

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	Environment & Commercial Operations – Fees & Charges Increases
Reference number (if applicable)	
Service Area	Environment
Date assessment completed	20/10/22

Before completing the EQIA please read the guidance and FAQs. For further help and advice please contact 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

The Environment & Commercial Operations (EC&O) division, part of the Environment directorate, provides a number of key frontline services across the borough, including waste & recycling, greenspace & leisure and parking services. Each of these service areas provides specific operations which are open either to providing a commercial service across the borough or providing chargeable services for residents.

This proposal seeks to increase various fees & charges that the division manages either inline with current inflation (10%) or in some instances to a lower level depending on the service requirements, the commercial environment the service is operating in or specific requirements to avoid impacts on groups with protected characteristics.

The fees & charges under consideration are grouped broadly as below:

- All residents & non-resident parking permits
- All non-permit parking charges including pay & display charges
- All commercial waste and waste collection charges
- All Parks sports and events and other greenspace related charges for example on allotments
- Leisure memberships & activity fees

Fees & charges changes are being delivered as part of a complete review of all parking charges as part of MTFS savings and to encourage objectives to change driver behaviour and make the parking scheme more consistent and easier for residents and other users to understand. Parking specifically is expected to generate income of £7million.

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?

The impact of these changes to fees & charges will predominantly affect externals rather than Islington staff as these are public-facing charges however staff who live, frequently visit or utilise some of the relevant services in the borough will be impacted.

Residents, services users, local communities, businesses will be affected

The sole impact will be in most cases an increase in the cost of accessing or utilising services provided under the EC&O division.

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

		London Total: 8,173,941	Islington Total: 206,125
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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

Gender	Female	51%	51%
	Male	49%	49%
Age	Under 16	20%	16%
	16-24	12%	14%
	25-44	36%	42%
	45-64	21%	19%
	65+	11%	9%
Disability	Disabled	14%	16%
Ethnic Group	Black and minority ethnic	40%	32%
	White	50%	68%
Religion or belief	Christian	48.5%	40%
	Muslim	12%	9%
	Other	10%	4%
	No religion or Religion not stated	29.5%	47%

Fees & charges have been reviewed to minimise the impact on certain residents with protected characteristics, for example, joining fees across GLL (Leisure provider) memberships are reduced across the board while other concessionary membership fees are being held well below inflation rate (2% on average).

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

Concessionary memberships apply those 60+ years old, students, under 16 year olds and people on low incomes.

There will continue to be no charge for resident permits for Blue Badge holders and no fees for the processing of Blue Badge applications. This is in order to protect disabled car users from seeing any impact on parking charges being increased.

Blue Badge holders and carers permits will continue to be able to use their permits as at present and during all event days.

The current 50% concessions discount will still apply to over 60's and concessionary groups.

It is not possible to provide a breakdown of service user demographics across all chargeable services. The fees and charges increase is included as an appendix to show where increased charges will fall on services or users.

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	Negative	Increase in fees and charges for leisure centres.	The council will continue to invest in free swimming programmes for young people under 16 and older people over 60s. Concessionary fees for those on lower incomes in these ages groups have been kept low and a reduction in joining fees.
Disability (include carers)	Neutral		No change or effect on the parking blue badge or carer scheme. There is currently no charge to apply for a Blue Badge and this will not change.
Race or ethnicity	Neutral		

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		Free parking for faith groups will continue
Gender and gender reassignment (male, female, or non-binary)	Neutral		
Maternity or pregnancy	Neutral		Free parking for maternity or pregnancy will continue
Sex and sexual orientation	Neutral		
Marriage or civil partnership	Neutral		

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?
<p>Other Age (e.g. elderly) (e.g. people living in poverty, looked after children, people who are homeless or refugees)</p>	<p>Negative</p>	<p>Increase in fees may affect those on lower incomes more</p>	<p>Concessionary fees for those on lower income have been kept low and a reduction in joining fees for those on concessions.</p>

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

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 (those 60+ years old, students, under 16 year olds, on low incomes) as part of the borough's leisure & sports offer are seeing rises substantially below inflation.

The service will continue to review outcomes as part of the ongoing and regular review of fees and charges.

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)

Fees and charges have been benchmarked with other local authorities to ensure that we are not negatively impacting our borough with the fees and charges and that we can continue to provide service to residents and businesses in the borough.

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)

The parking fee change proposals will require an amendment to the traffic management orders which requires a 3 week statutory consultation period during which time people can make objections which will be considered.

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
Mid-Year Parking Charges Review- consultation	Rubena Hafizi	April 2023
Fees & Charges uplift consultation	Finance	Nov 2023
Continued regular review of fees and charges	Service Director Environment & Commercial Operations	April 2023

Please send the completed EQIA to 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	Ben Wilde		20/10/22
Fairness and Equality Team	Sydney Alexander	<i>Sydney Alexander</i>	25/10/22
Director or Head of Service			