

# Equalities Impact Assessment: Full Assessment

Before completing this form you should have completed an Equalities Screening Tool and had sign off from your Head of Service and the Fairness and Equality Team.

This Equality Impact Assessment should be completed where the Screening Tool identifies a potentially negative impact on one or more specific groups but it can also be used to highlight positive impacts.

## Summary of proposal

Name of proposal	General Fund Fees and Charges Review
Reference number (if applicable)	
Service Area	Cross-Cutting
Date assessment completed	

Before completing the EQIA please read the guidance and FAQs. For further help and advice please contact [equalities@islington.gov.uk](mailto:equalities@islington.gov.uk).

# 1. Please provide a summary of the proposal.

Please provide:

- Context on how the service currently operates (if relevant) and the scope of suggested changes
- The intended beneficiaries and outcomes of the proposal
- Reference to any savings or income generation

Some fees and charges are prescribed by statute and are not within the council's power to vary locally; others are discretionary and are set as part of the annual budget setting process. It is being proposed that the discretionary fees and charges be increased in-year, starting from 1 January 2023.

In setting the fees and charges policy, consideration is given to the current level of inflation in the economy as well as the level of inflation expected to prevail over the forthcoming financial year. Due to the high inflation in the economy, the cost of providing many discretionary services is not being fully recovered. Consequently, the prices rises for fees and charges will be more significant than what has been seen in previous fees and charges reviews, in order to enable services to operate in the high inflation economic environment.

It is recommended that fees and charges be increased by 10% to keep in-line with inflation. However, considerations have been made to protect vulnerable groups, keep prices competitive, or keep prices in-line with other London boroughs.

Please see the below Full EQIA Documents for areas noted:

[Environment & Commercial Operations - Full EQIA](#)

[Climate Change & Transport - Full EQIA](#)

[Corporate Landlord Service & Planning - Full EQIA](#)

[Public Protection - Full EQIA](#)

[Homes and Communities - Full EQIA](#)

The fees and charges predominantly fall into the following areas:

## **Parking**

A fundamental review of parking has been undertaken in order to support the council's ambition to be net zero by 2030, and to make the parking scheme more consistent and easier for residents and others to understand.

The additional income raised by the rise in parking charges will be used to fund further investment in road infrastructure, accessible transport and concessionary fares for residents.

## **GLL and Better Health memberships**

The majority of annual and monthly memberships have been increased by 3-5%. It is intended that the rise in prices will allow services to recover input costs and operate in a high inflation economic environment. No change to service delivery is proposed.

Please provide:

- Context on how the service currently operates (if relevant) and the scope of suggested changes
- The intended beneficiaries and outcomes of the proposal
- Reference to any savings or income generation

**Other**

The majority of charges have been increased by 10%. However, considerations have been made to protect vulnerable groups for example, Adult Social Care fees and charges have not been increased.

It is intended that the rise in prices will allow services to recover input costs and operate in a high inflation economic environment. No changes to the services are proposed.

## 2. What impact will this change have on different groups of people?

Please consider:

- Whether the impact will predominantly be external or internal, or both?
- Who will be impacted – residents, service users, local communities, staff, or others?
- Broadly what will the impact be – reduced access to facilities or disruptions to journeys for example?

Fees and charges generally impact external customers including residents and businesses. There may be some impact on internal staff living and working in the borough. Specific groups will be identified in the specific Full EQIA documents.

There will be an increase in many fees and charges in-line with inflation. Where fees and charges have not been increased in line with inflation, considerations have been made for vulnerable groups and local competition.

### 3. What impact will this change have on people with protected characteristics and/or from disadvantaged groups?

This section of the assessment looks in detail at the likely impacts of the proposed changes on different sections of our diverse community.

#### 3A. What data have you used to assess impacts?

Please provide:

- Details of the evidence used to assess impacts on people with protected characteristics and from disadvantaged groups (see guidance for help)
- A breakdown of service user demographics where possible
- Brief interpretation of findings

Various data sets and information has been used to inform the various fees and charges increases.

Please refer to each specific Full EQIA document for full detail.

3B: Assess the impacts on people with protected characteristics and from disadvantaged groups in the table below.

Please first select whether the potential impact is positive, neutral, or negative and then provide details of the impacts and any mitigations or positive actions you will put in place.

