

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	Public Protection – Fees & Charges Increases
Reference number (if applicable)	
Service Area	Environment
Date assessment completed	19/10/2022

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 Public Protection and Regulatory Services division, part of the Environment directorate, provides a number of key frontline services across the borough, including licensing, trading standards, Environmental Health, Environmental services, Cemetery services and Registrars.

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 businesses and 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 bespoke level depending on the service requirements or the commercial environment the service is operating in.

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

- Registrar services for birth, deaths, weddings and wedding ceremonies
- Cemeteries burial, cremation, memorial and associated services
- Regulatory services for trading standards, licensing, environmental health
- Environmental services for animal and pest control services

Fees & charges changes, part of an annual review, are being delivered as part of MTFS savings and to ensure services can continue to deliver services to businesses and residents.

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 businesses and residents rather than Islington staff as these are public-facing charges however staff who live in the borough, as residents, may be impacted.

The fees are in line with what we are required to charge to allow the service to operate.

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
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%

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

Religion or belief	Christian	48.5%	40%
	Muslim	12%	9%
	Other	10%	4%
	No religion or Religion not stated	29.5%	47%

For registrars fees and charges has been benchmarked across with other authorities and there are a range of charges in relation marriage fees depending on the size and scale of ceremony wanted.

For cemeteries services which is run in conjunction with Camden the fees and charges for residents are generally set at lower value to those for non residents. Some Fees and charges have been kept the same and others raised up to 10% in line with increasing costs of managing the cemeteries services.

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 businesses or residents.

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		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?
Disability (include carers)	Neutral		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	Neutral		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?
Religion or belief (include no faith)	Neutral		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)	Neutral		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?
Maternity or pregnancy	Neutral		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?
Sex and sexual orientation	Neutral		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	Neutral		The fees and charges for registrars have been reviewed and benchmarked with other authorities and there are a range of fee pricing for Marriage, Civil Partnership, Commitment, Renewal of vows or Naming Ceremonies available.

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>Neutral</p>		<p>The fees and charges lists have been reviewed and those that fall into these categories have been considered to minimise impact.</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 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)

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)

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
Continued regular review of fees and charges	Public Protection Service Director	April 2023
Fees & Charges uplift consultation	Finance	Nov 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	Spencer Reynolds		20/10/2023
Fairness and Equality Team	Hayley Sims		25/10/2022
Director or Head of Service			