

MEETING

COUNCIL

DATE AND TIME

TUESDAY 1ST NOVEMBER, 2022

AT 7.00 PM

VENUE

HENDON TOWN HALL, THE BURROUGHS, LONDON NW4 4BQ

Dear Councillors,

Please find enclosed additional papers relating to the following items for the above mentioned meeting which were not available at the time of collation of the agenda.

Item No	Title of Report	Pages
	Referral report of the Policy & Resources Committee- Fees and Charges 2022/23 & 2023/24 – Consultation Findings	3 - 46

Corinna.Demetriou@barnet.gov.uk 020 8359 2860

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Addendum: Council, Referral Paper on Fees and Charges 2022/23 & 2023/24

Update: Results of the Fees and Charges Consultation and subsequent required updates regarding equalities. AGENDA ITEM 11.4

This addendum provides an update on the consultation findings referenced at paragraph 6.9.3 to 6.9.8 and subsequent updates to the equalities section in paragraphs in 6.7 of the Council, Referral Paper on Fees and Charges 2022/23 & 2023/24

The updates reflect the results of the consultation findings which closed on 26 October after the referral paper was published for Council. The consultation findings have also been incorporated into the EqIA (Appendix A).

Consultation and Engagement (update for paragraph 6.9.3 to 6.9.8)

Fees and Charges 2022/23 & 2023/24 Consultation findings

1.1.1 The council performed a consultation on the proposed Fees and Charges from 28th September to 25th October 2022.

Consultation approach

- The consultation was published on Engage Barnet.
- The consultation asked for views on all the proposed fees and charges set out in Appendix A.
- Respondent's views were gathered via an online questionnaire.
- The questionnaire also included questions on protected characteristics to help inform the EqIA.
- Paper copies and other alternative formats of the consultation were made available on request.
- The consultation was promoted via the council's residents e-newsletter, Communities Together Network Newsletter and on Twitter.

Response to the consultation

1.1.2 A total of three questionnaires were completed – all were submitted online.

Profile of response

1.1.3 Table 1 show that all three responses were from Barnet residents.

Table 1: Profile of response

Stakeholder	Response	
	%	Base
A Barnet resident	100%	3
A person who works in the London Borough of Barnet area	0%	0
Barnet business	0%	0

Representing a voluntary/community organisation	0%	0
Representing a public-sector organisation	0%	0
Other	0%	0
Prefer not to say	0%	0
Total	100%	3

Consultation results

1.1.4 Respondents were invited to write in their views on the proposed Fees and Charges. The three responses are listed below:

- *Very good*
- *Please do not increase parking charges.*
- *I think it wrong that the council are increasing fees in line with inflation when residents are struggling with living costs*

Profile of response by protected characteristics

1.1.5 The council is required by law (the Equality Act 2010) to pay due regard to equalities in eliminating unlawful discrimination, advancing equality of opportunity and fostering good relations between people from different groups.

1.1.6 The protected characteristics identified in the Equality Act 2010 are age, disability, ethnicity, gender, gender reassignment, marriage and civil partnership, pregnancy, maternity, religion or belief and sexual orientation.

1.1.7 To assist us in complying with the duty under the Equality Act 2010 we asked the respondents to provide equalities monitoring data and explained that collecting this information will help us understand the needs of our different communities and that all the information provided will be treated in the strictest confidence and will be stored securely in accordance with our responsibilities under data protection legislation (such as the General Data Protection Regulation or the Data Protection Act 2018).

1.1.8 Table 2 below shows the profile of these who answered these questions. However, due to the small response it has not been possible to draw out any significant findings in terms of the protected characteristics and the consultation responses.

Table 2: Protected Characteristic, profile of those that completed the questionnaire

Protected Characteristic	Response	
	Number	%
Age		
16-17	0	0%
18-24	0	0%
25-34	0	0%
35-44	3	100%
45-54	0	0%
55-64	0	0%
65-74	0	0%
75+	0	0%
Prefer not to say	0	0%
Not answered	0	0%
Total	3	100%

Gender		
Female	1	33%
Male	2	67%
If you prefer your own term	0	0%
Prefer not to say	0	0%
Not answered	0	0%
Total	3	100%

Is the gender you identify with the same as your sex registered at birth?		
Yes, it's the same	3	100%
No, it's different	0	0%
Prefer not to say	0	0%
Not answered	0	0%
Total	3	100%

Disability		
Yes	1	33%
No	2	67%
Prefer not to say	0	0%
Not answered	0	0%
Total	3	100%

Ethnicity		
Black	0	0%
Asian	1	33%

Protected Characteristic	Response	
	Number	%
White	2	67%
Mixed	0	0%
Other	0	0%
Prefer not to say	0	0%
Not answered	0	0%
Total	3	100%

Faith		
Baha'i	0	0%
Buddhist	0	0%
Christian	0	0%
Hindu	0	0%
Humanist	0	0%
Jain	0	0%
Jewish	2	67%
Muslim	0	0%
Sikh	0	0%
No religion	0	0%
Other Faith	0	0%
Prefer not to say	1	33%
Not answered	3	100%
Total	78	100%

Pregnancy		
Pregnant	0	0%
On maternity leave	0	0%
Neither	1	33%
Prefer not to say	0	0%
Not answered	2	67%
Total	3	100%

Sexuality		
Bisexual	0	0%
Gay or Lesbian	0	0%
Straight or heterosexual	1	33%
Other sexual orientation	0	0%
Prefer not to say	2	67%
Not answered	0	0%
Total	3	100%

Marital Status		
Single	0	0%
Co-habiting	0	0%
Married	2	67%
Divorced	0	0%
Widowed	0	0%
In a same sex civil partnership	0	0%
Prefer not to say	1	33%
Not answered	0	0%
Total	3	100%

Equalities (update on paragraph 6.7)

- 1.1.9 The proposed fees and charges have been reviewed by each committee and against the protected characteristics and incorporated into an EqIA, together with the consultation findings. The EqIA is appended to this addendum.
- 1.1.10 A detailed Leisure services Fees and Charges EqIA has also been appended to give more detail of the different impacts.
- 1.1.11 On reviewing the cumulative impact of the Fees and Charges, there is a possibility this proposal could contribute to a cumulative impact due to the current cost of living crisis. The Council has recently launched the Barnet Resident Support Fund, where residents can apply for financial support to help with the rising cost of living.

