

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 1310 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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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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Religion or belief ⁹	<p>The most common religion in Barnet is Christianity (39.2%), followed by the Jewish (19.2%) and Muslim (11.8%) faiths. Almost one in five people in the borough has no religion (19.4%), which equates to around 75,600 people, compared to the 152,500 Christians in Barnet. Whilst almost a third of people in the borough are either Jewish or Muslim (31%) roughly</p>	<p>The response to overall Fees and Charges consultation only received three responses.</p>																																																																																																														

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	<p>one in twenty-five are Hindu (4.0%) and Buddhists account for just under one in fifty (1.9%).</p> <p>The most common religion in Barnet is Christianity (39.2%), followed by the Jewish (19.2%) and Muslim (11.8%) faiths (refer to Figure 1.8). Almost one in five people in the borough has no religion (19.4%), which equates to around 75,600 people, compared to the 152,500 Christians in Barnet. Whilst almost a third of people in the borough are either Jewish or Muslim (31%) roughly one in twenty-five are Hindu (4.0%) and Buddhists account for just under one in fifty (1.9%).</p> <p>Hendon has particularly strong Jewish presence, with 32-38% of its population.</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 ¹⁰	<p>The table below shows the percentage of the Population of Barnet by sex .</p> <table border="1" data-bbox="421 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	%									
Female	50.4%									
Male	49.6%									
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>
	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

3. Supporting evidence

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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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			Minor	Major	
	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		Positive impact	Negative impact		No impact
Are there any other vulnerable groups that might be affected by the proposal? <i>These could include carers, people in receipt of care, lone parents, people with low incomes or unemployed</i>			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