

Appendix 1

Regulatory Services contd.	Current Charge	Proposed Charge	% Increase	
	£	£		
THE FEE MAXIMUMS ARE PRESCRIBED BY THE SECRETARY OF STATE AND THE LEVEL OF FEE APPLIED LOCALLY IS DETERMINED BY THE FULL LICENSING COMMITTEE (Fees set to comply with Secretary of State Maximum Levels)				
5. Pet Shops per Selling Point				
1 to 19 selling points (+ £25 for each category of animal sold)	219	224.26	2.40%	224
20 to 29 selling points ((+ £25 for each category of animal sold)	176	180.22	2.40%	180
30 or more selling points (+ £25 for each category of animal sold)	346	354.30	2.40%	354
Animal Boarding Establishments	340	348.16	2.40%	348
Riding Establishments	393	402.43	2.40%	402
Guard Dog Kennels	205	209.92	2.40%	210
Dog Breeding Establishments	205	209.92	2.40%	210
Dangerous/Wild Animals	578	591.87	2.40%	592
Zoo License	773	765.00	N/A	
Performing Animals	103	102.00	N/A	
6. Sex Entertainment Venue				
New Registration fee:	3,000	3072.00	2.40%	3072
Annual Renewal fee	1,935	1981.44	2.40%	1981
Hypnosis	500	512.00	2.40%	512
7. Special Treatment Premises(See Regulations for Class Classification)				
Class 1:				
Applicants fee	530	542.72	2.40%	543
Per additional person authorised to give treatment	385	394.24	2.40%	394
Class 2:				
Applicants fee	530	542.72	2.40%	543
Per additional person authorised to give treatment	100	102.4	2.40%	102
Class 3:				
Applicants fee	200	204.8	2.40%	205
Per additional person authorised to give treatment	95	97.28	2.40%	97
Class 4:				
Applicants fee	150	153.6	2.40%	153
Per additional person authorised to give treatment	85	87.04	2.40%	84
Scrap Metal				
Collectors	250	256.00	2.40%	
Site	350	358.40	2.40%	358

EQUALITY IMPACT ASSESSMENT

The Equality Act 2010 places a 'General Duty' on all public bodies to have 'due regard' to the need 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 protect characteristics, please proceed to stage 2 and complete a full Equality Impact Assessment (EqIA).

Stage 2 – Full Equality Impact Assessment

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

When an EqIA 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 EqIA process.

1. Responsibility for the Equality Impact Assessment	
Name of proposal	Fees and Charges
Service area	Regulatory Services
Officer completing assessment	Daliah Barrett
Equalities/ HR Advisor	
Cabinet meeting date (if applicable)	
Director/Assistant Director	Stephen McDonnell –Interim Director Commercial & Operations

2. Summary of the proposal

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*
- The decision-making route being taken*

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.

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. Please include any gaps and how you will address these

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. For restructures please complete the restructure EqIA which is available on the HR pages.

Protected group	Service users	Staff
Sex		
Gender Reassignment		
Age		
Disability		
Race & Ethnicity		
Sexual Orientation		

Religion or Belief (or No Belief)		
Pregnancy & Maternity		
Marriage and Civil Partnership		

Outline the key findings of your data analysis. Which groups are disproportionately affected by the proposal? How does this compare with the impact on wider service users and/or the borough's demographic profile? Have any inequalities been identified?

Explain how you will overcome this within the proposal.

Further information on how to do data analysis can be found in the guidance.

EqlA Profile on Harinet

None identified

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 outline which groups you may target and how you will have targeted them

Further information on consultation is contained within accompanying EqlA guidance

none

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?

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 EqlA guidance

1. Sex (Please outline a summary of the impact the proposal will have on this protected characteristic and cross the box below on your assessment of the overall impact of this proposal on this protected characteristic)

Positive		Negative		Neutral impact		Unknown Impact	none
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2. Gender reassignment (Please outline a summary of the impact the proposal will have on this protected characteristic and cross the box below on your assessment of the overall impact of this proposal on this protected characteristic)

Positive		Negative		Neutral impact		Unknown Impact	none
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3. Age (Please outline a summary of the impact the proposal will have on this protected characteristic and cross the box below on your assessment of the overall impact of this proposal on this protected characteristic)

Positive		Negative		Neutral impact		Unknown Impact	none
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4. Disability (Please outline a summary of the impact the proposal will have on this protected characteristic and cross the box below on your assessment of the overall impact of this proposal on this protected characteristic)

Positive		Negative		Neutral impact		Unknown Impact	none
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5. Race and ethnicity *(Please outline a summary of the impact the proposal will have on this protected characteristic and cross the box below on your assessment of the overall impact of this proposal on this protected characteristic)*

