

EQUALITY IMPACT ASSESSMENT

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 for 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.

Stage 1 – Screening

Please complete the equalities screening form. If screening identifies that your proposal is likely to impact on the Public Sector Equality Duty, please proceed to stage 2 and complete a full Equality Impact Assessment.

Stage 2 – Full Equality Impact Assessment

An Equality Impact Assessment provides evidence for meeting the Council's commitment to equality and the responsibilities under the Public Sector Equality Duty.

When an Equality Impact Assessment has been undertaken, it should be submitted as an attachment/appendix to the final decision making report. This is so the decision maker (e.g. Cabinet, Committee, senior leader) can use the EqIA to help inform their final decision. The EqIA once submitted will become a public document, published alongside the minutes and record of the decision.

Please read the council's Equality Impact Assessment guidance before beginning the EIA process.

1. Responsibility for the Equality Impact Assessment

Name of proposal	Registrars Fee Review 2017 / 18
Service area	Registrars
Officer completing assessment	Paul Oram
Equalities/ HR Advisor	Julie Amory
Cabinet meeting date (if applicable)	14 th February 2017
Director/Assistant Director	Bernie Ryan

2. Summary of the proposal and its relevance to the equality duty

Please outline in no more than 3 paragraphs

- The proposal which is being assessed
- The key stakeholders who may be affected by the policy or proposal
- Its relevance to the Public Sector equality duty and the protected groups

Review fees for the Haringey Registration and Citizenship Service (Register Office). Some fees will be increased to bring them into line with fees charged at neighbouring boroughs. A number of fees will be reduced to increase access to services, including the fee to licence venues for marriages and civil partnerships. The fees structure aims to be fair and proportionate and deliver a sustainable service. The fees set reflect the diversity of actual and possible future demands on the services.

The Register Office serves a diverse range of customers consisting of both Haringey residents and people that live outside the borough, changes to the fees does not impact negatively or positively on any protected characteristics.

3. What data will you use to inform your assessment of the impact of the proposal on protected groups of service users and/or staff?

Identify the main sources of 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 relevant consultations, Haringey Borough Profile, Haringey Joint Strategic Needs Assessment and any other sources of relevant information, local, regional or national.

Further information on data sources is contained within accompanying EqIA guidance. (part 8)

Protected group	Service users	Staff
Sex	EqIA Profile on the website Age, gender, ethnicity, disability information – for the Council and the Borough	Haringey HR data
Gender Reassignment	No currently available	Local knowledge
Age	EqIA Profile on the website Age, gender, ethnicity, disability information – for the Council and the Borough	Haringey HR data
Disability	EqIA Profile on the website Age, gender, ethnicity, disability information – for the Council and the Borough	Haringey HR data
Race & Ethnicity	EqIA Profile on the website Age, gender, ethnicity, disability information – for the Council and	Haringey HR data

	the Borough	
Sexual Orientation	No currently available	Local knowledge
Religion or Belief (or No Belief)	No currently available	Local knowledge
Pregnancy & Maternity	No currently available	Local knowledge
Marriage and Civil Partnership	No currently available	Local knowledge

If there are any gaps in the data for particular groups or no data is available, please explain how you will address this gap

There are some protected characteristics for which the data has not been collected and therefore it is not available. The changes to fees and charges for the service does not affect any group of protected characteristics.

4. a) How will consultation and/or engagement inform your assessment of the impact of the proposal on protected groups of residents, service users and/or staff?

Please provide a brief outline of:

- *How you intend to consult with those affected by your proposal including those that share the protected characteristics*

Further information on consultation is contained within accompanying EqIA guidance (part 9)

The proposed changes to fees and charges will impact on everyone equally, regardless of protected group. Therefore no formal consultation will be carried out.

4. b) Outline the key findings of your consultation / engagement activities once completed, particularly in terms of how this relates to groups that share the protected characteristics

Explain how will the consultation's findings will shape and inform your proposal and the decision making process, and any modifications made?

Not Applicable

5. What is the likely impact of the proposal on groups of service users and/or staff that share the protected characteristics?

Please explain the likely differential impact on each of the 9 equality strands, whether positive or negative. Where it is anticipated there will be no impact from the proposal, please outline the evidence that supports this conclusion.

Further information on assessing impact on different groups is contained within accompanying EqIA guidance (part 10)

1. Sex - The proposed changes to fees and charges will impact on everyone equally, regardless of sex.

2. Gender reassignment - The proposed changes to fees and charges will impact on everyone equally, regardless of gender reassignment.

3. Age - The proposed changes to fees and charges will impact on everyone equally, regardless of age.

4. Disability - The proposed changes to fees and charges will impact on everyone equally, regardless of disability.

5. Race and ethnicity - The proposed changes to fees and charges will impact on everyone equally, regardless of race and ethnicity.

6. Sexual orientation - The proposed changes to fees and charges will impact on everyone equally, regardless of sexual orientation.

7. Religion or belief (or no belief) - The proposed changes to fees and charges will impact on everyone equally, regardless of religion and belief (or no belief).

8. Pregnancy and maternity - The proposed changes to fees and charges will impact on everyone equally, regardless of pregnancy and maternity status.

9. Marriage and Civil Partnership - The proposed changes to fees and charges will impact on everyone equally, regardless of marriage or civil partnership status.

10. Groups that cross two or more equality strands e.g. young black women - The proposed changes to fees and charges will impact on everyone equally, regardless of any protected characteristics.

Outline the overall impact of the policy for the Public Sector Equality Duty:

- Could the proposal result in any direct/indirect discrimination for any group that shares the protected characteristics?
- Will the proposal help to advance equality of opportunity between groups who share a protected characteristic and those who do not?
- Will the proposal help to foster good relations between groups who share a protected characteristic and those who do not?

The proposed changes to fees and charges will impact on everyone equally, regardless of whether a person has protected characteristics or not.

6. a) What changes if any do you plan to make to your proposal as a result of the equality impact assessment?

Further information on responding to identified impacts is contained within accompanying EqIA guidance (part 11)

Outcome	Y/N
No major change: the EIA demonstrates the policy is robust and there is no potential for discrimination or adverse impact. All opportunities to promote equality have been taken.	Y
Adjust the policy: the EIA identifies potential problems or missed opportunities. Adjust the policy to remove barriers or better promote equality. Clearly <u>set out below</u> the key adjustments you plan to make to the policy.	N
Continue the policy: the EIA identifies the potential for adverse impact or missed opportunities to promote equality. Clearly <u>set out below</u> the justifications for continuing with it. For the most important relevant policies, compelling reasons will be needed.	N
Stop and remove the policy: the policy shows actual or potential unlawful discrimination. It must be stopped and removed or changed.	N

6 b) Summarise the specific actions you plan to take to remove or mitigate any actual or potential negative impact and to further the aims of the Equality Duty

Impact	Action	Lead officer	Timescale
N/A			

6 c) Summarise the measures you intend to put in place to monitor the equalities impact of the proposal as it is implemented:

The Service will continue to monitor the use of the service by different service users.

7. Authorisation

EIA approved by Bernie Rfor
(Assistant Director/ Director)

Date 3/2/2017

8. Publication

Please ensure the completed EIA is published in accordance with the Council's policy.

DRAFT