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Equalities Impact Assessment (EIA)

EIAs make services better for everyone and support value for money by getting services right first time.

EIAs enable us to consider all the information about a service, policy or strategy from an equalities perspective and then create an action plan to get the best outcomes for service users and staff¹. They analyse how all our work as a council might impact differently on different groups protected from discrimination by the Equality Act 2010. They help us make good decisions and evidence how we have reached them.

An EIA needs to be started as a project starts to identify and consider possible differential impacts on people and their lives, inform project planning and, where appropriate, identify mitigating actions. A full EIA must be completed before any decisions are made or policy agreed so that the EIA informs that decision or policy. It is also a live document; you should review and update it along with your project plan throughout.

You should first consider whether you need to complete this full EIA.

Other key points to note:

- Full guidance notes to help you are embedded in this form – see the End Notes or hover the mouse over the numbered notes.
- Please share your EIA with your Equalities Champion and the final/updated version at the end of the project.
- Major EIAs should be reviewed by the relevant Head of Service.
- Examples of completed EIAs can be found on the Equalities Hub

1. Responsibility for the EIA

Title of proposal	Fees and Charges 2022/23 & 2023/24
Name and job title of completing officer	Devrim Marriott
Head of service area responsible	Ashley Hughes
Equalities Champion supporting the EIA	Rosie Evangelou
Performance Management rep	N/A
HR rep (for employment related issues)	N/A
Representative (s) from external stakeholders	N/A

2. Description of proposal

Is this a: (Please tick all that apply)	
New policy /strategy / function / procedure / service <input type="checkbox"/>	Review of Policy /strategy / function / procedure / service <input checked="" type="checkbox"/>
Budget Saving <input type="checkbox"/>	Other <input checked="" type="checkbox"/>
If budget saving please specify value below:	If other please specify below: Review of fees and charges
<p><i>Please outline in no more than 3 paragraphs²:</i></p> <ul style="list-style-type: none"> <i>The proposal which is being assessed</i> <p>This EqIA is being conducted on a proposed increase to fees and charges (F&C) from January 2023. This EqIA covers all relevant fees and charges for all services apart from Leisure Services. There is a separate EqIA for Leisure services fees and charges.</p>	

A Business Planning Report was received by Policy and Resources Committee on 19 July 2022 outlining the council's updated Medium-Term Financial Strategy (MTFS) to 2026/27 and the future financial risks and challenges facing the council.

Fees and charges are reviewed on an annual basis to ensure that the costs of chargeable services are covered, and the council is achieving value for money.

All fees and charges should be full cost recovery where the legislative framework allows with:

- consideration being given to how the fees and charges increases will be prioritised;
- noting that some are driven by inflation so should be increased by the August inflation rate (Consumer Price Index (CPI) at around 10.1%;
- noting that others are driven by demand, statutory prescription, and other factors; and
- consideration being given to consultation/ Equalities Impact Assessment (EQIA) requirements.

Fees and Charges have been reviewed by theme committee:

Adults & Safeguarding Committee

The Fees and Charges for Adult Social Care have been frozen at 2022/23 levels where practically possible, if at the discretion of the Committee. One fee has increased, and this was partially set by statute and any discretion the council had to increase it was kept to a minimum of 2.61%. As such there is not deemed to be any negative impacts across all characteristics.

The Fees and Charges for Leisure Services have been subject to a full EQIA owing to the fee changes and this is appended to the report.

Children, Education & Safeguarding Committee

The fees and charges for Family Resource centre are charged to external clients who need a supervised contact service i.e. other local authorities with CIC placed in our area and families going through private law proceedings. There is not deemed to be any negative impacts on individual residents across all characteristics.

The fees for 0-19 traded services is increasing by 6%, so below inflation (10.1%).

Early Help 0-19 Childrens Centres has an impact, and this is detailed within this document.

Community Leadership and Libraries Committee

Fees and charges for registrars; where prescribed by statute have remained at the same level as 2022/23, discretionary charges have increased by CPI. There would be an impact on those wanting to get married which may include certain religious groups.

Library fees are to increase by a mixture of inflation (10.1%), market competitive prices, those directly set by the British library, or no change from 2022/23. The fees which are increasing by inflation are for advertising within the library. The majority of fees which impact upon an individual have no change from 2022/23 as such there is not deemed to be any negative impacts across all characteristics.

Environment and Climate Change Committee

There is an impact within parking fees and charges, and this is detailed in this document.

For Greenspaces there is an impact on age and this is detailed in this document.

Street Scene have an average proposed increase of 4%, there is not deemed to be any negative impacts across all characteristics.

Street Lighting (advertising), EV Charging: no impact is expected on any protected characteristic.

Cemetery and Crematorium: There is an impact, and this is detailed in this document.

Highways: no impact is expected on any protected characteristic.

Trading Standards and Licensing: no impact is expected on any protected characteristic.

Environmental Health: no impact is expected on any protected characteristic.

Housing and Growth Committee

Hendon Town Hall/Colindale Office: no impact is expected on any protected characteristic. This change to a more flexible booking may have a positive impact on those wishing to book rooms for a shorter time saving them money on a day or half days booking.

Land Charges: no impact is expected on any protected characteristic.

Strategic Planning and Regeneration: no impact is expected on any protected characteristic.

Private Sector Housing: no impact is expected on any protected characteristic.

Policy and Resources Committee

Planning: no impact is expected on any protected characteristic.

Building Control: no impact is expected on any protected characteristic.

Electoral register: no impact is expected on any protected characteristic.

