

Due Regard Record

Name of policy or activity:

What this record is for: By law the Council must, in the course of its service delivery and decision making, think about and see if it can eliminate unlawful discrimination, advance equality of opportunity, and foster good relations. This active consideration is known as, 'paying due regard', and it must be recorded as evidence. We pay due regard by undertaking equality analysis and using what we learn through this analysis in our service delivery and decision making. The purpose of this form is as a log of evidence of due regard.

When do I use this record? Every time you complete equality analysis on a policy or activity this record must be updated. Due regard must be paid, and therefore equality analysis undertaken, at 'formative stages' of policies and activities including proposed changes to or withdrawal of services. This record must be included as an appendix to any report to decision making bodies. Agenda Planning Groups will not accept any report which does not include evidence of due regard being paid via completion of an Equality Analysis Report.

How do I use this record: When you next undertake equality analysis open a Due Regard Record. Use it to record a summary of your analysis, including the reason for the analysis, the evidence considered, what the evidence told you about the protected groups, and the key findings from the analysis. This will be key information from Steps 1-7 of the Equality Analysis process set out in the Toolkit, and your Equality Analysis Report. This Due Regard Record is Step 8 of that process.

Date / Name	Summary of equality analysis
13/11/13 Janet Twinn Assistant Director of Finance & ICT - Benefits	<p>A formal Equality Impact Assessment was undertaken for the 2013/14 scheme. The recommendation is that this scheme continues for 2014/15 and therefore the Equality Impact remains the same. As LCTS is awarded to those on low income, any change will hit such households the hardest, as working age residents on a low income will have more Council Tax to pay. A high impact was identified on several groups including people below pension age with disabilities and/or families with children</p> <p>The scheme spreads the changes as widely as possible among the affected client group to reduce inequalities. The scheme includes matters in the calculation such as premiums for children and disabled persons, thereby giving some protection to more vulnerable groups. The Exceptional Hardship Fund will assist people with the most exceptional circumstances.</p>