



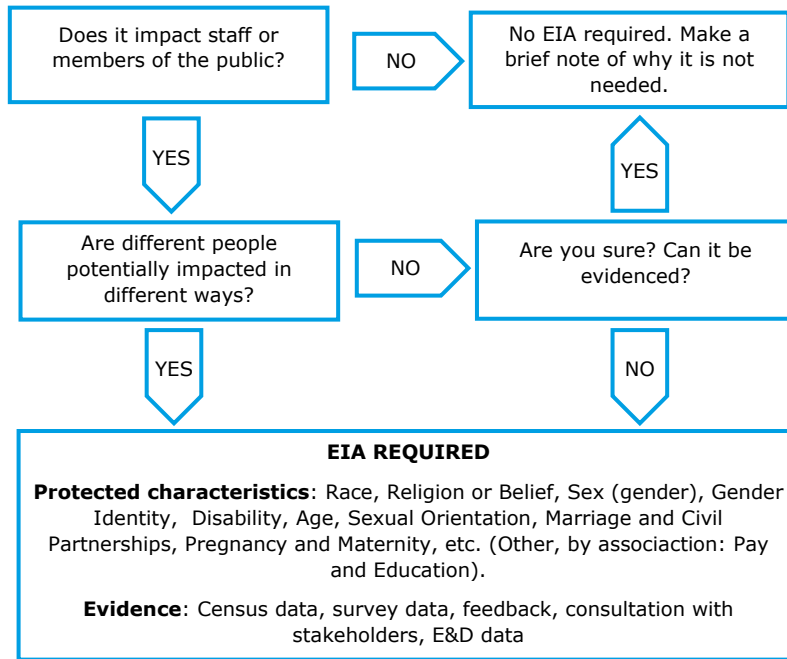
Mae'r ddogfen hon ar gael yn Gymraeg yn ogystal â Saesneg.

This document is available in Welsh as well as English.



**Equality Impact Assessment Template (EIA)**

Please consider the below flowchart before starting your assessment. All public bodies must pay 'due regard' to the Protected Characteristics detailed within the Equality Act 2010.



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| Name of the policy, procedure or business area:                 | Council Tax Police Precept   |
| Name of the person carrying out the Equality Impact Assessment: | Cheryl Gayther; Gwen James   |
| Role of the person carrying out the Equality Impact Assessment: | Policy Advisors<br>Office for Police and Crime Commissioner (OPCC) |

**1. Purpose**

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| 1.1 What are the aims of the policy, procedure or activity and how do they fit in with the wider aims of the organisation? | <p>Council Tax is an annual fee that local councils charge for the local services it provides, the precept is the rate of tax councils charge on behalf the Police and Crime Commissioner to support policing services.</p> <p>One of the key responsibilities of the Police and Crime Commissioner is to set this precept each year. In doing so, a number of different factors are taken into account</p> |
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|  | <p>including the Chief Constable’s future resourcing requirement, the level of reserves, feedback from residents of Dyfed-Powys and future plans for investment in infrastructure.</p> <p>This will enable the Force to continue to focus on the delivery of the Police and Crime Plan, address priorities detailed within the Force Management Statement and continue to safeguard the communities of Dyfed-Powys.</p>   |
| <p>1.2 What are the motivators or driving forces in the development of this policy, procedure or activity?</p> | <p>In accordance with section 40 of the Local Government Finance Act 1992 the PCC is required to set out the determinations regarding budget requirement, council tax and precept requirements.</p> <p>The process that must be followed in issuing precepts is set out in schedule 5 of the Police Reform and Social Responsibility Act 2011.</p> <p>The precept contributions ensure the PCC has the ability to deliver the priorities in his police and crime plan. These are:</p> <ul style="list-style-type: none"> <li>Supporting Victims and Preventing Victimisation</li> <li>Supporting Safe Communities by Preventing Harm</li> <li>Supporting a More Effective Justice System</li> </ul> |

**2. Assessment**

To assess the impact that the policy, procedure or activity has or is likely to have on a person, it is important to look at all the data and information available to you. It may be necessary to obtain further information through consultation, which should also be included.

You are looking for bias that can occur when there are significant differences between groups of people in the way the policy, procedure or activity impacts them, in respect of Protected Characteristics (age, sex, disability, sexual orientation, gender reassignment, marriage or civil partnership, pregnancy and maternity, race, religion or belief).

In carrying out this assessment, it is suggested that you consider:

- **Data in relation to the personal diversity data** which is relevant to the policy. E.g., if the policy relates to service delivery, then you may need to look at CENSUS data, and any personal diversity data we hold in relation to people accessing those services.
- **Grievance data** – it may identify issues which may need addressing through the equality impact assessment e.g., complaints relating to accessibility for wheelchair users in custody, will need to be addressed through the equality impact assessment when reviewing the custody procedure document.
- **Any research available in relation to inequality surrounding the policy matter** – this may include HMIC reports, Equality and Human Right Commission reports etc. E.g., there are several



reports which highlight inequality around stop and search, and the diversity of police officers which could be taken into consideration in drafting relevant equality impact assessments.