3. Supporting evidence

What existing data informs 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

Protected group	What does the data tell you? <i>Provide a summary of any relevant demographic data about the borough's population from the <u>Joint Strategic Needs Assessment</u>, or data about the council's workforce</i>	What do people tell you? <i>Provide a summary of relevant consultation and engagement including surveys and other research with stakeholders, newspaper articles correspondence etc.</i>																																																															
Age ³	<p>There are lower numbers of residents in the older age groups – the table below shows that for both males and females in the borough, the most populous age bands are 30-34 years and 35-39 years and the least populous are 85-89 years and 90+ years.</p> <table border="1" data-bbox="607 608 1122 1289"> <thead> <tr> <th>Age group</th> <th>Male</th> <th>Female</th> </tr> </thead> <tbody> <tr><td>0-4</td><td>12,800</td><td>12,700</td></tr> <tr><td>5-9</td><td>13,800</td><td>13,500</td></tr> <tr><td>10-14</td><td>12,800</td><td>12,100</td></tr> <tr><td>15-19</td><td>10,900</td><td>10,200</td></tr> <tr><td>20-24</td><td>12,200</td><td>11,300</td></tr> <tr><td>25-29</td><td>15,600</td><td>14,700</td></tr> <tr><td>30-34</td><td>16,600</td><td>16,000</td></tr> <tr><td>35-39</td><td>16,200</td><td>15,900</td></tr> <tr><td>40-44</td><td>14,200</td><td>14,200</td></tr> <tr><td>45-49</td><td>13,500</td><td>13,800</td></tr> <tr><td>50-54</td><td>12,400</td><td>13,100</td></tr> <tr><td>55-59</td><td>10,500</td><td>11,200</td></tr> <tr><td>60-64</td><td>8,700</td><td>9,200</td></tr> <tr><td>65-69</td><td>7,400</td><td>8,300</td></tr> <tr><td>70-74</td><td>6,600</td><td>7,600</td></tr> <tr><td>75-79</td><td>4,300</td><td>5,500</td></tr> <tr><td>80-84</td><td>3,500</td><td>4,400</td></tr> <tr><td>85-89</td><td>2,100</td><td>3,200</td></tr> <tr><td>90+</td><td>1,200</td><td>2,300</td></tr> <tr><td>Total</td><td>195,300</td><td>199,100</td></tr> </tbody> </table>	Age group	Male	Female	0-4	12,800	12,700	5-9	13,800	13,500	10-14	12,800	12,100	15-19	10,900	10,200	20-24	12,200	11,300	25-29	15,600	14,700	30-34	16,600	16,000	35-39	16,200	15,900	40-44	14,200	14,200	45-49	13,500	13,800	50-54	12,400	13,100	55-59	10,500	11,200	60-64	8,700	9,200	65-69	7,400	8,300	70-74	6,600	7,600	75-79	4,300	5,500	80-84	3,500	4,400	85-89	2,100	3,200	90+	1,200	2,300	Total	195,300	199,100	<p>The response to overall Fees and Charges consultation only received three responses.</p> <p>Due to the low response to the consultation, it has not been possible to draw out any statistically significant findings in terms of this protected characteristic</p>
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Disability ⁴	14.9% of Barnet's population have a disability (Census 2011 last reported data)	<p>The response to overall Fees and Charges consultation only received three responses.</p> <p>Due to the low response to the consultation, it has not been possible to draw out any statistically significant findings in terms of this protected characteristic</p>
Gender reassignment ⁵	There is limited information available about the number of individuals receiving gender recognition surgery or other forms of medical support. 52% of trans people in the UK are currently undergoing or have undergone medical intervention, but many (47%) who want medical assistance are unable to due to long wait times and (45%) due to lack of financial means. ¹	<p>The response to overall Fees and Charges consultation only received three responses.</p> <p>Due to the low response to the consultation, it has not been possible to draw out any statistically significant findings in terms of this protected characteristic</p>

¹ Trans Report Final – LGBT in Britain, Stonewall Report, 2020

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Marriage and Civil Partnership ⁶	<p>In 2017, there were 834 marriages in Barnet, with 819 of which being between individuals of the opposite sex. Of the 15 same-sex marriages, 11 were between both male partners, and 4 between female partners.²</p> <table border="1" data-bbox="418 632 1308 802"> <thead> <tr> <th>Total Marriages</th> <th>Marriages of opposite-sex couples</th> <th>Marriage of same-sex couples</th> <th>Male</th> <th>Female</th> </tr> </thead> <tbody> <tr> <td>834</td> <td>819</td> <td>15</td> <td>11</td> <td>4</td> </tr> </tbody> </table> <p>The local statistics for civil partnerships are unavailable online but in 2019 there were 960 civil unions in England, which has been increasing each year by c.4%³.</p> <table border="1" data-bbox="479 948 1245 1190"> <thead> <tr> <th>Year</th> <th>Total</th> <th>% Annual Change</th> <th>Male</th> <th>Female</th> </tr> </thead> <tbody> <tr> <td>2019</td> <td>960</td> <td>4%</td> <td>592</td> <td>368</td> </tr> <tr> <td>2018</td> <td>922</td> <td>5%</td> <td>604</td> <td>318</td> </tr> <tr> <td>2017</td> <td>876</td> <td>2%</td> <td>584</td> <td>292</td> </tr> <tr> <td>2016</td> <td>859</td> <td>-</td> <td>584</td> <td>275</td> </tr> <tr> <td>Average</td> <td>919</td> <td>4%</td> <td>593</td> <td>326</td> </tr> </tbody> </table>	Total Marriages	Marriages of opposite-sex couples	Marriage of same-sex couples	Male	Female	834	819	15	11	4	Year	Total	% Annual Change	Male	Female	2019	960	4%	592	368	2018	922	5%	604	318	2017	876	2%	584	292	2016	859	-	584	275	Average	919	4%	593	326	<p>The response to overall Fees and Charges consultation only received three responses.</p> <p>Due to the low response to the consultation, it has not been possible to draw out any statistically significant findings in terms of this protected characteristic</p>
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² Marriage by Area of occurrence, ONS, 2017

³ Civil Partnership Formations, ONS, 2020

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Pregnancy and Maternity ⁷	<p>The Pregnancy in Barnet 2016 report states that there were 5,244 births in 2014. The age of mothers is sharply rising to be 40 or older (78% country-wide). Mothers in Barnet are generally happy with care received, with 50% of mothers having their preferred choice for giving birth. Many mothers were not aware of what community support is available by the Borough.</p> <p>These statistics are to provide context on pregnancy and maternity, the data is purely quoted within the report and do not have an associated breakdown of data.</p>	<p>The response to overall Fees and Charges consultation only received three responses.</p> <p>Due to the low response to the consultation, it has not been possible to draw out any statistically significant findings in terms of this protected characteristic</p>
Race/ Ethnicity ⁸	<p>The Barnet population is projected to become increasingly diverse, with the proportion of Black, Asian and Minority Ethnic (BAME) people in the borough population rising from 40.3% in 2020 to 42.8% in 2030.</p>	<p>The response to overall Fees and Charges consultation only received three responses.</p> <p>Due to the low response to the consultation, it has not been possible to draw out any statistically significant findings in terms of this protected characteristic</p>

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Sex ¹⁰	<p>The table below shows the percentage of the Population of Barnet by sex .</p> <table border="1" data-bbox="416 1046 1003 1193"> <thead> <tr> <th>Sex</th> <th>%</th> </tr> </thead> <tbody> <tr> <td>Female</td> <td>50.4%</td> </tr> <tr> <td>Male</td> <td>49.6%</td> </tr> <tr> <td>Total</td> <td>100%</td> </tr> </tbody> </table> <p>The table over the page show 50.4% of the population as of 2020 is female, and 49.6% is male. The most populous age bands for both sexes are 30-39 years.</p>	Sex	%	Female	50.4%	Male	49.6%	Total	100%	<p>The response to overall Fees and Charges consultation only received three responses.</p> <p>Due to the low response to the consultation, it has not been possible to draw out any statistically significant findings in terms of this protected characteristic</p>
Sex	%									
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	Age group	Male	Female	
	0-4	13,200	12,700	
	5-9	13,400	12,700	
	10-14	13,100	12,500	
	15-19	10,900	10,700	
	20-24	11,300	11,500	
	25-29	15,000	14,300	
	30-34	16,800	16,000	
	35-39	16,700	16,100	
	40-44	15,400	15,100	
	45-49	14,000	14,000	
	50-54	13,000	13,600	
	55-59	11,200	12,000	
	60-64	9,300	9,900	
	65-69	7,500	8,300	
	70-74	6,900	7,900	
	75-79	4,800	5,900	
	80-84	3,400	4,600	
	85-89	2,200	3,200	
90+	1,200	2,200		
Total	199,400	203,300		

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Sexual Orientation ¹¹	<p>In 2019 it was reported that 89% of London's population identified as straight or heterosexual, with 2.6% identifying as gay/lesbian, 1.2% as bisexual, 0.7% as other, and 6.5% unknown or refusing to answer⁴. These statistics have shown a slight increase in the population identifying as LGBTQ+ since 2014 as acceptance grows. There has been an increase in 3% of people who are unsure or refuse to answer.</p> <table border="1" data-bbox="416 667 1184 1321"> <thead> <tr> <th>Year</th> <th>Identity</th> <th>Estimate</th> <th>% of Total</th> </tr> </thead> <tbody> <tr> <td rowspan="6">2014</td> <td>Heterosexual or straight</td> <td>6,240</td> <td>93%</td> </tr> <tr> <td>Gay or lesbian</td> <td>131</td> <td>2%</td> </tr> <tr> <td>Bisexual</td> <td>51</td> <td>1%</td> </tr> <tr> <td>Other</td> <td>21</td> <td>0%</td> </tr> <tr> <td>Don't know or refuse</td> <td>299</td> <td>4%</td> </tr> <tr> <td>Total</td> <td>6,742</td> <td></td> </tr> <tr> <td rowspan="6">2019</td> <td>Heterosexual or straight</td> <td>6,326</td> <td>90%</td> </tr> <tr> <td>Gay or lesbian</td> <td>131</td> <td>2%</td> </tr> <tr> <td>Bisexual</td> <td>87</td> <td>1%</td> </tr> <tr> <td>Other</td> <td>53</td> <td>1%</td> </tr> <tr> <td>Don't know or refuse</td> <td>466</td> <td>7%</td> </tr> <tr> <td>Total</td> <td>7,063</td> <td></td> </tr> </tbody> </table>	Year	Identity	Estimate	% of Total	2014	Heterosexual or straight	6,240	93%	Gay or lesbian	131	2%	Bisexual	51	1%	Other	21	0%	Don't know or refuse	299	4%	Total	6,742		2019	Heterosexual or straight	6,326	90%	Gay or lesbian	131	2%	Bisexual	87	1%	Other	53	1%	Don't know or refuse	466	7%	Total	7,063		<p>The response to overall Fees and Charges consultation only received three responses.</p> <p>Due to the low response to the consultation, it has not been possible to draw out any statistically significant findings in terms of this protected characteristic</p>
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⁴ Sexual Identity by Region, ONS, 2019

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Other relevant groups¹²	Data Not Reportable	

4. Assessing impact

What does the evidence tell you about the impact your proposal may have on groups with protected characteristics ¹³?

Protected characteristic	For each protected characteristic, explain in detail what the evidence is suggesting and the impact of your proposal (if any). Is there an impact on service deliver? Is there an impact on customer satisfaction? Click the appropriate box on the right to indicate the outcome of your analysis.	Positive impact	Negative impact		No impact
			Minor	Major	
Age	<p><u>Childrens Centres</u></p> <p>There may be a minor impact to age groups, specifically dependents (children and young people). The increase is 6%, which is below inflation. There is a holiday activity fund in place to support vulnerable families.</p> <p><u>Greenspaces</u></p> <p>There is an increase on fees and charges I relation to sport e.g. football, cricket. This is deemed to have a negative impact on younger age groups. However, the increase is below inflation and capped at 3.5%.</p> <p><u>Cemeteries and Crematoriums</u></p> <p>There is likely to be an impact on older age groups.</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Disability	<p><u>Parking</u></p> <p>There may be a minor impact to people with a disability and/or long-term health conditions, especially those on low income/in receipt of benefits. This is mitigated by subsidised or free parking for blue badge holders.</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Gender Reassignment	No impact is expected.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Marriage and Civil Partnership	<u>Registrars</u>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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	There would be an impact on those wanting to get married which may include certain religious groups.				
Pregnancy and Maternity	<u>Parking</u> May have an adverse disproportionate effect, ability to use alternatives methods of transport is hampered.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Race/ Ethnicity	No reported impact	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Religion or belief	<u>Registrars</u> There would be an impact on those wanting to get married which may include certain religious groups.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sex	No reported impact	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Sexual Orientation	No reported impact	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

5. Other key groups

Are there any other vulnerable groups that might be affected by the proposal?
These could include carers, people in receipt of care, lone parents, people with low incomes or unemployed

		Positive impact	Negative impact		No impact
			Minor	Major	
Key groups	<p><u>Children Centres</u></p> <p>There may be an adverse disproportionate effect on lone parents. There is a holiday activities fund to support vulnerable families.</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

6. Cumulative impact

Considering what else is happening within the council and Barnet could your proposal contribute to a cumulative impact on groups with protected characteristics?

Yes No

There is a possibility this proposal could contribute to a cumulative impact due to the current cost of living crisis. The Council has recently launched the Barnet Resident Support Fund, where residents can apply for financial support to help with the rising cost of living.

7. Actions to mitigate or remove negative impact

Only complete this section if your proposals may have a negative impact on groups with protected characteristics. These need to be included in the relevant service plan for mainstreaming and performance management purposes.

Group affected	Potential negative impact	Mitigation measures ¹⁴ <i>If you are unable to identify measures to mitigate impact, please state so and provide a brief explanation.</i>	Monitoring ¹⁵ <i>How will you assess whether these measures are successfully mitigating the impact?</i>	Deadline date	Lead Officer
Age, disability, pregnancy and maternity, Religion or belief and marriage and civil partnership.	Minor	The Council has recently launched the Barnet Resident Support Fund, where residents can apply for financial support to help with the rising cost of living.	Individual services will monitor the impact	October 2023	Individual services

8. Outcome of the Equalities Impact Assessment (EIA)

Please select one of the following four outcomes

Proceed with no changes

The EIA has not identified any potential for a disproportionate impact and all opportunities to advance equality of opportunity are being addressed

Proceed with adjustments

Adjustments are required to remove/mitigate negative impacts identified by the assessment

Negative impact but proceed anyway

This EIA has identified negative impacts that are not possible to mitigate. However, it is still reasonable to continue with the activity. Outline the reasons for this and the information used to reach this decision in the space below

Do not proceed

This EIA has identified negative impacts that cannot be mitigated and it is not possible to continue. Outline the reasons for this and the information used to reach this decision in the space below

Reasons for decision

Sign-off

9. Sign off and approval by Head of Service / Strategic lead

Name: Ashley Hughes

Job title: Assistant Director Finance

Tick this box to indicate that you have approved this EIA

Date of approval: 28/10/22

Tick this box to indicate if EIA is to be published **IF REQUIRED**

Date of next review: 28/10/23

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1. Responsibility for the EIA

Title of proposal	Leisure Fees & Charges 2023
Name and job title of completing officer	Courtney Warden
Head of service area responsible	Cassie Bridger
Equalities Champion supporting the EIA	Rosie Evangelou
Performance Management rep	N/A
HR rep (for employment related issues)	N/A
Representative (s) from external stakeholders	GLL (leisure operator)

2. Description of proposal

Is this a: (Please tick all that apply)	
New policy /strategy / function / procedure / service <input type="checkbox"/>	Review of Policy /strategy / function / procedure / service <input checked="" type="checkbox"/>
Budget Saving <input type="checkbox"/>	Other <input type="checkbox"/>
If budget saving please specify value below:	If other please specify below:
<p><i>Please outline in no more than 3 paragraphs:</i></p> <ul style="list-style-type: none"> <i>The proposal which is being assessed</i> <p>This EqIA is being conducted on a proposed increase to leisure pay and play fees and charges (F&C) from January 2023. This is an exercise that is conducted annually in partnership with GLL (London Borough of Barnet's contracted leisure operator), which is ratified by Policy and Resources Committee and subsequently approved by the Adults & Safeguarding Committee.</p>	

This F&C review has been based on a maximum percentage increase of 9.1%. Establishing a maximum percentage increase provides flexibility for pricing points to be increased within a range - averaged at 6.6% within the appended F&C 2023 spreadsheet. This subsequently safeguards and supports continued access to leisure provision for residents, especially those from protected characteristic groups.

The Fit & Active Barnet (FAB) Card provides discounts to leisure-based activities in the borough, and these are further enhanced for residents who meet the concessionary criteria e.g., older people (55+), full time students, those in receipt of benefits, disabled, carers (including foster), looked after children and children and young people who are care experienced.

Casual swimming is the only pricing point where it is proposed that the maximum 9.1% increase is applied. This is a result of increased energy prices and the associated costs to operate swimming pools across the boroughs leisure portfolio (with a calculated subsidy of c.£5.54 per head for swimming in Barnet). Any resulting negative impact in price increases will be alleviated by discounts related to the FAB Card (as detailed above).

To further mitigate any negative cost impact, monthly (direct debit) membership options are available across leisure facilities operated by GLL which offer value for money for regular leisure centre use. This is in addition to GLL delivering subsidised/free health and community-based activities that are accessible to Barnet residents.

3. Supporting evidence

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Age ¹	<p>The table below shows the percentage breakdown of the total population within Barnet</p> <table border="1" data-bbox="416 523 1283 707"> <thead> <tr> <th>Age group</th> <th>%</th> </tr> </thead> <tbody> <tr> <td>0-17 years</td> <td>23.6%</td> </tr> <tr> <td>18-64 years</td> <td>61.9%</td> </tr> <tr> <td>65 years and over</td> <td>14.5%</td> </tr> <tr> <td>Total</td> <td>100%</td> </tr> </tbody> </table> <p>The Sport England Active Lives Survey (Nov 20/21) demonstrates 62.6% of adults aged 16+ in Barnet are achieving at least 150 minutes of physical activity per week. Broken down by age groups...</p> <ul style="list-style-type: none"> - 16 – 34 years (63.4%) - 35 – 54 years (61.6%) - 55 – 74 years (69.6%) - 75+ years – no data due to sample size <p>43.5% of Barnet's children aged 5 – 16 years active for an average of 60+ minutes per day (academic year 2018/19)</p>	Age group	%	0-17 years	23.6%	18-64 years	61.9%	65 years and over	14.5%	Total	100%	<ul style="list-style-type: none"> • Research conducted into physical activity commonly reports that cost to lead an active lifestyle / access leisure services can be a barrier to participation. This pressure is particularly felt amongst younger people who are dependent on their parents/carers and older people who have limited income/pensioners. • These sentiments were echoed within the consultation conducted as part of the Fit & Active Barnet Framework (2022-26) refresh.
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Disability ²	<p>14.9% of Barnet's population have a disability (Census 2011 last reported data)</p> <p>The Sport England Active Lives Survey (Nov 20/21) demonstrates that 52% of adults with a disability and/or long-term health condition are active in Barnet for at least 150 minutes per week</p>	<ul style="list-style-type: none"> • Research conducted into physical activity commonly reports that cost to lead an active lifestyle / access leisure services can be a barrier to participation. This pressure is particularly felt amongst people with a disability and/or long-term health condition – especially if they are on low income / in receipt of benefits. • These sentiments were not echoed during the consultation conducted to support the re-refresh of the Fit & Active Barnet Framework (2022-26), however the lack of funding to support physical activity initiatives which results in activities being free or low cost was highlighted.
Gender reassignment ³	Data Not Reportable	<ul style="list-style-type: none"> • There are no reported cost barriers to access physical activity/leisure services for individuals that fall within this category. • No issues were raised during the consultation conducted to support the re-refresh of the Fit & Active Barnet Framework (2022-26).

3. Supporting evidence

What existing data informs 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

Protected group	What does the data tell you? <i>Provide a summary of any relevant demographic data about the borough's population from the <u>Joint Strategic Needs Assessment</u>, or data about the council's workforce</i>	What do people tell you? <i>Provide a summary of relevant consultation and engagement including surveys and other research with stakeholders, newspaper articles correspondence etc.</i>												
Marriage and Civil Partnership ⁴	Data Not Reportable	<ul style="list-style-type: none"> • There are no reported cost barriers to access physical activity/leisure services for individuals that fall within this category. • No issues were raised during the consultation conducted to support the re-refresh of the Fit & Active Barnet Framework (2022-26). 												
Pregnancy and Maternity ⁵	Data Not Reportable	<ul style="list-style-type: none"> • Cost to access physical activity/leisure services may be a barrier to residents on maternity leave as they are likely to be in receipt of a lower income/salary during this period. • No issues were raised during the consultation conducted to support the re-refresh of the Fit & Active Barnet Framework (2022-26). 												
Race/Ethnicity ⁶	<p>The table below show the percentage breakdown of people in Barnet by race/ethnicity:</p> <table border="1" data-bbox="416 1078 1205 1294"> <thead> <tr> <th>Race/ethnicity</th> <th>%</th> </tr> </thead> <tbody> <tr> <td>Asian</td> <td>20%</td> </tr> <tr> <td>Black</td> <td>7%</td> </tr> <tr> <td>Mixed/Other</td> <td>9%</td> </tr> <tr> <td>White</td> <td>64%</td> </tr> <tr> <td>Total</td> <td>100%</td> </tr> </tbody> </table>	Race/ethnicity	%	Asian	20%	Black	7%	Mixed/Other	9%	White	64%	Total	100%	<ul style="list-style-type: none"> • Research conducted into physical activity commonly reports individuals from BAME communities are less active than their white counterparts. There are series of related variables, one of which is cost, particularly from LSEG groups. • No issues were raised during the consultation conducted to support the re-refresh of the Fit & Active Barnet Framework (2022-26).
Race/ethnicity	%													
Asian	20%													
Black	7%													
Mixed/Other	9%													
White	64%													
Total	100%													

3. Supporting evidence

What existing data informs 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

Protected group	What does the data tell you? <i>Provide a summary of any relevant demographic data about the borough's population from the <u>Joint Strategic Needs Assessment</u>, or data about the council's workforce</i>	What do people tell you? <i>Provide a summary of relevant consultation and engagement including surveys and other research with stakeholders, newspaper articles correspondence etc.</i>
	<p>The Sport England Active Lives Survey (Nov 20/21) demonstrates that 67.7% of residents that identify as White British, 57.3% White Other and 58.7% Asian (excluding Chinese) are active for at least 150 minutes per week.</p> <p>The Sport England Active Lives survey is unable to report participation levels amongst any other BAME groups due to the limited sample size recruited (500 random sample)</p>	
Religion or belief ⁷	<p>Data Not Reportable</p> <p>The Sport England Active Lives Survey (Nov 20/21) demonstrates that 72.5% No Religion, 60.5% Christian are active for at least 150 minutes per week.</p> <p>The Sport England Active Lives survey is unable to report participation levels amongst any Faith groups due to the limited sample size recruited (500 random sample).</p>	<ul style="list-style-type: none"> • There are no reported cost barriers to access physical activity/leisure services for individuals that fall within this category. • No issues were raised during the consultation conducted to support the re-refresh of the Fit & Active Barnet Framework (2022-26).

