



## Bristol City Council Equality Impact Relevance Check


This tool will identify the equalities relevance of a proposal, and establish whether a full Equality Impact Assessment will be required. Please read the guidance prior to completing this relevance check.

<b>What is the proposal?</b>	
Name of proposal	Council Tax Discretionary Relief Policy
Please outline the proposal.	Award discretionary relief for all Care Leavers from Council Tax until their 25th birthday through implementation of the Council Tax Discretionary Relief Policy
What savings will this proposal achieve?	It will not deliver savings
Name of Lead Officer	Bonnie Curran / Jane Hadley (under Chris Holme, Interim Finance Director)

<b>Could your proposal impact citizens with protected characteristics?</b> (This includes service users and the wider community)
Please outline where there may be significant opportunities or positive impacts, and for whom.
Care leavers are a vulnerable group, but not a group with protected characteristics. Care leavers are over represented in some equalities groups but this policy brings forward positive impacts for them. See Care Leaver JSNA Chapter for data.
Please outline where there may be significant negative impacts, and for whom.
The Policy will result in a relatively small reduction in Council Tax income.

<b>Could your proposal impact staff with protected characteristics?</b> (i.e. reduction in posts, changes to working hours or locations, changes in pay)
Please outline where there may be significant opportunities or positive impacts, and for whom.
Yes if we have Care Leavers under 25 with protected characteristics employed in the organisation.
Please outline where there may be negative impacts, and for whom.
N/A

<b>Is a full Equality Impact Assessment required?</b>
Does the proposal have the potential to impact on people with protected characteristics in the following ways: <ul style="list-style-type: none"> <li>• access to or participation in a service,</li> <li>• levels of representation in our workforce, or</li> </ul>

<ul style="list-style-type: none"> <li>reducing quality of life (i.e. health, education, standard of living) ?</li> </ul>	
<p>Please indicate yes or no. If the answer is yes then a full impact assessment must be carried out. If the answer is no, please provide a justification.</p>	<p><b>No.</b> The proposal to offer discretionary council tax relief to care leavers up to the age of 25 is in line with the council's corporate parenting responsibility and does not unlawfully discriminate on the basis of age. The proposal does not have any direct or disproportionately negative effect any equalities group.</p>
<p>Service Director sign-off and date:</p>	<p>Equalities Officer sign-off and date:</p> <p></p> <p>Duncan Fleming – 14 February 2018</p>