

Consultation on Proposed Changes to the Council Tax Support Scheme for Derby 2017/18

What is the Council Tax Support Scheme?

The Council Tax Support Scheme helps people who have a low income, or no income, to pay their Council Tax bills. Derby's local Council Tax Support (CTS) Scheme began on 1 April 2013, when the Government abolished the national Council Tax Benefit (CTB) Scheme.

Pensioners are protected under separate legislation, and are not affected by our CTS Scheme, or the proposed changes that are the subject of this consultation.

WHAT IS COUNCIL TAX? Council Tax is a local tax set by councils based on the value of a property at 1 April 1991. Each property is placed in one of eight valuation bands A-H. Your council is responsible for collecting Council Tax and this money helps pay for local public services, including refuse collection, adult social care, environmental health and parks. Some of the money collected is passed to police and fire authorities to pay for the services they provide.

Why are we consulting about the Council Tax Support Scheme?

If we want to make changes to the CTS Scheme we need to ask you about it first. We want to hear the views of everyone, whether you receive CTS or not. By completing this survey you will be helping to shape our CTS Scheme from April 2017 and ensuring that we make the best possible use of the money we have available whilst still providing this valuable support to the most vulnerable.

Who should take part in this consultation?

This consultation is open to everyone who lives, works or studies in Derby and wants to take part.

How can you give your views

This consultation is open from 5th August 2016 and closes on 28th October 2016. We have not made any final decisions about the proposed changes to our CTS Scheme. Your views and ideas will help us make these decisions. If you need this information in another format such as a paper form or an Easy Read version, please email counciltaxsupport@derby.gcsx.gov.uk or phone (01332) 293111 and select option 5 when prompted.

What will happen next

We will consider all of the feedback we receive when finalising our CTS Scheme.
The Council will make a final decision on the Scheme at a Council Cabinet meeting before 31st January 2017.

Useful Information

What is included in Derby's current CTS Scheme?

Currently through our CTS Scheme:

- The maximum amount of CTS that can be received is 80% of the Council Tax due as calculated under the Scheme; this means that everyone pays at least 20% towards their Council Tax bill
- The maximum amount that can be eligible for CTS is capped at the yearly rate of a Band B property charge
- There is no second adult rebate allowed (you can not claim money back from your Council Tax for having a second adult living with you if you are receiving CTS)
- The minimum weekly award of CTS which can be paid is £4 a week
- Claims can be backdated for up to 3 months
- There is an upper capital limit of £6,000, which means that people with £6,000 or more capital are not able to qualify for CTS.

Full details of our current CTS Scheme are available on our website.

What the proposals in this consultation do not cover

- Pensioners are not affected by the proposed changes to the CTS Scheme.
- The 25% single person's discount and the exemption for people who are severely mentally impaired and live on their own have not changed and are not part of this consultation.

Other useful information

- View the proposed CTS Scheme for Derby for 2017/18.
- A full list of the current Council Tax discounts and exemptions is available on our website.
- Full details of the National Housing Benefit Scheme are available online.
- Full details of the Government's Council Tax Reduction Scheme (Default Scheme) (England) Regulations 2012 are available online.



All information provided will be treated in accordance with the Data Protection Act 1998. We will use the results of this consultation to help shape the CTS Scheme for Derby. This feedback form does not ask for personal contact details, if these are given by participants, we will only pass personal details to other Council departments or other Public Service organisations with your explicit consent. It may also be shared for the purposes of preventing fraud, misuse of public funds and any legal or statutory requirements such as Safeguarding children and adults.

Your Views on the Proposed Changes to the Derby CTS Scheme

your completed questionnaire to us by no later than 28th October 2016.

ANOTE ON THE PROPOSALS: All of the examples used are based on figures from 2016/17 where possible, and are just intended to give an illustration to help demonstrate the possible impacts of the proposals. They do not cover all the individual circumstances which can affect the outcome of a CTS claim. Some figures have been rounded.

The proposed changes would apply to all working age CTS claims from 1 April 2017. People who are currently receiving CTS will not need to reapply if changes are made to our current CTS Scheme. They would be automatically reassessed under the Scheme from 1 April 2017.

