



EQUALITY IMPACT ASSESSMENT

Name of Service Area	Resident Support
Lead Officer and contact details	Sally Bayliss – Case Services Manager – sbayliss@tandridge.gov.uk
Officer(s) conducting assessment (if different from above)	As above
Date of assessment	04/11/20

1. Name of Policy, Strategy, Function or Project being assessed

Test and Trace Discretionary Payment Policy

2. Reason for assessment (What are you trying to do? e.g. new, updated or revised policy)

New policy

3. Description of the Policy, Strategy, Function or Project being assessed?

The purpose of the Policy is to set out who will be eligible for payment under the Test and Trace Discretionary Payment Scheme. The Policy has been developed in accordance with the Governments Test and Trace Support Scheme: Implementation Guide for Local Authorities in England.

This discretionary payment of £500 is designed to support people on low incomes who are not in receipt of the listed benefits, if they will lose income as a result of self isolating, and to encourage them to get tested if they have symptoms. This is important to help stop the transmission of COVID-19 and avoid further economic and societal restrictions. The scheme will last until 31 January 2021.

4. Who are the main stakeholders/beneficiaries and detail any consultation held. (e.g. staff, tenants, residents, voluntary and community groups, service users, faith organisations, other council departments, other public sector and business partners)

Residents of Tandridge District Council who are on a low income and are unable to work due to a duty to self-isolate.

The Policy has been developed in consultation with the Business and Income Lead Specialist and Specialist Services Manager.

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5. Please complete the following table considering the impact of the proposed policy/project/ strategy on all equality groups (including the Protected Characteristics defined within the Equality Act 2010).

(What information data do you have regarding service users/ staff/ residents? What further information do you need? What cross-cutting issues do you need to consider?)

	Actual or Potential Negative Impact		Reasons/Comments or Gaps in Knowledge (Please expand in Improvement Plan)
	High	Low	
Race (Please include any actual or potential impacts on any persons due to race, ethnicity, colour or nationality, including refugees and migrants)	No	No	People from black and ethnic minorities are more likely to be in low-paid occupations and if not on welfare benefits, at the margins of these benefits. Loss or reduction in earnings is likely to disproportionately affect this group (for instance, see: https://www.jrf.org.uk/report/uk-poverty2019-20) . Citizens who do not have Recourse to Public funds, will not be able to claim specified welfare benefits but may have been able to work and a loss of earnings will present them with exceptional hardship.
Sex (Please include any actual or potential impacts on male and female persons)	No	No	There are no specific issues that have been identified for this group.

	Actual or Potential Negative Impact		Reasons/Comments or Gaps in Knowledge (Please expand in Improvement Plan)
	High	Low	
Marriage and Civil Partnership (Please include any actual or potential impacts on any persons due to marital or civil partnership status. Please note that civil partners must be treated the same as married couples on a wide range of legal matters.)	No	No	If a couple are both working, both unable to work from home, both experiencing a drop in earnings which could place them in hardship, two lots of £500 can be paid.
Sexual orientation (Please include any actual or potential impacts on any persons due to sexual orientation)	No	No	There are no specific issues that have been identified for this group.
Gender Reassignment (Please include any actual or potential impact on any person that has or is in the process of transitioning from one sex to another)	No	No	There are no specific issues that have been identified for this group.
Pregnancy and Maternity (Please include any actual or potential impact on any person who is pregnant or expecting a baby. Maternity refers to the period after birth and is linked to maternity leave in the	No	No	There are no specific issues that have been identified for this group.

	Actual or Potential Negative Impact		Reasons/Comments or Gaps in Knowledge (Please expand in Improvement Plan)
	High	Low	
employment context. In the non-work context, this also refers to the period of 26 weeks after giving birth.)			
Religion or belief (Please include any actual or potential impact on any person due to religion, faith or recognised belief system. This also includes Atheism)	No	No	There are no specific issues that have been identified for this group.
Disability (Please include any actual or potential impact on any person with a physical or mental impairment which has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities. This includes mental health; physical disability; hearing impairment or deaf; visual impairment or blind; dyslexia; or any hidden impairments such as HIV/AIDS or sickle cell)	No	No	People with long term health conditions and disabilities are more likely to be in low-paid occupations and if not on welfare benefits, at the margins of these benefits. Loss or reduction in earnings is likely to disproportionately affect this group. https://www.jrf.org.uk/report/uk-poverty-2019-20

	Actual or Potential Negative Impact		Reasons/Comments or Gaps in Knowledge (Please expand in Improvement Plan)
	High	Low	
Age (Please include any actual or potential impact on any specific age group, e.g. any person who is under 21 or over 60 years of age)	No	No	There are no age restrictions associated with the scheme. Will mainly benefit residents of working age who have a loss of income due th the requirement to self-isolate.
Child Poverty and other socio-economic impacts (Please include short and long term implications for eradicating child poverty; actual or potential implications for residents who are living on a low-income or are unemployed; and economic prosperity of Tandridge overall)	No	No	The fund is for people experiencing exceptional economic hardship who are unable to work due to a duty to self-isolate and are receiving a drop-in earnings. This will support households on a low income with children who are experiencing financial hardship as result of the requirement to self-isolate

EIA IMPROVEMENT PLAN

The Improvement Plan needs to outline the actions that you propose to mitigate each identified actual or potential negative impact on any equality group.

Actions from this Improvement Plan should be included as part of the final report and implementation taken forward as a part of that process.

ISSUE IDENTIFIED	ACTION(S) TO BE TAKEN	LEAD OFFICER	TIMESCALE	COMMENTS

To submit the form for review by the Equalities Officers, please save a copy of this form and send to Jason Thomas & Belinda Purcell.

Further clarification or evidence may be requested.

The final version will be sent to your CMT member for final authorisation.

A non-editable copy of the form which be uploaded to Covalent for monitoring purposes and may be published on the TDC website.

Equalities Officer Comments

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Equalities Officer Authorisation

Name:

Date:

CMT Member Authorisation

Name:

Date: