

## 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 [\[LINK\]](#). 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

<b>Name of proposal</b>	Fees increases
<b>Service area</b>	Regulatory Services
<b>Officer completing assessment</b>	G Douglas
<b>Equalities/ HR Advisor</b>	Paul Green
<b>Cabinet meeting date (if applicable)</b>	
<b>Director/Assistant Director</b>	Stephen McDonnell

## 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*

Regulatory Services cover a range of enforcement and Licensing services including Trading Standards, Pollution Control, Licensing (The Licensing Act 2003, Gambling Act 2005) London Local Authorities Act, Food Safety, Mortuary Services and Pest Control. Most fees are permissible by Acts of parliament. Some are fixed which cannot be varied and some must be in a range up to a maximum. The two main discretionary services relates to pest control and food hygiene training that have public health benefits.

The proposal is to increase pest control charges in general to be competitive with the market. This includes an increase in the current concession rates from 35% of the maximum cost to a 50% of the maximum cost. This is a 50% reduction and goes some way to cover marginal costs only and reflects an overall positive impact on lower income groups on means test benefits.

It is possible that there will be indirect risk of adverse impact through the increase in fees and charges to those with protected characteristics. This is because evidence shows that these groups are disproportionately represented in lower income groups and so are less able to afford increased fees. It is likely that women, disabled people and some ethnic groups are disproportionately represented within these lower income group. The concession rate acts as a way to mitigate this as concessions are given to lower income groups on means tested benefits.

The scoping exercise showed that the proposed concession rate is considerable lower than the average offered by Neighbouring boroughs. Findings showed that costs that many neighbouring boroughs either do not have concessions in pest control or have a higher charge.

Other regulatory increases in the Mortuary (defence PM), health education training, and contaminated land search fees have been screened. These changes will have a low impact overall and are not expected to have a disproportionate impact on any protected groups. A full EqIA is therefore not required in relation to these changes. Defence PM and Training are discretionary services and can be obtained elsewhere if required.

**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)*

<b>Protected group</b>	<b>Service users</b>	<b>Staff</b>
Sex	<i>EqIA Profile on Harinet</i>	<i>n/a</i>
Gender Reassignment	<i>EqIA Profile on Harinet</i>	<i>n/a</i>
Age	<i>EqIA Profile on Harinet</i>	<i>n/a</i>
Disability	<i>EqIA Profile on Harinet</i>	<i>n/a</i>
Race & Ethnicity	<i>EqIA Profile on Harinet</i>	<i>n/a</i>
Sexual Orientation	<i>EqIA Profile on Harinet</i>	<i>n/a</i>
Religion or Belief (or No Belief)	<i>EqIA Profile on Harinet</i>	<i>n/a</i>
Pregnancy & Maternity	<i>EqIA Profile on Harinet</i>	<i>n/a</i>
Marriage and Civil Partnership	<i>EqIA Profile on Harinet</i>	<i>n/a</i>

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

**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 EqlA guidance (part 9)

No consultation undertaken. We have used information was gathered from existing costs, charges and concessions rates across boroughs via the internet to compare.

**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?*

N/A as no consultation was undertaken.

**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** None see comments at Stage 2

**2. Gender reassignment** None see comments at Stage 2

**3. Age** None see comments at Stage 2

**4. Disability** None see comments at Stage 2

**5. Race and ethnicity** None see comments at Stage 2

**6. Sexual orientation** None see comments at Stage 2

**7. Religion or belief (or no belief)** None see comments at Stage 2

**8. Pregnancy and maternity** None see comments at Stage 2

**9. Marriage and Civil Partnership** None see comments at Stage 2

**10. Groups that cross two or more equality strands e.g. young black women** None see comments at Stage 2

**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?

Overall the impacts is considered to be universal and none to protected characteristics and any risk are mitigated by the continued use of concessions rates

**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
<b>No major change:</b> 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
<b>Adjust the policy:</b> 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
<b>Continue the policy:</b> the EIA identifies the potential for adverse impact or missed opportunities to promote equality. Clearly <u>set out below</u> the <b>justifications for continuing</b> with it. For the most important relevant policies, <b>compelling reasons</b> will be needed.	N
<b>Stop and remove the policy:</b> 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

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

**Monthly performance information tracks the numbers and type of treatment and the number of concessions treatments carry out. Any trends can be detected and monitored**

**7. Authorisation**

EIA approved by  (Assistant Director/ Director)	Date .6 <sup>th</sup> February 2017.
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**8. Publication**

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

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