Proposal One-To increase the minimum contribution that all CTS claimants have to pay towards their Council Tax, from 20% to either 25%, 30% or 35%

We are proposing to change our Scheme so that the minimum amount of Council Tax that CTS claimants have to pay is increased. The current amount is 20% of their Council Tax Bill. This could be increased to either 25%, 30% or 35% for all claimants. **This would affect all working age CTS claimants, which is about 12,383 households.**

Making this change will alter the CTS calculation for every working age household. So everyone will receive less CTS regardless of their circumstances.

Example:

A single CTS claimant, on Income Based Job Seeker's Allowance living in a Band A property, receiving a single person discount:

His current weekly Council Tax liability is £14.24 a week. His CTS entitlement is £11.39 a week. This means **he has to pay £2.85** a week Council Tax.

If the minimum contribution was increased to 25%:

His weekly Council Tax liability would be £14.24 a week. His CTS entitlement would be £10.68 a week. This means **he would have to pay £3.56** a week Council Tax, which is an increase of £0.71 a week.

If the minimum contribution was increased to 30%:

His weekly Council Tax liability would be £14.24 a week. His CTS entitlement would be £9.97 a week. This means **he would have to pay £4.27** a week Council Tax, which is an increase of £1.42 a week.

If the minimum contribution was increased to 35%:

His weekly Council Tax liability would be £14.24 a week. His CTS entitlement would

be £9.26 a week. This means **he would have to pay £4.98** a week Council Tax, which is an increase of £2.13 a week

Q1 How strongly do you agree or disagree with the change outlined in Proposal One?

(Please select one option)

- ☐ Strongly agree
☐ Agree
☐ Neither agree nor disagree
☐ Disagree
☐ Strongly disagree
☐ Don't know

Q2 If the decision is made to implement Proposal One, do you think that we should set the minimum contribution level for all claimants at...

(Please select one option)

- ☐ 25%
☐ 30%
☐ 35%
☐ I have no opinion
☐ Other

If you selected 'other amount', please say what you think the amount should be
 (please write below)

Proposal Two - We are proposing to change our Scheme so that the minimum contribution that some CT claimants have to pay towards their Council Tax could vary, depending on their circumstances

We are proposing to change our Scheme so that the minimum amount of

Council Tax that CTS claimants have to pay is increased, but by varying amounts, depending on the claimants' circumstances. **This would affect all working age CTS claimants, which is about 12,383 households.**

The proposed options are set out as follows:

2(a) Disability

The increase in the minimum contribution could be less where somebody in the household has a disability. This would apply where there is a level of disability and disability income is awarded, which means that a disability premium, severe disability premium, enhanced disability premium, disabled child premium and / or carer premium is allowed when calculating CTS entitlement.

For example, the minimum amount of Council Tax payable by those claimants in this situation could be 25%, whilst all other CTS claimants pay 30%.

Q3 How strongly do you agree or disagree with the change outlined in Proposal Two

(a) that those affected by disability should pay a lower amount than everyone else?

(Please select one option)

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree
- ☐ Don't know

Q4 If the decision is made to implement Proposal Two (a), do you think that we should set the minimum contribution levels for those affected by disability at... (Please select one)

- ☐ 25%
- ☐ I have no opinion
- ☐ I don't know or other amount

If you selected 'other amount', please say what you think the amount should be (please

write below)

2(b) All families

The increase in the minimum contribution could be less for all families. This would apply for any family unit where there are dependent children present.

For example, the minimum amount of Council Tax payable by those claimants in this situation could be 25%, whilst all other CTS claimants pay 30%.

Q5 How strongly do you agree or disagree with the change outlined in Proposal Two

(b) that all families should pay a lower amount than everyone else?

(Please select one option)

- ☐ Strongly agree
- ☐
- ☐
- ☐
- ☐
- ☐

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Q6 If the decision is made to implement Proposal Two (b), do you think that we should set the minimum contribution level for all families at...

(Please select one option)

- ☐ 25%
- ☐ 30%
- ☐ I haven't got an opinion/don't know
- ☐ Other amount

If you selected 'other amount', please say what you think the amount should be
(please write below)

2(c) Certain low income families

The increase in the minimum contribution could be less for certain low income families. This would apply for any family unit where there is a dependent child present AND either the claimant or partner is receiving one of the following passport benefits: Income Based Job Seeker's Allowance, Income Related Employment and Support Allowance or Income Support.

For example, the minimum amount of Council Tax payable by those claimants in this situation could be 25%, whilst all other CTS claimants, including other families, pay 30%.

Q7 How strongly do you agree or disagree with the change outlined in Proposal Two

(c) that certain low income families should pay a lower amount than anyone else?

(Please select one option)

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree
- ☐ Don't know

Q8

If the decision is made to implement Proposal Two (c), do you think that we should set the minimum contribution levels for certain lowincome families at ... *(Please select one option)*

☐

25%

☐

30%

☐

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☐

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Ifyouselected'otheramount',pleasesaywhatyouthinktheamountshouldbe(*please write below*)

Q9 Thinking about all the variations of Proposal Two, do you agree that it is fair to have different minimum contribution amounts for different claimants, depending on their circumstances? *(Please select one option)*

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree

Proposal Three - Restrict all CTS awards to Council Tax Band A level

We are proposing to change our Scheme to restrict all CTS awards to Council Tax Band A level. This means that, when working out their CTS entitlement, we would treat CTS claimants in Bands B to H as though they were in a Band A property, to reduce the amount of support they could receive. **This would affect about 2,095 households.**

Example:

A single CTS claimant, on Income Based Job Seeker's Allowance living in a Band B property, receiving a single person discount.

His current weekly Council Tax liability is £16.61 a week. His CTS entitlement is £13.29 a week. This means he **has to pay £3.32** a week Council Tax.

If he was restricted to Council Tax Band A level:

His CTS entitlement would be £11.39 a week. This means **he would have to pay £5.22** a week Council Tax, which is an increase of £1.90.

Q10 How strongly do you agree or disagree with the change outlined in Proposal Three? *(Please select one option)*

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree

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Proposal Four-Reduce the capital limit from £6,000 to either £3,000, £2,000 or £1,000

Currently if CTS claimants or their partners have capital of £6,000 and over they will not receive CTS. Capital includes money, savings, investments, and property other than your own home, in this country or abroad.

The three options being proposed are to reduce the level of capital that claimants or their partners can have to either £3,000, £2,000 or £1,000.

This change would mean that claimants and their partners with a certain level of capital contribute financially towards local services by paying more Council Tax. **If the limit changed to £3,000 it would affect about 490 households. If the limit changed to £2,000 it would affect about 574 households; if the limit changed to £1,000 it would affect about 732 households.**

Example:

A single CTS claimant, receiving Income Based Job Seeker's Allowance in a Band A property, with up to £6,000 capital and receiving a single person discount.

His current weekly Council Tax liability is £14.24 a week. His CTS entitlement is £11.39 a week. This means **he has to pay £2.85** a week Council Tax.

If his capital was £3,000 or over, and the limit was reduced to £3,000 – his weekly Council Tax liability would be £14.24 a week. His CTS entitlement would be NIL a week. This means **he would have to pay £14.24** a week Council Tax, which is an increase of £11.39 a week.

If his capital was £2,000 or over, and the limit was reduced to £2,000 – his weekly Council Tax liability would be £14.24 a week. His CTS entitlement would be NIL a week. This means **he would have to pay £14.24** a week Council Tax, which is an increase of £11.39 a week.

If his capital was £1,000 or over, and the limit was reduced to £1,000 – his weekly Council Tax liability would be £14.24 a week. His CTS entitlement would be NIL a week. This means he would have to pay £14.24 a week Council Tax, which is an increase of £11.39 a week.

Q11 **How strongly do you agree or disagree with the change outlined in Proposal Four? (Please select one option)**

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree

Q12 **If the decision is made to implement Proposal Four, do you think that we should set this capital limit at... (Please select one option)**

- ☐ £3,000
- ☐
- ☐
- ☐
- ☐

£2,000

£1,000

I haven't an opinion

I don't know or

other amount

If you selected 'other amount', please say what you think the amount should be

(please

write below)

Proposal Five – Increase the amount of the minimum award that can be paid from £4 a week to either £5 or £6 a week

We are proposing to change our Scheme so that the minimum award that is made is either £5 or

£6 a week. The current limit is £4 a week. **If the limit increased to £5 a week it would affect about 449 households. If the limit changed to £6 a week it would affect about 584 households.**

Example:

A single CTS claimant in a Band A property, receiving a single person discount, and currently entitled to £5.50 a week CTS.

Her current weekly Council Tax liability is £14.24 a week; her CTS entitlement is £5.50 a week, which means **she has to pay £8.74** Council Tax a week.

