



## Equality Impact Assessment

**Carrying out an Equality Impact Assessment (EIA) will help the Council to meet its Public Sector Equality Duties (Equality Act 2010).**

The duties which need to be considered when making decisions are to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act
- Advance equality of opportunity between people who share a protected characteristic and those who do not
- Foster good relations between people who share a protected characteristic and those who do not

Failure to assess the equality impact may increase the risk of making an unfair decision which could potentially be discriminatory. It also prevents us from identifying opportunities to promote equality and therefore leaves the Council open to potential legal challenge.

Using this EIA template will help to ensure that a decision is made in a fair way, based on evidence. It provides a clear and structured method to assess the potential impact on protected groups.

For more information how to complete this form please refer to the Guidance which can be found at [HERE](#)

<b>Title of policy or proposal</b>	Council Tax Empty Properties Premium Policy
<b>Briefly describe the aims of the policy change, decision or proposal, the likely outcomes, and the rationale for it</b>	The Council Tax Empty Homes Premium Policy sets out how the implementation of the Council Tax Empty Homes Premium is applied. It also considers factors and circumstances that the Council will take into account when deciding if an exception to the premium is appropriate

**Consider the potential impact on any member of staff or member of the public with the following protected characteristics:**

Age, Disability, Gender identity/Gender reassignment, Race, Religion or belief, Sex, Sexual orientation, Women who are pregnant or have recently had a baby.

Also, for issues affecting staff, consider employees who are married or in a civil partnership.

<p><b>What information is already held, or have you obtained through consultation or engagement activity? (For each protected characteristic:</b></p> <p>What do you know about our employees, service users or anyone else who potentially could be affected by the proposal? Who has been consulted? If you have gaps in your evidence or data, you may need to carry out targeted engagement activity and/ or consider information from local or national research.)</p>	<p>The Council Tax Empty Homes Premium Policy was first implemented in April 2024.</p> <p>The current policy has been reviewed in line with up to date legislation and increased premiums which will be enforced in April 2026. The policy is being continuously monitored to ensure its fit for purpose and does not discriminate against any of the protected characteristics.</p> <p>The group the Policy will affect are owners of private sector dwellings that are long-term empty (unoccupied and unfurnished).</p> <p>Consultation was carried out with members of the Council and they are in favour of introducing the increased Council Tax Empty Homes Premiums in accordance with up to date legislation in order to bring empty homes back into use for the benefit of residents of North East Derbyshire.</p> <p>A household survey was carried out in 2024 confirming that 73.3% of households agreed or strongly agreed that we need to bring more empty homes back into use.</p> <p>Research has shown that the majority of Council's are applying the maximum Empty Homes Council Tax premium. Therefore, increasing our premiums will be in line with other local authorities and help bring empty properties back into use.</p>
<p><b>After considering the information, which protected groups may potentially be affected? (Delete those not likely to be affected)</b></p>	<p><b>Age</b></p> <p><b>Disability</b></p> <ul style="list-style-type: none"> <li>• Physical/mobility impairment</li> <li>• Sensory: hearing/visual or speech</li> <li>• Mental health</li> <li>• Learning disabilities</li> <li>• Non-visible conditions such as epilepsy/diabetes</li> </ul> <p><b>Sex</b></p> <p><b>Race including gypsies and travellers</b></p> <p><b>Sexual Orientation</b></p> <p><b>Religion/Belief</b></p> <p><b>Gender Reassignment</b></p> <p><b>Pregnancy &amp; Maternity</b></p>

<p><b>Using the information you have, give details of any potential positive and negative impacts on protected groups likely to be affected by the policy change, decision, or proposal</b></p> <p>(For each protected characteristic where there could be a potential impact, consider the following: Could people from any protected groups be positively or negatively affected? Could anyone's ability to take part in public life be affected? Could this policy change, decision or proposal affect public attitudes towards any protected group? Could any groups become more or less likely to be at risk of harassment or victimisation because of this policy change, decision, or proposal? Are there opportunities to create positive impacts?) <i>(remember that the law permits disabled people to be treated equally or better than other groups to enable reasonable adjustments to be made).</i></p>	<p>The Council Tax Empty Homes Premium is applied at the discretion of the Revenues and Benefits department, governed by legislation. Assessments will take place and if there are any circumstances out of the owners control this will be taken into consideration and the premium may not be applied.</p> <p><b>Age / Disability</b> Older people or people with a disability including learning disability and those with mental health issues may require additional support to understand the Council Tax Empty Homes Premium and what they will need to do, for example sell the property. Support may be needed to help do this. As an example they may have acquired a property through inheritance or moved to a smaller property or supported accommodation and have not or are unable to sell the property or rent it out.</p> <p>The Council will treat all applications on their individual merits and may grant exceptions to liability for the Council Tax Empty Homes Premium.</p> <p><b>Race</b> Under the policy, people who are experiencing hate crime, including that which is race related, will be assessed in accordance with the policy and if any circumstances that are out of their control are present the Council Tax Premium may not be applied.</p> <p>Due to larger family sizes, larger properties may be required by the South Asian communities, which the district currently has a shortage of, applying the Council Tax premium may encourage owners to become landlords and rent out their empty property which will benefit this community.</p> <p>Normally Gypsies and Travellers do not wish to live in 'bricks and mortar' housing and would not have an empty property. Legislation states that caravans and boats are exempt from the Council Tax Premium, therefore this policy will not affect this group.</p> <p><b>Sex/ Sexual Orientation/Gender reassignment</b> Any person or any members of their household will be treated by the sex they wish to be identified.</p> <p>The policy does not disadvantage any person because of their sex/sexual orientation/gender reassignment. Domestic Abuse or hate crime applicants will be assessed to determine why the empty property was left and if it is determined that extenuating circumstances exist which is out of their control the premium may not be applied. This applies to any person with any gender including transgender.</p>
---	---