Positive		Negative		Neutral impact		Unknown Impact	none
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6. Sexual orientation *(Please outline a summary of the impact the proposal will have on this protected characteristic and cross the box below on your assessment of the overall impact of this proposal on this protected characteristic)*

Positive		Negative		Neutral impact		Unknown Impact	none
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7. Religion or belief (or no belief) *(Please outline a summary of the impact the proposal will have on this protected characteristic and cross the box below on your assessment of the overall impact of this proposal on this protected characteristic)*

Positive		Negative		Neutral impact		Unknown Impact	none
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8. Pregnancy and maternity *(Please outline a summary of the impact the proposal will have on this protected characteristic and cross the box below on your assessment of the overall impact of this proposal on this protected characteristic)*

Positive		Negative		Neutral impact		Unknown Impact	none
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9. Marriage and Civil Partnership *(Consideration is only needed to ensure there is no discrimination between people in a marriage and people in a civil partnership)*

Positive		Negative		Neutral impact		Unknown Impact	none
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10. Groups that cross two or more equality strands e.g. young black women

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?

This includes:

- a) Remove or minimise disadvantage suffered by persons protected under the Equality Act
- b) Take steps to meet the needs of persons protected under the Equality Act that are different from the needs of other groups
- c) Encourage persons protected under the Equality Act to participate in public life or in any other activity in which participation by such persons is disproportionately low
- Will the proposal help to foster good relations between groups who share a protected characteristic and those who do 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

Outcome	Y/N
No major change to the proposal: The EqIA demonstrates the proposal is robust and there is no potential for discrimination or adverse impact. All opportunities to promote equality have been taken. <u>If you have found any inequalities or negative impacts that you are unable to mitigate, please provide a compelling reason below why you are unable to mitigate them.</u>	N
Adjust the proposal: The EqIA identifies potential problems or missed opportunities. Adjust the proposal to remove barriers or better promote equality. Clearly <u>set out below</u> the key adjustments you plan to make to the policy. If there are any adverse impacts you cannot mitigate, please provide a compelling reason below	N

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7. Authorisation	
EqlA approved by (Assistant Director/ Director)	Date

8. Publication
<i>Please ensure the completed EqlA is published in accordance with the Council's policy.</i>

Please contact the Policy & Strategy Team for any feedback on the EqlA process.

Stop and remove the proposal: the proposal shows actual or potential avoidable adverse impacts on different protected characteristics. The decision maker must not make this decision.

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 and which protected characteristics are impacted?	Action	Lead officer	Timescale

Please outline any areas you have identified where negative impacts will happen as a result of the proposal but it is not possible to mitigate them. Please provide a complete and honest justification on why it is not possible to mitigate them.

None identified

Overall the impacts are considered universal and no impact to the protected characteristics.

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

Equality Impact Assessment Screening Tool

1	Lead officer contact details: DALIAH BARRETT			
2	Date: 16/11/17			
3	Summary of the proposal: FEEES AND CHARGES			
Response to Screening Questions		Yes	No	Please explain your answer.
a) Type of proposal				
4.	Is this a new proposal or a significant change to a policy or service, including commissioned service?		X	The various pieces of legislation administered in the team all require a fee to be paid by the applicant to ensure a valid application is submitted. The fee submitted pays for the processing and or enforcement of that particular licensing regime.
5.	Does the proposal remove, reduce or alter a service or policy?		X	
6.	Will there be a restructure or significant changes in staffing arrangements? Please see the restructure pages for guidance for restructure EqlAs.		X	
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?		X	
b) Known inequalities				
8.	Could the proposal disproportionately impact on any particular communities, disadvantaged or vulnerable residents?		X	We do not have geographical locations held of applicants as the traditional traders reside all over London and any temp traders are able to apply and get a temporary one off trading

				at any given time and the only thing that can impede them from getting this permission is if there would be insufficient space in the street or they are selling commodities such as knives, second-hand heaters etc.
9.	Is the service targeted towards particular disadvantaged or vulnerable residents? <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>		X	We do not have any evidence that certain wards are more affected than others or any proxy indicators that certain groups are disproportionately impacted.
10.	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.		X	
11	If you have answered yes to at least one question in both sections a) and b), Please complete an EqIA.			<p>If a decision is taken not to proceed with a full EqIA, please document carefully your reasons here:</p> <p><i>For example:</i></p> <ul style="list-style-type: none"> • The proposal is likely to have no/minimal impact on groups that share the protected characteristics or other disadvantaged groups • The service currently is effective in tackling inequalities and it is not changing • Any changes will not have any impact on service users, residents or staff