If the minimum award was increased to £5 - her CTS entitlement would stay the same because her award is still above the minimum award limit.

If the minimum award was increased to £6 - her CTS entitlement would be NIL a week. This means **she would have to pay £14.24** a week Council Tax, which would be an increase of £5.50 a week.

Q13 How strongly do you agree or disagree with the change outlined in Proposal Five?

(Please select one option)

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree
- ☐ Don't know

Q14 If the decision is made to implement Proposal Five, do you think that we should set the minimum award limit at... *(Please select one option)*

- ☐ £5 a week
- ☐
- ☐
- ☐

£6aweek

Ihavenoopinion/d

on'tknowOtheram

ount

Ifyouselected'otheramount',pleasesaywhatyouthinktheamountshouldbe(*please
write
below*)

Proposal Six – Apply the non-dependent Housing Benefit (HB) rules and deductions as closely as possible

We are proposing to change our Scheme so that we would apply the non-dependent HB rules and deductions as closely as possible from now on.

A non-dependent is an adult, other than the claimant's partner, who is living in the household and is not dependent on the claimant – for example a grown up son or daughter.

Depending on the claimant's, partner's and non-dependent's circumstances, there may be a deduction made from the claimant's CTS entitlement to reflect the fact that the non-dependent should be contributing to household expenses.

Under the HB rules, no deduction is made where the non-dependent is on a passport benefit and under 25 years old. For the purposes of CTS, a passport benefit is Income Based Job Seeker's Allowance, Income Related Employment and Support Allowance or Income Support.

The proposed change would mean that based on 2016/17 HB rules and deductions, no CTS claimants who currently have a deduction made from their award due to having a non-dependent in their household would receive any CTS from 2017/18. **This change would affect about 734 households.**

Example:

A couple receiving income support with a non-dependent, where a deduction is currently being made from their CTS entitlement because their non-dependent earns £200.00 a week. They live in a Band A property.

Their Council Tax liability is £18.98 a week, their CTS entitlement is £7.94 a week. This means

they have to pay £11.04 a week in Council Tax.

If this proposal was implemented their CTS award would be NIL. This means **they would have to pay £18.98** a week in Council Tax, which is an increase of £7.94 a week.

Q15 **How strongly do you agree or disagree with Proposal Six?**
(Please select one option)

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree

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agree

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Proposal Seven – apply the non-dependent Housing Benefit (HB) rules as closely as possible (as with Proposal Six), but using a smaller standard deduction for non-dependents with income of less than £100 a week

This proposal is almost the same as Proposal Six, but we would also treat non-dependents who are on a lower income differently from now on. Under this proposal, where the non-dependent receives less than £100 a week income, instead of following the HB rules and deductions rules we would apply a small standard weekly deduction. For example the standard weekly deduction amount could be £3, £4, £5 or £6 to recognise that those non-dependents are not able to contribute as much financially towards household expenses.

This deduction would be applied for all non-dependents with less than £100 a week income, including where the non-dependent is on a passport benefit. **This change would affect about 1,463 households.**

Example:

A single claimant receiving Income Based Job Seeker's Allowance, lives in a Band A property and has a non-dependent aged under 25 who is also receiving Income Based Job Seeker's Allowance (which is less than £100 a week).

The claimant's current weekly Council Tax liability is £18.98 a week. His CTS entitlement is £15.18 a week. No non-dependent charge is currently being made from the claimant's CTS entitlement, so this means **the claimant has to pay £3.80** Council Tax a week.

If a standard weekly deduction of £3 was made from the claimant's CTS entitlement, this would mean **he had to pay £6.80** Council Tax a week.

If a standard weekly deduction of £4 was made from the claimant's CTS entitlement, this would mean **he had to pay £7.80** Council Tax a week.

If a standard weekly deduction of £5 was made from the claimant's CTS entitlement, this would mean **he had to pay £8.80** Council Tax a week.

If a standard weekly deduction of £6 was made from the claimant's CTS entitlement, this would mean **he had to pay £9.80** Council Tax a week.

Q16 How strongly do you agree or disagree with Proposal Seven?
(Please select one option)

- ☐ Strongly agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly disagree
- ☐ Don't know

Neither agree nor disagree

agree Disagree

Strongly

agree

Disagree

Don't know

now

Q17 If the decision is made to implement Proposal Seven, do you think that we should set the minimum award limit at...
(Please select one option)

- ☐ £3 a week
- ☐ £4 a week
- ☐ £5 a week
- ☐ £6 a week
- ☐ I have no opinion/do
- ☐ n't know/Other amount

If you selected 'other amount', please say what you think the amount should be (Please write below)

Proposal Eight – Changes to the rules about those who are temporarily absent from their homes because they have left the country for more than four weeks

We are proposing to change our Scheme to make changes to the rules for those who are temporarily absent from their homes because they have left Great Britain. The proposed change would reduce the time limit from 13 weeks to four weeks in most instances. For CTS purposes Great Britain is England, Scotland and Wales.

In most instances this will remove claimants' entitlement to CTS, although there are some exceptions and some instances where the time limit can be extended to eight weeks or 26 weeks. More information about the HB changes can be found here: www.gov.uk/government/uploads/system/uploads/attachment_data/file/540417/a7-2016.pdf and here www.legislation.gov.uk/ukxi/2016/624/contents/made

The change was made to the HB Scheme from 28 July 2016 and it is proposed that the CTS Scheme mirrors those changes from now on.

Q18 How strongly do you agree or disagree with Proposal Eight?
(Please select one option)

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree

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Proposal Nine—Removal of the family premium

We are proposing to change our Scheme so that the family premium is removed. The family premium is an element that exists within our CTS calculation for any family unit where there is a dependent child present. This enables more CTS to be awarded to the family, if they are eligible for CTS.

The family premium has already been removed from the HB calculation, so this change would align the CTS Scheme to the HB rules; doing this would mean that the majority of affected families would no longer qualify for any CTS. **This change would affect about 1,148 households.**

Example:

A couple with one child aged 3, living in a Band A property and receiving earnings, Child Benefit and tax credits of £279.70. Their current weekly Council Tax liability is £18.98, their weekly CTS entitlement is £8.65, so **they have to pay £10.33** a week Council Tax.

If the family premium was removed, their CTS entitlement would reduce to NIL so **they would have to pay £18.98** a week Council Tax, which is an increase of £8.65 a week.

Q19 How strongly do you agree or disagree with Proposal Nine?

(Please select one option)

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree
- ☐ Don't know

Proposal Ten – Reduce the maximum period of time that CTS can be backdated for from three months to one month

CTS claims are usually paid from the date that they are made. However, if the claimant can show good cause for not claiming promptly when they first needed help, we can backdate their claim to an earlier date. The current limit that we can backdate claims for is three months.

We are proposing to change our Scheme so that the maximum backdating time limit

is reduced from three months to one month, to align to the Housing Benefit (HB) backdating rules. **Based on 2015/16 figures, this would affect about 50 households a year.** By taking this approach, we would not consult on our CTS Scheme each time the Government changes the backdating rules in the HB Scheme.

Q20 **How strongly do you agree or disagree with Proposal Ten?**
(Please select one option)

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree
- ☐ Don't know

Proposal Eleven– Provide temporary protection for some or all CTS claimants from some or all of the proposed changes to the Scheme for 2017/18

We are proposing to offer temporary protection (known as “Transitional Protection”) to some or all of our claimants from some or all of the proposed changes for one year (2017/18). This protection would end on 31 March 2018, and the protected claimants would be subject to the agreed changes from 1 April 2018.

Example 1:

The CTS Scheme could be changed from 2017/18 so that the minimum contribution for everyone is increased to 30%, but all families have a protected rate of 25% for one year only during 2017/18. From 2018/19 all families would have the same minimum contribution rate as everyone else.

Example 2:

The CTS Scheme could be changed from 2017/18 so that we restrict awards to Band A level. However, we could decide to protect all CTS claimants from this change for one year (2017/18) and then implement the change from 2018/19.

We would not consult again about Transitional Protection for the 2018/19 Scheme once the details had been agreed following this current consultation for 2017/18.

A consultation about the CTS Scheme for 2018/19 will only take place if the Council considers making other changes to the Scheme and / or wants to add in some new Transitional Protection arrangements at that time, over and above those already agreed.

Q21 **How strongly do you agree or disagree with Proposal Eleven about offering Transitional Protection?** *(Please select one option)*

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree
- ☐ Don't know

Q22

Thinking about Proposal Eleven, which groups of CTS claimants do you think should receive some protection from the changes during 2017/18?

