



Haringey Council

Equality Impact Assessment

Name of Project	<input type="text" value="Fees and charges"/>	Cabinet meeting date <i>If applicable</i>	<input type="text"/>
Service area responsible	<input type="text" value="Regulatory Services"/>		
Name of completing officer	<input type="text" value="Daliah Barrett"/>	Date EqIA created	<input type="text" value="08/12/2016"/>
Approved by Director / Assistant Director	<input type="text" value="Stephen McDonnell"/>	Date of approval	<input type="text"/>

The Equality Act 2010 places a '**General Duty**' on all public bodies to have '**due regard**' to:

- **Eliminating discrimination, harassment and victimisation and any other conduct prohibited under the Act**
- **Advancing equality of opportunity between those with 'protected characteristics' and those without them**
- **Fostering good relations between those with 'protected characteristics' and those without them.**

In addition the Council complies with the Marriage (same sex couples) Act 2013.

Haringey Council also has a '**Specific Duty**' to publish information about people affected by our policies and practices.

All assessments must be published on the Haringey equalities web pages. All Cabinet papers MUST include a link to the web page where this assessment will be published.

This Equality Impact Assessment provides evidence for meeting the Council's commitment to equality and the responsibilities outlined above, for more information about the Council's commitment to equality; please visit the Council's website.

Stage 1 – Names of those involved in preparing the EqIA	
1. Project Lead Daliah Barrett	5.
2. Equalities / HR Zakir Choudhury	6.
3. Legal Advisor (where necessary)	7.
4. Trade union	8.

Stage 2 - Description of proposal including the relevance of the proposal to the general equality duties and protected groups. Also carry out your preliminary screening (Use the questions in the Step by Step Guide (The screening process) and document your reasoning for deciding whether or not a full EqIA is required. If a full EqIA is required move on to Stage 3.

An initial Equalities Impact Assessment screening has been undertaken, whilst we are recommending an increase in fees in this instance we are satisfied that an EQIA is not required after screening, as the impact will be on business, not on individuals with protected characteristics.

Stage 3 – Scoping Exercise - Employee data used in this Equality Impact Assessment
Identify the main sources of the evidence, both quantitative and qualitative, that supports your analysis. This could include for example, data on the Council’s workforce, equalities profile of service users, recent surveys, research, results of recent relevant consultations, Haringey Borough Profile, Haringey Joint Strategic Needs Assessment and any other sources of relevant information, local, regional or national.

Data Source (include link where published)	What does this data include?
EqIA Profile on Harinet	Age, gender, ethnicity, disability information – for the Council and the Borough

Stage 4 – Scoping Exercise - Service data used in this Equality Impact Assessment
This section to be completed where there is a change to the service provided

Data Source (include link where published)	What does this data include?

**Stage 5a – Considering the above information, what impact will this proposal have on the following groups in terms of impact on residents and service delivery:
Positive and negative impacts identified will need to form part of your action plan.**

	Positive	Negative	Details	None – why?
Sex				None- see comments in stage 2
Gender Reassignment				None- see comments in stage 2
Age				None- see comments in stage 2
Disability				None- see comments in stage 2
Race & Ethnicity				None- see comments in stage 2
Sexual Orientation				None- see comments in stage 2
Religion or Belief (or No Belief)				None- see comments in stage 2
Pregnancy & Maternity				None- see comments in stage 2
Marriage and Civil Partnership (note this only applies in relation to eliminating unlawful discrimination (limb 1))				None- see comments in stage 2

Stage 5b – For your employees and considering the above information, what impact will this proposal have on the following groups: Positive and negative impacts identified will need to form part of your action plan.

	Positive	Negative	Details	None – why?
Sex				None- see comments in stage 2
Gender Reassignment				None- see comments in stage 2
Age				None- see comments in stage 2
Disability				None- see comments in stage 2
Race & Ethnicity				None- see comments in stage 2
Sexual Orientation				None- see comments in stage 2
Religion or Belief (or No Belief)				None- see comments in stage 2
Pregnancy & Maternity				None- see comments in stage 2
Marriage and Civil Partnership (note this only applies in relation to eliminating unlawful discrimination (limb 1))				None- see comments in stage 2

Stage 6 - Initial Impact analysis	Actions to mitigate, advance equality or fill gaps in information

Stage 7 - Consultation and follow up data from actions set above	
Data Source (include link where published)	What does this data include?

Stage 8 - Final impact analysis
<p>Overall the impacts are considered universal and no impact to the protected characteristics.</p>

Stage 9 - Equality Impact Assessment Review Log

Review approved by Director / Assistant Director

Date of review

Review approved by Director / Assistant Director

Date of review

Stage 10 – Publication

Ensure the completed EqIA is published in accordance with the Council's policy.