide support, in line with corporate parenting guidance and best practice, to a vulnerable group of young residents who have been supported by our local care system.

1.2 Who will the proposal have the potential to affect?

<input checked="" type="checkbox"/> Service users	<input checked="" type="checkbox"/> The wider community	<input checked="" type="checkbox"/> Teignbridge workforce
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1.3 Will the proposal have an equality impact?

Could the proposal affect access levels of representation or participation in a service, or does it have the potential to change e.g. quality of life: health, education, or standard of living etc.?

If 'No' explain why you are sure there will be no equality impact, then skip steps 2-4 and request review by your manager.

If 'Yes' complete the rest of this assessment.

☒ **Yes** ☐ **No** [please select]

Step 2: What information do we have?

2.1 What data or evidence is there which tells us who is, or could be affected?

Please use this section to demonstrate an understanding of who could be affected by the proposal. Include general population data where appropriate, and information about people who will be affected with particular reference to protected and other relevant characteristics (listed in 2.2).

Use one row for each evidence source and say which characteristic(s) it relates to. You can include a mix of qualitative and quantitative data - from national research, local data or previous consultations and engagement activities.

Outline whether there are any over or under representation of equality groups within your service - don't forget to benchmark to local population where appropriate.

For workforce / management of change proposals you will need to look at the diversity of the affected team(s) using available evidence such as the employee profile data. Identify any under/over-representation compared with Teignbridge's economically active citizens for age, disability, ethnicity, gender, religion/belief and sexual orientation.

Data / Evidence Source [Include a reference where known]	Summary of what this tells us
LGA Research report - Basic Facts About Teignbridge <u>Basic facts about your chosen area (esd.org.uk)</u>	Details the demography of the Teignbridge District in relation to: <ul style="list-style-type: none"> • Population • Age • Ethnicity • Health • Employment • Education
LGA Research Report- Demographic Report <u>LGA Research Report - Demographic Report LG Inform (local.gov.uk)</u>	Provides further detail on population changes in Teignbridge, and demographic information relating to gender and ethnicity in Teignbridge with comparisons to the percentage figures for the South West and all English Local authority areas in totality
The Homelessness Monitor: England 2022 <u>Homelessness Monitor 2022 England Crisis UK</u>	The Homelessness Monitor: England 2022, published by Crisis, is the latest report in a longitudinal study providing independent analysis of the homelessness impacts of recent economic and policy developments in England. This tenth annual report by Heriot-Watt University, providing an account of how homelessness stands in England in 2021, or as close to 2021 as data availability allows. It also highlights emerging trends and forecasts some of the likely future changes, identifying the developments likely to have the most significant impacts on homelessness.
Additional comments: Datasets of care leavers within Teignbridge District Council as provided by Devon County Council	Name and address details of Care Leavers within our district who are supported by Devon county Council

2.2 Do you currently monitor relevant activity by the following protected characteristics?

- | | | |
|---|--|--|
| <input type="checkbox"/> Age | <input type="checkbox"/> Disability | <input type="checkbox"/> Gender Reassignment |
| <input type="checkbox"/> Marriage and Civil Partnership | <input type="checkbox"/> Pregnancy/Maternity | <input type="checkbox"/> Race |
| <input type="checkbox"/> Religion or Belief | <input type="checkbox"/> Sex | <input type="checkbox"/> Sexual Orientation |

2.3 Are there any gaps in the evidence base?

Where there are gaps in the evidence, or you don't have enough information about some equality groups, include an equality action to find out in section 4.2 below. This doesn't mean that you can't complete the assessment without the information, but you need to follow up the action and if necessary, review the assessment later. If you are unable to fill in the gaps please state this clearly with a justification.

For workforce related proposals all relevant information on characteristics may need to be sought from HR (e.g. pregnancy/maternity). For smaller teams diversity data may be redacted. A high proportion of not known/not disclosed may require action to address and identify the information needed.

We do not hold data on protected characteristics for council tax purposes.

2.4 How have you involved communities and groups that could be affected?

You will nearly always need to involve and consult with internal and external stakeholders during your assessment. The extent of the engagement will depend on the nature of the proposal or change. This should usually include individuals and groups representing different relevant protected characteristics. Please include details of any completed engagement and consultation and how representative this has been of Teignbridge's diverse communities.

