

# 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	Fees & Charges review
Reference number (if applicable)	
Service Area	Community Wealth Building
Date assessment completed	20/10/2022

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

## P&D Pre-Application Fee Increases

*Context on how the service currently operates (if relevant) and the scope of suggested changes:*

The service currently charges developers for pre-application advice. This advice is not compulsory and developers may choose not to use this service. It is proposed to increase the fees for those developers that choose to use this service. Fees have been benchmarked against other Central London Boroughs and have been increased accordingly.

*The intended beneficiaries and outcomes of the proposal:*

There are no beneficiaries. The fee increases will lead to increased income for the council however.

## Corporate Landlord Services

*Context on how the service currently operates (if relevant) and the scope of suggested changes:*

Islington Assembly Hall (IAH) is operated on a commercial basis to provide event space for live music concerts, conferences and wedding hire. It supports local economic activity in the many pubs, bars and restaurants in and around Upper Street. Additionally, LBI use the space to hold staff conferences and award ceremonies that support staff communication and engagement objectives. The proposal does not suggest any changes to the way the service is delivered.

*The intended beneficiaries and outcomes of the proposal*

The beneficiary of the fees proposal is LBI with additional revenue generation as the key objective.

*Reference to any income generation*

IAH have increased their charges by 17-19% to live music business clients (87% of turnover). Weddings (4% of turnover) have been increased by 15% due to the increase in power charges and predicted rise in LLW. IAH have also brought in ancillary charges such as power supply for buses that were previously absorbed in rental charges. Charges for internal, council events have not increased.

## 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?

### P&D Pre-Application Fee Increases

*Whether the impact will predominantly be external or internal, or both?*

The impact will be largely external and will largely impact private sector developers.

*Who will be impacted – residents, service users, local communities, staff, or others?*

Local people who own a property or business in the borough and who wish to undertake development at that property. The services are all discretionary so potential developers are not obliged to use the pre-application service if they do not wish to do so.

*Broadly what will the impact be – reduced access to facilities or disruptions to journeys for example?*

There will be an increase in charges for property owners who wish to seek pre-application planning advice.

### Corporate Landlord Services

*Whether the impact will predominantly be external or internal, or both?*

External clients

*Who will be impacted – residents, service users, local communities, staff, or others?*

Business clients and customers of those businesses.

*Broadly what will the impact be – reduced access to facilities or disruptions to journeys for example?*

Business clients will fund price rises via increased ticket prices for customers.

### 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

##### P&D Pre-Application Fee Increases

*Details of the evidence used to assess impacts on people with protected characteristics and from disadvantaged groups (see guidance for help)*

Property owners in Islington particularly those who are able to develop their properties tend to fall into higher income groups. No-one is obliged to use the pre-application service and people can choose not to use it if they wish. The increases are therefore unlikely to have an adverse impact on disadvantaged groups or impact adversely on people with protected characteristics.

*A breakdown of service user demographics where possible*

We do not hold or collect this data.

##### Corporate Landlord Services

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

No impacts

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	Neutral	None identified	None identified
Disability (include carers)	Neutral	None identified	None identified
Race or ethnicity	Neutral	None identified	None identified

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?
Religion or belief (include no faith)	Neutral	None identified	None identified
Gender and gender reassignment (male, female, or non-binary)	Neutral	None identified	None identified
Maternity or pregnancy	Neutral	None identified	None identified
Sex and sexual orientation	Neutral	None identified	None identified
Marriage or civil partnership	Neutral	None identified	None identified

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?
Other Age (e.g. elderly) (e.g. people living in poverty, looked after children, people who are homeless or refugees)	Neutral	None identified	None identified

## 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

### P&D Pre-Application Fee Increases

*How do you plan to mitigate negative impacts?*

At present local community groups who have small budgets but whose development will contribute to better outcomes for disadvantaged local residents can be offered an appropriate level of pre-application advice free of charge and we can also waive the charge for anyone experiencing genuine financial hardship.

### Corporate Landlord Services

*How do you plan to mitigate negative impacts?*

Not applicable

## 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)

### P&D Pre-Application Fee Increases

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

There is no requirement to consult or engage on these proposals.



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)

Corporate Landlord Services

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

IAH conferred with a wide range of venues and promoters (including Academy Music Group; SJM Concerts; AEG & Live Nation) – average price rises for competitors were c. 10-12%


## 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

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	Karen Sullivan Tassa Dimitropoulos		
Fairness and Equality Team	Molly Corlett		25/10/22
Director or Head of Service			