- **Consultation with diverse groups including our diversity champions, IAG members and staff support networks** - this would provide external challenge to the equality impact assessment and ensure that the opinions of our diverse communities are considered.
- **Any survey data which exists relating to this matter.**
- **Any other individuals/groups that you think could assist you** – with a direct link to the matter.

A selection of data which may be useful to you can be found on the Equality and Diversity intranet page. Should you require advice as to what information/data you need to consider in completing this EIA then please do not hesitate to contact the Equality and Diversity Manager via Teams.

Please list any data/consultation/research you have considered in undertaking this assessment:

The decision of the precept level is made based on:

- Public Consultation - Views from the public and Dyfed-Powys Police workforce.
- The Force’s budget requirements
- The Office of the Police and Crime Commissioner’s budget requirements
- Funding settlements from Central Government
- Future financial plans as per detailed within the Medium Term Financial Plan
- Discussions at the Police & Crime Panel meeting on 24/01/25 where the proposed precept was accepted

Both organisations’ budgets make provision for the delivery of the objectives within their strategic equality plans.

**Detail the result of your assessment in the below graph:**

You need to note any findings here. Has your research identified any negative or disproportionate impact on certain groups? Have we received complaints from certain groups of people in relation to the policy, procedure or activity? Have the IAG members raised any concerns? Detail any such findings in the below graph.



| Could the policy, procedure or activity have a negative disproportionate impact on people who share this protected characteristic?  |   |
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| 2.1 <b>Age</b> (children, young people (17-25), older people or groups, e.g., over 55's)  | <p>Yes</p> <p>A paper copy of the precept notice will not be sent out to households. This will involve documentation being placed on on-line platforms.</p> <p>The Council Tax (Administration and Enforcement) (Amendment) (Wales) Regulations 2013, removed the legal obligation to include a paper copy of the Council Tax booklet and Police leaflet with the annual Council Tax Demands. The current requirement is to direct the public to the website where the booklet/leaflet can be obtained, and only to supply a hard copy if requested by the customer</p> |
| 2.2 <b>Disability</b> (seen or unseen physical, cognitive, hearing/visual impairment, mental health issues or learning difficulties)  | <p>Yes</p> <p>All ages are impacted by the police having adequate funding to keep people safe.</p> <p>Council tax is usually paid by anyone 18 or over who owns or rents a home.</p> <p>Consideration has been given to the financial impact on local communities and potential negative disproportionate impact on lower wage earners, retired people and students.</p>  |
| 2.3 <b>Gender Reassignment</b><br>(Individuals, both staff and public, who are transitioning or have transitioned from their biological sex at birth, non- binary, or gender fluid) | <p>Yes</p> <p>Consideration has been given to the financial impact on individuals with physical or mental health differences and carers, in particular where individuals may be impacted by lower incomes and/or higher living costs.</p>   |
| 2.4 <b>Marriage and Civil Partnership</b><br>(employment discrimination)  | <p>None identified</p>  |
| 2.5 <b>Pregnancy and Maternity</b><br>(pregnancy period and the time absent from work before and after the birth, including adoption, fostering and baby-loss)                      | <p>None identified</p> <p>A full council tax bill is based on at least 2 adults living in a home.</p> <p>Spouses and partners are jointly responsible for paying the bill.</p>  |



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| <p>2.6 <b>Race</b> (people defined by their colour, nationality, including citizenship, ethnic or national origins)</p>                           | <p>Yes<br/>Consideration has been given to the financial impact of people on maternity leave, paternity leave, shared parental leave, unpaid parental leave or adoption leave, who may be on reduced pay/unpaid for a specific period of time (especially where they may not be eligible for a discount or exemption).</p> |
| <p>2.7 <b>Religion or belief</b> (any religion, including no religion, any belief – includes religious and philosophical beliefs, no beliefs)</p> | <p>None identified</p>   |
| <p>2.8 <b>Sex</b> (Consider Male, Female, Intersex – biological sex assigned at birth)</p>  | <p>None identified</p>   |
| <p>2.9 <b>Sexual Orientation</b> (a person's sexual or romantic attraction to other people, or lack thereof)</p>                                  | <p>None identified</p>   |

The Socio-Economic Duty states that: “An authority to which this section applies must, when making decisions of a strategic nature about how to exercise its functions, have due regard to the desirability of exercising them in a way that is designed to reduce the inequalities of outcome which result from socio-economic disadvantage.”