Please use the following definitions as a guide:

Neutral – The proposal has no impact on people with the identified protected characteristics

Positive – The proposal has a beneficial and desirable impact on people with the identified protected characteristics

Negative – The proposal has a negative and undesirable impact on people with the identified protected characteristics

Characteristic or group	Positive/Neutral/Negative	What are the positive and/or negative impacts?	How will potential benefits be enhanced or negative impacts be eliminated or reduced?
Age	Please refer to specific EQIAS		The fees and charges lists have been reviewed and those that fall into these categories have been considered to minimise impact.
Disability (include carers)	Please refer to specific EQIAS		The fees and charges lists have been reviewed and those that fall into these categories have been considered to minimise impact.

Characteristic or group	Positive/Neutral/Negative	What are the positive and/or negative impacts?	How will potential benefits be enhanced or negative impacts be eliminated or reduced?
Race or ethnicity	Please refer to specific EQIAS		The fees and charges lists have been reviewed and those that fall into these categories have been considered to minimise impact.
Religion or belief (include no faith)	Please refer to specific EQIAS		The fees and charges lists have been reviewed and those that fall into these categories have been considered to minimise impact.
Gender and gender reassignment (male, female, or non-binary)	Please refer to specific EQIAS		The fees and charges lists have been reviewed and those that fall into these categories have been considered to minimise impact.
Maternity or pregnancy	Please refer to specific EQIAS		The fees and charges lists have been reviewed and those that fall into these categories have been considered to minimise impact.
Sex and sexual orientation	Please refer to specific EQIAS		The fees and charges lists have been reviewed and those that fall into these categories have been considered to minimise impact.

Characteristic or group	Positive/Neutral/Negative	What are the positive and/or negative impacts?	How will potential benefits be enhanced or negative impacts be eliminated or reduced?
Marriage or civil partnership	Please refer to specific EQIAS		The fees and charges lists have been reviewed and those that fall into these categories have been considered to minimise impact.

## 4. How do you plan to mitigate negative impacts?

Please provide:

- An outline of actions and the expected outcomes
- Any governance and funding which will support these actions if relevant

The negative impacts of the fees & charges increase will be mitigated in part through the council's response to the cost of living crisis. The council's cost of living response includes:

- Ongoing delivery of the Council's core offer of financial and other support for residents and businesses.
- In addition to the core support offer, a range of additional support is being delivered or planned, including ensuring any government grants are targeted as effectively as possible in support of the cost of living crisis and distributed as quickly as possible.
- Working with voluntary sectors partners to maximise the borough's collective offer, with a particular focus on a network of warm spaces
- Measures across all directorates to monitor the impact of the crisis, to help assess if our actions are making a difference and to understand and to respond to what will inevitably be a disproportionate impact on some local communities
- A communications campaign to maximise awareness and take up of the support available, including a Cost of Living Summit
- A new Cost of Living Board to coordinate this activity and ensure that the Council and partners are doing all we can to support residents and businesses

Specific mitigations are referred to in the full EQIA documents.

Where fees & charges are designed in order to offer concessionary rates to groups with protected characteristics these have been considered and increases have been designed accordingly to minimise impact:

- For example there will be no changes to process of blue badges for disabled residents who require use of a car and parking in the borough. Likewise residents accessing concessionary memberships as part of the borough's leisure & sports offer are seeing rises substantially below inflation to reduce cost increases with joining fees also reduced across the board.
- For example there will be no changes to some registrar fees for hiring of some ceremony rooms and cemetery fees for young people 16 years and younger.



## 5. Please provide details of your consultation and/or engagement plans.

Please provide:

- Details of what steps you have taken or plan to take to consult or engage the whole community or specific groups affected by the proposal
- Who has been or will be consulted or engaged with
- Methods used or that will be used to engage or consult
- Key findings or feedback (if completed)

Please refer to individual EQIAs for the details of any consultations.

## 6. Once the proposal has been implemented, how will impacts be monitored and reviewed?

Please provide details in the table below.

Action	Responsible team or officer	Deadline

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Please send the completed EQIA to [equalities@islington.gov.uk](mailto:equalities@islington.gov.uk) for quality checking by the Fairness and Equality Team. All Equality Impact Assessments must be attached with any report to a decision-making board and should be made publicly available on request.

This Equality Impact Assessment has been completed in accordance with the guidance and using appropriate evidence.

Member	Name	Signed	Date
Staff member completing this form	Sophie Stopyra Lucy Crabb		21/10/2022
Fairness and Equality Team	Hayley Sims		25/10/2022
Director or Head of Service			