(Please select all that apply)

☐

Those affected

☐

by disability

☐

All families

☐

Certain low

☐

income families

All claim

ants

Other

If you selected 'Other', please say who else you think should be affected *(Please write below)*

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Q23 Thinking about Proposal Eleven, which proposals, if implemented, do you think that some or all claimants should be protected from during 2017/18?
(Please select all that apply)

- ☐ Increases in the minimum contribution
- ☐ Restricting all CTS awards to Band A
- ☐ Reducing the capital limit
- ☐ Increasing the minimum award that can be paid
- ☐ Changes to the rules and deductions for temporary absence
- ☐ Removing the family premium
- ☐ Reducing backdating to one month

Q24 We are proposing changes to our CTS Scheme so that it is up-to-date with welfare reform and cost of living changes as well as making sure that it continues to be affordable for the Council. Please outline any alternative suggestions that you have for how we could change or run our CTS Scheme in the future.
(Please write below)

How these changes will affect you

Q25 Do you have any other comments about the proposed Scheme or how it may affect you and your household? (Please write below)

About you

We are interested in your views whatever your age or background. Please complete all of the questions you are comfortable answering. This will help us to understand how representative the response we receive is of people living in Derby as well as the views of different groups of people.

Q26 Are you responding to this consultation as ...*(Please select all that apply)*

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Other (please write below)

Q27 What is your postcode? *(Please write below)*

Q28
row)

Does... *(Please select one option in each*

Yes

No
Don't know

your household currently receive CTS?

☐☐☐

**your household currently pay council tax with
household help from CTS?**

☐☐☐

**a member of your household receive universal
credit?**

☐☐☐

Q29

Does your name appear on the Council Tax bill for your household?
(Please select one option)

☐
☐
☐

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Don't know

Q30

Are you service personnel (Armed Forces) or ex - service personnel?
(Please select one option)

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Q31 How would you best describe your household? *(Please select all that apply)*

- ☐ A family with one or two dependent children
- ☐ A family with three or more dependent children
- ☐ Alone parent household
- ☐ Old
- ☐ A carer
- ☐ A household with full and/or part time workers
- ☐ A household that includes a disabled person
- ☐ A single person household or a couple without dependent children
- ☐ A household that includes a non-dependent adult, for example a grown up son or daughter
- ☐ Other

Q32 What was your age on your last birthday? *(Please write below)*

Q33 Are you... *(Please select one option)*

- ☐ Male
- ☐ Female

Q34 Do you consider yourself to be a disabled person? *(Please select one option)*

- ☐ Yes
- ☐ No

Q35 To which group do you consider you belong? *(Please select one option)*

- ☐ Asian or Asian British - Indian
- ☐ Asian or Asian British - Pakistani
- ☐ Asian or Asian British - Bangladeshi
- ☐ Asian or Asian British - Chinese
- ☐
- ☐
- ☐
- ☐
- ☐
- ☐

AnyotherAsianbackground
 Black or Black British-
 African
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 DualHeritage-
 WhiteandBlackCaribbean

- ☐ DualHeritage-
☐ WhiteandBlackAfrican
☐ DualHeritage-WhiteandAsian
☐ AnyotherDualHeritagebackground
☐ White-
☐ English/Welsh/Scottish/Northern
 Irish/ British
☐ White-Irish
☐ White-
☐ GypsyorIrishTraveller
☐ AnyotherWhitebackgro
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 Anyotherethnicgroup

Ifyouhavesectedoneofthe'anyotherbackground'options,pleasegivefurtherdetail
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Q36 Have you been pregnant and / or on maternityleave during the last 2
years?

(Please select one option)

- ☐ Y
☐ e
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 Prefernottosay

Q37 Do you consider yourself to be...*(Please select one option)*

- ☐ heterose
- ☐ xualorstr
- ☐ aight?ag
- ☐ ayman?
- ☐ agaywoman/lesb
- ☐ ian?bisexual?
- ☐ other?
- ☐ Prefer not to say.

Q38 What is your religion?*(Please select one option only)*

- ☐ None
- ☐ Christian(including Church of England, Roman Catholic, Protestant and all other Christian denominations)
- ☐ B
- ☐ u
- ☐ d
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