3. Supporting evidence

What existing data informs 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

Protected group	What does the data tell you? <i>Provide a summary of any relevant demographic data about the borough's population from the <u>Joint Strategic Needs Assessment</u>, or data about the council's workforce</i>	What do people tell you? <i>Provide a summary of relevant consultation and engagement including surveys and other research with stakeholders, newspaper articles correspondence etc.</i>								
Sex ⁸	<p>The table below shows the percentage of the Population of Barnet by gender.</p> <table border="1" data-bbox="416 539 1003 687"> <thead> <tr> <th>Gender</th> <th>%</th> </tr> </thead> <tbody> <tr> <td>Female</td> <td>50.4%</td> </tr> <tr> <td>Male</td> <td>49.6%</td> </tr> <tr> <td>Total</td> <td>100%</td> </tr> </tbody> </table> <p>The Sport England Active Lives Survey (May 20/21) demonstrates that 63% of Females and 62.7% of Males are active for at least 150 minutes per week</p>	Gender	%	Female	50.4%	Male	49.6%	Total	100%	<ul style="list-style-type: none"> • There are no reported cost barriers to access physical activity/leisure services for individuals that fall within this category. • No issues were raised during the consultation conducted to support the re-refresh of the Fit & Active Barnet Framework (2022-26).
Gender	%									
Female	50.4%									
Male	49.6%									
Total	100%									
Sexual Orientation ⁹	Data Not Reportable	<ul style="list-style-type: none"> • There are no reported cost barriers to access physical activity/leisure services for individuals that fall within this category. • No issues were raised during the consultation conducted to support the re-refresh of the Fit & Active Barnet Framework (2022-26). 								
Other relevant groups ¹⁰	Data Not Reportable	None								

4. Assessing impact

What does the evidence tell you about the impact your proposal may have on groups with protected characteristics?

Protected characteristic	For each protected characteristic, explain in detail what the evidence is suggesting and the impact of your proposal (if any). Is there an impact on service deliver? Is there an impact on customer satisfaction? Click the appropriate box on the right to indicate the outcome of your analysis.	Positive impact	Negative impact		No impact
			Minor	Major	
Age	<p>An increase in F&C may have a minor impact to age groups, specifically dependents (children and young people) and older people with limited income/pensioners.</p> <p>Applying a variable increase to pricing points provides the flexibility to reduce the negative impact to age groups where cost may be a barrier to participation.</p> <p>The FAB Card is a free membership available to all residents that provides discounts on base prices for adults, juniors, and concessions.</p> <p>Free swimming is available for U8's and £1 swimming for 8 – 15-year-olds (Mon – Sat during public swim sessions). U5's swim for free. Carers (including foster carers), looked after children and children and young people who are care experienced have access to free swimming at all times during public swim sessions.</p> <p>F&C have been benchmarked across neighbouring authorities and other providers in borough and it appears that GLL pricing is in alignment, and with the FAB Card becomes competitive/significantly cheaper on many pricing points.</p> <p>Monthly (direct debit) memberships are available across the borough's leisure centres which offer value for money for repeated visits / participation. A variety of membership options are available including concessionary and inclusive memberships.</p> <p>GLL also offer a range of subsidised and free health (referral) based interventions for residents to access including; Adult and Child Weight Management, Cancer Rehabilitation, Diabetes, Falls Prevention. This is in addition to delivery of physical activity sessions within community-based settings such as children's centres, schools, faith hubs and care homes.</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

4. Assessing impact

What does the evidence tell you about the impact your proposal may have on groups with protected characteristics?

Protected characteristic	For each protected characteristic, explain in detail what the evidence is suggesting and the impact of your proposal (if any). Is there an impact on service deliver? Is there an impact on customer satisfaction? Click the appropriate box on the right to indicate the outcome of your analysis.	Positive impact	Negative impact		No impact
			Minor	Major	
Disability	<p>An increase in F&C may have a minor impact to people with a disability and/or long-term health conditions, especially those on low income/in receipt of benefits.</p> <p>Applying a variable increase to pricing points provides the flexibility to reduce the negative impact to people with a disability and/or long-term health condition where cost may be a barrier to participation.</p> <p>The FAB Card is a free membership available to all residents that provides discounts on base prices for adults, juniors, and concessions. There are also specific membership options/interventions in place for residents with a disability or long term health condition which are heavily reduced.</p> <p>Free swimming is available for U8's and £1 swimming for 8 – 15-year-olds (Mon – Sat during public swim sessions). U5's swim for free. Carers (including foster carers), looked after children and children and young people who are care experienced have access to free swimming at all times during public swim sessions.</p> <p>F&C have been benchmarked across neighboring authorities and other providers in borough and it appears that GLL pricing is in alignment, and with the FAB Card becomes competitive/significantly cheaper on many pricing points.</p> <p>Monthly (direct debit) memberships are available across the borough's leisure centres which offer value for money for repeated visits / participation. A variety of membership options are available including concessionary and inclusive memberships.</p> <p>GLL also offer a range of subsidised and free health (referral) based interventions for residents to access including; Adult and Child Weight Management, Cancer Rehabilitation, Diabetes, Falls Prevention. This is in addition to delivery of</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

4. Assessing impact

What does the evidence tell you about the impact your proposal may have on groups with protected characteristics?

Protected characteristic	For each protected characteristic, explain in detail what the evidence is suggesting and the impact of your proposal (if any). Is there an impact on service deliver? Is there an impact on customer satisfaction? Click the appropriate box on the right to indicate the outcome of your analysis.	Positive impact	Negative impact		No impact
			Minor	Major	
	inclusive physical activity sessions within leisure centres and community-based settings such as day centres and schools.				
Gender reassignment	No reported impact	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Marriage and Civil Partnership	No reported impact	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Pregnancy and Maternity	<p>The FAB Card is a free membership available to all residents that provides discounts on base prices for adults, juniors, and concessions.</p> <p>Free swimming is available for U8's and £1 swimming for 8 – 15-year-olds (Mon – Sat during public swim sessions). U5's swim for free. Carers (including foster carers), looked after children and children and young people who are care experienced have access to free swimming at all times during public swim sessions.</p> <p>F&C have been benchmarked across neighbouring authorities and other providers in borough and it appears that GLL pricing is in alignment, and with the FAB Card becomes competitive/significantly cheaper on many pricing points.</p> <p>Monthly (direct debit) memberships are available across the borough's leisure centres which offer value for money for repeated visits / participation. A variety of membership options are available including concessionary and inclusive memberships.</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

4. Assessing impact

What does the evidence tell you about the impact your proposal may have on groups with protected characteristics?