Include the main findings of any engagement and consultation in Section 2.1 above.

If you are managing a workforce change process or restructure please refer to HR for advice on how to consult and engage with employees. Relevant stakeholders for engagement about workforce changes may include e.g. staff-led groups, trades unions as well as affected staff.

There has been extensive consultation and discussions with Devon County Council and other local authorities across the county. No other groups specifically affected

2.5 How will engagement with stakeholders continue?

Explain how you will continue to engage with stakeholders throughout the course of planning and delivery. Please describe where more engagement and consultation is required and set out how you intend to undertake it. Include any targeted work to seek the views of under-represented groups. If you do not intend to undertake it, please set out your justification. You can ask the Consultation Officer for help in targeting particular groups.

Continued engagement with Devon County Council.
No other particular groups have been identified that we will need to engage with.

Step 3: Who might the proposal impact?

Analysis of impacts must be rigorous. Please demonstrate your analysis of any impacts of the proposal in this section, referring to evidence you have gathered above and the characteristics protected by the Equality Act 2010. Also include details of existing issues for particular groups that you are aware of and are seeking to address or mitigate through this proposal.

3.1 Does the proposal have any potentially adverse impacts on people on the basis of their protected or other relevant characteristics?

Consider sub-categories (different kinds of disability, ethnic background etc.) and how people with combined characteristics (e.g. young women) might have particular needs or experience particular kinds of disadvantage.

Where mitigations indicate a follow-on action, include this in the 'Action Plan' Section 4.2 below.

GENERAL COMMENTS (highlight any potential issues that might impact all or many groups)	
<p>The proposals will apply to all qualifying care leavers who have a Council Tax liability irrespective of whether they have any protected characteristics or not.</p> <p>Being a care leaver is not considered to be a protected characteristic, however care leavers living within Teignbridge may have one or more protected characteristic.</p>	
PROTECTED CHARACTERISTICS	
Age: Young People	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	Positive
Mitigations:	<p>The Children and Social Work Act 2017 introduces corporate parenting principles, which comprise of seven needs that local authorities in England must have regard to whenever they exercise a function in relation to looked-after children or care leavers.</p> <p>The corporate parenting principles are intended to secure a better approach to fulfilling existing functions in relation to looked after children and care leavers and for the local authority to facilitate as far as possible secure, nurturing, and positive experiences for looked after children and young people and enable positive outcomes for them.</p> <p>The corporate parenting principles are:</p> <ul style="list-style-type: none"> • To act in the best interests, and promote the physical and mental health and wellbeing, of those children and young people • To encourage those children and young people to express their views, wishes and feelings • To take into account the views, wishes and feelings of those children and young people • To help those children and young people gain access to, and make the best use of, services provided by the local authority and its relevant partners • To promote high aspirations, and seek to secure the best outcomes, for those children and young people • For those children and young people to be safe, and for stability in their home lives, relationships and education or work; and • To prepare those children and young people for adulthood and independent living <p>The national statutory guidance on the application of the corporate parenting principles to looked after children and care leavers is designed to help local authorities consider the kinds of services that may be offered when having regard to the corporate parenting principles. It states the importance for all who exercise functions in relation to looked-after children and care leavers including those responsible for housing and council tax – to work together to ensure they have a more joined up approach.</p> <p>Looked after children and care leavers are some of the most vulnerable residents in our society and can experience some of the worst outcomes as children and moving into adulthood. This proposal will provide much needed support as they transition into adult life</p>
Age: Older People	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
Disability	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	

Mitigations:	
Sex	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
Sexual orientation	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
Pregnancy / Maternity	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	Positive
Mitigations:	As noted above, some care leavers are single parents with no family. This potential exemption would be a financial benefit
Gender reassignment	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
Race	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
Religion or Belief	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
Marriage & civil partnership	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	

OTHER RELEVANT CHARACTERISTICS

Socio-Economic (deprivation)	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	Positive
Mitigations:	See 3.2 below
Other group(s) <i>Please add additional rows below to detail the impact for other relevant groups as appropriate e.g. Asylums and Refugees; Rural/Urban Communities, Homelessness, Digital Exclusion, Access To Transport</i>	
Potential impacts:	
Mitigations:	