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| <p>2.10 <b>Pay</b><br/>(lower/higher pay within communities, employment status, being on benefits, unable to work)</p> | <p>Yes<br/>Consideration has been given to the financial impact on local communities and potential negative disproportionate impact on lower wage earners, retired people and students. A consultation survey to gather the views of the residents of the Dyfed-Powys policing area on the topic of precept was circulated to gather community views – this survey was shared with partners to ensure a wider reach.</p> <p>Not raising the precept could have an adverse impact on people who live in areas of social economic disadvantage, who are more likely to experience crime.</p> |
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| <p><b>2.11 Education</b><br/>(no education, low educational achievement, high educational achievement)</p> | <p><b>Yes</b></p> <p>Consideration has been given to the financial impact on students/those in full-time education. A consultation survey to gather the views of the residents of the Dyfed-Powys policing area on the topic of precept was circulated to gather community views – this survey was shared with partners to ensure a wider reach.</p> <p>Not raising the precept could have an adverse impact on people who live in areas of educational disadvantage, who are more likely to experience crime.</p> |
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In accordance with the Welsh Language Standards, the following considerations also need to be made in relation to the Welsh Language:

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| <p><b>2.12 Evidence your considerations on how the policy decision would have positive effects, or increased positive effects, on —</b><br/>(a) opportunities for persons to use the Welsh language, and (b) treating the Welsh language no less favourably than the English language.</p> | <p>The precept notice is produced and published bilingually, ensuring therefore that the Welsh language is not treated less favourably than the English language. The precept is circulated/advertised bilingually. It is available on the Welsh and English pages of the OPCC website. The OPCC has Welsh speaking staff to support with any enquiries that individuals/members of the public may have.</p> |
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| <p>2.13 Evidence your considerations on how the policy decision would <b>NOT</b> have adverse effects, or how it would have decreased adverse effects, on —<br/>(a) opportunities for persons to use the Welsh language, and (b) treating the Welsh language no less favourably than the English language.</p> | <p>As above</p> |
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### 3. Action plan to reduce identified impact

Where a negative or disproportionate impact has been identified, then we need to be taking steps to reduce or eliminate this impact through making relevant changes to the policy, procedure or activity.


Where it is considered that the policy, procedure or activity causing the impact is justifiable, then the reasons for this conclusion must be explained clearly.

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| <p><b>Identified impact:</b></p>   | <p><u>For All Characteristics:</u><br/>Households not receiving a paper copy of the precept notice will impact residents who do not have access to online platforms.</p>   |
| <p><b>Action proposed:</b></p> <p>N.B. Where it is considered that the impact is justified, then the reasons for this should be set out clearly.</p> | <p>Printed copies of the precept notice will be available upon request. The Notice will be uploaded to our website as well as to the four Councils' websites.<br/>Each Council has also agreed to add a short sentence to their council tax notices directing residents to the Police Precept notice on our website.<br/><i>View the details of the police precept, set by Police &amp; Crime Commissioner Dafydd Llywelyn, here: <a href="https://bit.ly/DPOPCCPrecept">https://bit.ly/DPOPCCPrecept</a></i></p> <p>There are various schemes and reductions available for households, however these are all managed by local councils and the Police and Crime Commissioner has no influence over these. In addition to the statutory discounts mentioned, councils have the power to grant discounts on a discretionary basis and according to local circumstances.</p> |



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| <b>Identified impact:</b>   | <u>Age:</u><br>The financial impact on local communities and potential negative disproportionate impact on lower wage earners, retired people and students.   |
| <b>Action proposed:</b><br><br>N.B. Where it is considered that the impact is justified, then the reasons for this should be set out clearly. | Individuals can apply for a discount or reduction in council tax if they are 'disregarded' (not counted) or live alone. Full details are outlined on local council websites.  |
| <b>Identified impact:</b>   | <u>Disability:</u><br>Individuals with physical or mental health differences and live-in carers, in particular where individuals may be impacted by lower incomes and/or higher living costs.   |
| <b>Action proposed:</b><br><br>N.B. Where it is considered that the impact is justified, then the reasons for this should be set out clearly. | For those who qualify, the disabled band reduction scheme or discounts for severely mentally impaired people may support in reducing costs. There are discounts available on Council Tax for those who live with someone who is severely mentally impaired and qualify under the criteria as published by the relevant local council. |
| <b>Identified impact:</b>   | <u>Pregnancy and Maternity:</u><br>People on maternity leave, paternity leave, shared parental leave, unpaid parental leave or adoption leave, who may be on reduced pay/unpaid for a specific period of time (especially where they may not be eligible for a discount or exemption).  |
| <b>Action proposed:</b><br><br>N.B. Where it is considered that the impact is justified, then the reasons for this should be set out clearly. | Where individuals may be on a low income, or claim benefits/Universal Credits with the Department of Work and Pensions, they may meet the criteria for a Council Tax Reduction – also known as Council Tax Support .  |
| <b>Completion date:</b>   | 10/02/2026  |
| <b>Review date:</b>   | Annually  |



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|--------------------------|---|
| <b>EIA approved by:</b>  |  |
| <b>Date of Approval:</b> | 09/03/2026  |

\*\*copy and paste the above table as many times as necessary, depending on the number of 'impacts' identified)

**Can this EIA be published? Yes / No**

**Please submit your completed EIA with your draft policy to the Policy Officer for review. Policies are subject to final approval via the force Governance structure for your business area prior to publication.**