	<p><b>Religion/Belief</b>  The policy does not discriminate due to a Religion/Belief. If a property is tied to a job, for example, a place of worship then Job related dwellings as set out in the <u>Schedule to the Council Tax (Prescribed Classes of Dwelling) (England) Regulations 2003</u>, will not be eligible for the Council Tax premium, certain condition still apply.</p> <p><b>Pregnancy &amp; Maternity</b>  The Policy will still apply to those who are pregnant with no discrimination. Assessments will be taken into consideration the same as all other owners. If it is deemed there is extenuating circumstances out of their control then the Council Tax Premium may not be applied.</p>
<p><b>Give details of any actions that can be taken to promote equality or to lessen any potential adverse impact on protected groups.</b></p>	<p>We will continue to monitor the policy to identify any gaps or trends in provision.</p> <p>Identifying support needs at an early stage may help with the sale or letting a property and alleviating the Council Tax premium. This could be, for example, working with and referrals to other departments, such as, Environmental Health for housing in disrepair and the Empty Properties Officer.</p>
<p><b>What plans are there to monitor and review the actual impact of the policy change, decision, or proposal on equality of opportunity?</b></p>	<p>The Council will monitor the policy to ensure its fit for purpose on an operational basis and does not adversely affect the protected characteristics.</p>
<p><b>When will follow up review be done?</b></p>	<p>The policy is being implemented in April 2026, therefore the review will be conducted April 2027 to look at the impact.</p> <p>The policy update will be the standard Council wide policy of 3 years.</p> <p>Any new legislation will be amended with immediate effect.</p> <p>If it is found that the policy is not working correctly as intended, then small amendments will occur before that date.</p>

**Based on a consideration of all the potential impacts, mark one of the following as an overall summary of the outcome of this assessment:**

<b>X</b>	The equality analysis has not identified any potential for discrimination or adverse impact and all opportunities to promote equality have been taken.
	The equality analysis has identified risks or opportunities to promote better equality; the change, decision or proposal will be adjusted to avoid risks and ensure that opportunities are taken.
	The equality analysis has identified risks to equality which will not be eliminated, and/or opportunities to promote better equality which will not be taken. Acceptance of these is reasonable and proportionate, given the objectives of the change, decision or proposal, and its overall financial and policy context.
	The equality analysis shows that the change, decision, or proposal would lead to actual or potential unlawful discrimination or would conflict with the Council's positive duties to an extent which is disproportionate to its objectives. It should not be adopted in its current form.
<b>Explain how the judgement above was reached and action plan what will be taken to reduce any negative or to enhance any positive impacts on equality</b>	<p>The policy is governed by legislation and government guidance with a discretion to implement the Council Tax Premium by the Revenues and Benefits department.</p> <p>Any extenuating circumstances out of the owners control may be taken into consideration and the premium may not be applied.</p> <p>Other Council Tax legislation or Council Policy may need to be applied/incorporated (in the first instance), therefore the Revenues and Benefits department will be aware of this and ensure the correct discount/exemption/premium is applied. For example, people moving into a care home, probate, major repairs.</p>
<b>Name(s) and job title(s) of person (people involved in) carrying out this assessment</b>	Diane Parker – Housing Intelligence and Assurance Officer Andrew Gascoigne - Revenues and Benefits Manager Lee Pepper - Assistant Director - Communities Jayne Dethick - Director of Finance & Resources (S151 Officer) Yvonne Heaton - Senior Revenues and Benefits Officer
<b>Authorising Director or Assistant Director</b>	
<b>Date authorised</b>	14 January 2026

**The completed equality impact assessment must be attached to the report that will be considered by the decision maker or decision makers to enable them to give due regard to the impact of the policy, decision, or proposal on protected groups. Also send a copy to [Amar.Bashir@ne-derbyshire.gov.uk](mailto:Amar.Bashir@ne-derbyshire.gov.uk)**