

Equality Impact Assessment Screening Tool

1	Lead officer contact details: Alex Fraser, Trees & Nature Conservation Manager. Email: alex.fraser@haringey.gov.uk . Tel: 020 8489 5657. Mob: 07967 336343
2	Date: 11.08.17
3	Summary of the proposal: It is proposed to change the way allotments are managed, so the Council can meet efficiency savings and the service becomes self-funding. The two main changes are to appoint a dedicated allotment officer and to increase allotment rents by 75%. The proposal will also provide a more secure future for the management of allotments in Haringey.

Response to Screening Questions	Yes	No	Please explain your answer.
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a) Type of proposal

4.	Is this a new proposal or a significant change to a policy or service, including commissioned service?	Yes	<p>Since December 2015, we have been looking at options for the future of Haringey's allotments, including exploring the possibility of devolving their management to site associations. Following a number of meetings with the Allotment Forum Steering Group (AFSG), plus feedback from the Allotment Forum and individual tenants, it was clear that the majority of people were opposed to devolved (self) management, and we therefore felt that this option would not be practical to take forward.</p> <p>The Allotment service costs the council much more to run than it receives in rental income. The Council spend an additional £60,000 on managing allotments. To support the huge budget savings the Council has to make, the Parks Service is making a number of efficiencies, which includes the £60,000 above.</p> <p>After exploring a number of options with the AFSG, support has been shown for the following proposals for future management:</p> <ul style="list-style-type: none"> • An increase in allotment rents by 75%. • An increase in the maintenance budget given to site associations for repairs. • Granting site secretaries access to our computerised database to manage tenants' data. • The allotment budget being 'ring fenced'. • The introduction of an administration fee, payable by the tenant, for the
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5.	Does the proposal remove, reduce or alter a service or policy?		No	The proposal will not remove, reduce or alter the delivery of the Allotment service. The new management structure should simplify and improve the delivery of the service, by having one point of contact. This aspect was fully supported by the Allotment Forum Steering Group.
6.	Will there be a restructure or significant changes in staffing arrangements? Please see the restructure pages for guidance for restructure EqlAs .		No	Currently, allotment service provision involves three different officers who are responsible for the day to day management of sites, in addition to other duties they perform. It is proposed to appoint a new dedicated Allotment Coordinator to carry out the role. I am responsible for managing the service and this will not change.
7.	If the service or policy is not changing, have there been any known equality issues or concerns with current provision. For example, cases of discrimination or failure to tackle inequalities in outcomes in the past?		No	There are 27 allotment sites across Haringey that the Council are responsible for, which currently contain 1899 individual plots. Allotment tenants are a diverse mixture of people from many different backgrounds. Our tenant database shows that there is an almost 50 / 50 split in gender. We do not have data on ethnicity or age, but there are 385 who are in receipt of the state pension and 47 who are registered disabled. All 432 of these tenants receive a concession on their rent. There are 293 tenants who live outside Haringey, they are not entitled to any concessions on their rent.
b) Known inequalities				
8.	Could the proposal disproportionately impact on any particular communities, disadvantaged or vulnerable residents?		No	Not one of the 9 characteristics defined in the Equality Act will be directly impacted by this proposal. No individual will be discriminated against because they have a protected characteristic. Service provision will not change from what it is now. All tenants will continue to receive the same level of service at each allotment site across the borough. The only major change is the introduction of a 75% increase in rent.

				<p>Allotment tenants who live in Haringey and receive the state pension and those who receive the Disability Living Allowance (DLA) are entitled to a 50% discount on their allotment rent. This concessionary rate will not change. We will introduce a new category entitled to a concession and that is for those Haringey residents who are in receipt of Income Support or Universal Credit.</p> <p>For those Haringey residents who do not receive a concession, the proposed new rate for a standard sized plot (125m²), would increase from £45.50 to £70.56 per annum. Tenants would pay an additional £25.06 a year or £2.08 a month on current fees.</p> <p>For those Haringey residents who do receive a concession, the proposed new rate for a standard sized plot (125m²), would increase from £29.65 to £42.83 per annum. Tenants will pay an additional £13.18 a year or £1.10 a month on current fees.</p>
9.	<p>Is the service targeted towards particular disadvantaged or vulnerable residents?</p> <p><i>This can be a service specifically for a group, such as services for people with Learning Disabilities. It can also be a universal service but has specific measures to tackle inequalities, such as encouraging men to take up substance misuse services.</i></p>		No	<p>The allotment service is not targeted towards particular disadvantaged or vulnerable residents. Anyone is eligible to apply for an allotment plot, at any one time there are at least 500 people on waiting lists for a plot. Plot allocation by council officers and allotment site secretaries is carried out in a fair and open manner. One of the main benefits of having an allotment is the increase in health and wellbeing they can provide.</p>
10.	<p>Are there any known inequalities? For example, particular groups are not currently accessing services that they need or are more likely to suffer inequalities in outcomes, such as health outcomes.</p>		No	<p>There any no known inequalities. See answer above.</p>
11	<p>If you have answered yes to at least one question in both sections a) and b), Please complete an EqlA.</p>			<p>The proposal is likely to have minimal impact on groups that share the protected characteristics or other disadvantaged groups, other than an increase in the rent they pay each year, which will be applicable to all allotment tenants.</p>