Protected characteristic	For each protected characteristic, explain in detail what the evidence is suggesting and the impact of your proposal (if any). Is there an impact on service deliver? Is there an impact on customer satisfaction? Click the appropriate box on the right to indicate the outcome of your analysis.	Positive impact	Negative impact		No impact
			Minor	Major	
	GLL also offer a range of subsidised and free health (referral) based interventions for residents to access including; Adult and Child Weight Management, Cancer Rehabilitation, Diabetes, Falls Prevention. This is in addition to delivery of physical activity sessions within community-based settings such as children’s and community centres.				

4. Assessing impact

What does the evidence tell you about the impact your proposal may have on groups with protected characteristics?

Protected characteristic	For each protected characteristic, explain in detail what the evidence is suggesting and the impact of your proposal (if any). Is there an impact on service deliver? Is there an impact on customer satisfaction? Click the appropriate box on the right to indicate the outcome of your analysis.	Positive impact	Negative impact		No impact
			Minor	Major	
Race/ Ethnicity	<p>An increase in F&C may have a minor impact to BAME residents, specifically if from LESG.</p> <p>Applying a variable increase to pricing points provides the flexibility to reduce the negative impact to BAME groups where cost may be a barrier to participation.</p> <p>The FAB Card is a free membership available to all residents that provides discounts on base prices for adults, juniors, and concessions.</p> <p>Free swimming is available for U8's and £1 swimming for 8 – 15-year-olds (Mon – Sat during public swim sessions). U5's swim for free. Carers (including foster carers), looked after children and children and young people who are care experienced have access to free swimming at all times during public swim sessions.</p> <p>F&C have been benchmarked across neighbouring authorities and other providers in borough and it appears that GLL pricing is in alignment, and with the FAB Card becomes competitive/significantly cheaper on many pricing points.</p> <p>Monthly (direct debit) memberships are available across the borough's leisure centres which offer value for money for repeated visits / participation. A variety of membership options are available including concessionary and inclusive memberships.</p> <p>GLL also offer a range of subsidised and free health (referral) based interventions for residents to access including; Adult and Child Weight Management, Cancer Rehabilitation, Diabetes, Falls Prevention. This is in addition to delivery of physical activity sessions within community-based settings such as children centres, schools, faith hubs and care homes.</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

4. Assessing impact

What does the evidence tell you about the impact your proposal may have on groups with protected characteristics?

Protected characteristic	For each protected characteristic, explain in detail what the evidence is suggesting and the impact of your proposal (if any). Is there an impact on service deliver? Is there an impact on customer satisfaction? Click the appropriate box on the right to indicate the outcome of your analysis.	Positive impact	Negative impact		No impact
			Minor	Major	
Religion or belief	No reported impact	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Sex	No reported impact	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Sexual Orientation	No reported impact	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

5. Other key groups

Are there any other vulnerable groups that might be affected by the proposal?

These could include carers, people in receipt of care, lone parents, people with low incomes or unemployed

Positive impact	Negative impact		No impact
	Minor	Major	

Key groups	None known	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
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6. Cumulative impact

Considering what else is happening within the council and Barnet could your proposal contribute to a cumulative impact on groups with protected characteristics?

Yes No

There may be cumulative impact in the ability to access/pay for physical activity opportunities/leisure services in the borough if there are reductions in benefit payments – primarily amongst LSEG and residents with a disability.

The cost-of-living crisis may also have a cumulative impact, however applying a maximum increase of 9.1% (mainly averaged at 6.6% as per the appended F&C spreadsheet) and the presence of the FAB Card supports residents to continue to lead active and healthy lifestyles, whilst supporting continued operation and delivery of leisure services in the borough. This is further mitigated by monthly (direct debit) membership options available across the boroughs leisure centres (including concessionary and inclusive) that offer value for money for repeated visits/participation, and subsidised/free health and community-based interventions that GLL deliver in Barnet.

7. Actions to mitigate or remove negative impact

Only complete this section if your proposals may have a negative impact on groups with protected characteristics. These need to be included in the relevant service plan for mainstreaming and performance management purposes.

Group affected	Potential negative impact	Mitigation measures <i>If you are unable to identify measures to mitigate impact, please state so and provide a brief explanation.</i>	Monitoring <i>How will you assess whether these measures are successfully mitigating the impact?</i>	Deadline date	Lead Officer
All	Residents may cease to use leisure services in the borough due to cost	<p>GLL will monitor usage of leisure facilities and activities closely to track trends and identify where cost may present a barrier to participation.</p> <p>GLL seek feedback from members/service users via e-survey and meet the manager sessions, therefore will gauge whether cost is a barrier to participation</p>	<p>Monthly monitoring meetings are held with GLL to review performance across a suit of contractual requirements.</p> <p>Participation in relation to the cost of living will be monitored closely, along with utilising benchmarking data such as the Moving Communities platform and discussions with other London LA's via the Chief Leisure Officers Forum.</p>	Ongoing – reviewed monthly	Courtney Warden

8. Outcome of the Equalities Impact Assessment (EIA)

Please select one of the following four outcomes

Proceed with no changes

The EIA has not identified any potential for a disproportionate impact and all opportunities to advance equality of opportunity are being addressed

Proceed with adjustments

Adjustments are required to remove/mitigate negative impacts identified by the assessment

Negative impact but proceed anyway

This EIA has identified negative impacts that are not possible to mitigate. However, it is still reasonable to continue with the activity. Outline the reasons for this and the information used to reach this decision in the space below

Do not proceed

This EIA has identified negative impacts that cannot be mitigated and it is not possible to continue. Outline the reasons for this and the information used to reach this decision in the space below

Reasons for decision

Sign-off

9. Sign off and approval by Head of Service / Strategic lead

Name Cassie Bridger	Job title Assistant Director: Greenspaces & Leisure
<input checked="" type="checkbox"/> Tick this box to indicate that you have approved this EIA	Date of approval: 03.08.2022
<input checked="" type="checkbox"/> Tick this box to indicate if EIA is to be published IF REQUIRED	Date of next review: 03.08.2023

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