3.2 Does the proposal create any benefits for people on the basis of their protected or other relevant characteristics?

Outline any potential benefits of the proposal and how they can be maximised. Identify how the proposal will support our Public Sector Equality Duty to:

- ✓ Eliminate unlawful discrimination for a protected group

- ✓ Advance equality of opportunity between people who share a protected characteristic and those who don't
- ✓ Foster good relations between people who share a protected characteristic and those who don't

Care leavers are a particularly vulnerable group for Council Tax debt. In Teignbridge, of 31 care leavers with a council tax liability, 19 have something to pay towards their liability and 8 of those are in arrears. This represents 42% struggling with payment.

Also to note:

- Several struggling to hold down jobs and frequently in and out of work, makes it more difficult to budget
- Learning difficulties
- In and out of prison
- Debts other than council tax at a young age
- Relationship splits
- Single parents
- Frequent moves, some periods of homelessness
- Frequently sole occupiers with no-one else to share household bills

Care leavers face the challenge of having to cope with the demands of living on their own at a young age: having to manage finances, maintain a home and manage their lives independently, without the support from families. Whilst not mitigating the impact of all of the disadvantages that care leavers have experienced, a council tax exemption can assist care leavers to overcome them. By providing this council tax exemption, the Council will be providing financial support to care leavers whilst they develop independent lives and life skills.

In addition, the free leisure membership will make it easier for them to access the Council's leisure services which may help to support their physical and mental health.

Step 4: Impact

4.1 How has the equality impact assessment informed or changed the proposal?

What are the main conclusions of this assessment? Use this section to provide an overview of your findings. This content should be used as a summary in reports, where this full assessment is included as an appendix.

If you have identified any significant negative impacts which cannot be mitigated, provide a justification showing how the proposal is proportionate, necessary and appropriate despite this.

Summary of significant negative impacts and how they can be mitigated or justified:

There are no negative impacts, or potential for discrimination

Summary of positive impacts / opportunities to promote the Public Sector Equality Duty:

4.2 Action Plan

Use this section to set out any actions you have identified to improve data, mitigate issues, or maximise opportunities etc. If an action is to meet the needs of a particular protected group please specify this.

Improvement / action required	Responsible Officer	Timescale
The expectation from Devon County Council is to exempt care leavers for whom they have a corporate parenting responsibility for, therefore it should be noted that care leavers living in Teignbridge whose corporate parent is Plymouth, Torbay or outside of Devon would not get the exemption. This does not prohibit them from asking for discretionary help, but the decision to award any help would be based on an analysis of their income and expenditure.	Nikki Rawley – Council Tax Lead Officer	On going

Improvement / action required	Responsible Officer	Timescale
However many local authorities are adopting a Council Tax exemption for care leavers, and for those in Teignbridge whose corporate parent is not Devon County Council, staff will help the care leaver to access support from the appropriate corporate parent.		
Our decisions will be based on datasets provided by and confirmation of a qualifying care leaver status by Devon County Council	Nikki Rawley	On going

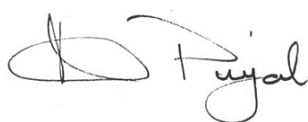
4.3 How will the impact of your proposal and actions be measured?

How will you know if have been successful? Once the activity has been implemented this equality impact assessment should be periodically reviewed to make sure your changes have been effective and your approach is still appropriate. Include the timescale for review in your action plan above.

Periodical review of care leavers Council Tax accounts and liabilities

Step 5: Review & Sign-Off

EIAs should only be marked as reviewed when they provide sufficient information for decision-makers on the equalities impact of the proposal. Please seek review and feedback from management before requesting it to be signed off. All working drafts of EIAs and final signed-off EIAs should be saved in G:\GLOBAL\EIA Once signed-off please add the details to the 'EIA Register' of all council EIAs saved in the same directory.

Reviewed by Service Manager: Yes <input checked="" type="checkbox"/> Tracey Hooper – Service Lead for Revenue, Benefits and Customer Support No <input type="checkbox"/> Instead was reviewed by:	Strategic Leadership Team Sign-Off: 
Date: 14.09.23	Date: 25 sept 23