**Equality Impact Assessment**

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| **Name of Project** | Professional Fees – 2016/7 |  | **Cabinet meeting date**  ***If applicable*** | N/A |
|  |  |  |  |  |
| **Service area responsible** | Asset Management |  |  |  |
|  |  |  |  |  |
| **Name of completing officer** | Malcolm Greaves |  | **Date EqIA created** | 14.12.15 |
|  |  |  |  |  |
| **Approved by Director / Assistant Director** | Stephen McDonnell |  | **Date of approval** |  |
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**The Equality Act 2010** places a ‘**General Duty’** on all public bodies to have ‘**due regard’** to:

* **Eliminating discrimination, harassment and victimisation and any other conduct prohibited under the Act**
* **Advancing equality of opportunity between those with ‘protected characteristics’ and those without them**
* **Fostering good relations between those with ‘protected characteristics’ and those without them.**

In addition the Council complies with the Marriage (same sex couples) Act 2013.

Haringey Council also has a ‘**Specific Duty’** to publish information about people affected by our policies and practices.

**All assessments must be published on the Haringey equalities web pages. All Cabinet papers MUST include a link to the web page where this assessment will be published.**

This Equality Impact Assessment provides evidence for meeting the Council’s commitment to equality and the responsibilities outlined above, for more information about the Councils commitment to equality; please visit the Council’s website.

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| **Stage 1 – Names of those involved in preparing the EqIA** |  |
| 1. Project Lead | 5. Malcolm Greaves |
| 1. Equalities / HR | 6. |
| 1. Legal Advisor (where necessary) | 7. |
| 1. Trade union | 8. |

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| **Stage 2 - Description of proposal including the relevance of the proposal to the general equality duties and protected groups. Also carry out your preliminary screening** (Use the questions in the Step by Step Guide (The screening process) and document your reasoning for deciding whether or not a full EqIA is required. If a full EqIA is required move on to Stage 3. |
| The proposal is to increase the professional fees chargeable for valuation activity to other internal services and external organisations.  This is a minimal inflationary increase on the hourly rate for valuation services. There is minimal chargeable activity undertaken by the service. Should it occur the fees are consistent with market rates and would not impact adversely on any particular protected groups.  Preliminary screening indicates no adverse impacts therefore a full eqia is not required. |

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| **Stage 3 – Scoping Exercise - Employee data used in this Equality Impact Assessment**  **Identify the main sources of the evidence, both quantitative and qualitative, that supports your analysis. This could include for example, data on the Council’s workforce, equalities profile of service users, recent surveys, research, results of recent relevant consultations, Haringey Borough Profile, Haringey Joint Strategic Needs Assessment and any other sources of relevant information, local, regional or national.** | |
| **Data Source (include link where published)** | **What does this data include?** |
| EqIA Profile on Harinet | Age, gender, ethnicity, disability information – for the Council and the Borough |
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| **Stage 4 – Scoping Exercise - Service data used in this Equality Impact Assessment**  **This section to be completed where there is a change to the service provided** | |
| **Data Source (include link where published)** | **What does this data include?** |
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| **Stage 5a – Considering the above information, what impact will this proposal have on the following groups in terms of impact on residents and service delivery:**  **Positive and negative impacts identified will need to form part of your action plan.** | | | | |
|  | **Positive** | **Negative** | **Details** | **None – why?** |
| **Sex** |  |  |  |  |
| **Gender Reassignment** |  |  |  |  |
| **Age** |  |  |  |  |
| **Disability** |  |  |  |  |
| **Race & Ethnicity** |  |  |  |  |
| **Sexual Orientation** |  |  |  |  |
| **Religion or Belief (or No Belief)** |  |  |  |  |
| **Pregnancy & Maternity** |  |  |  |  |
| **Marriage and Civil Partnership (note this only applies in relation to eliminating unlawful discrimination (limb 1))** |  |  |  |  |

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| **Stage 5b – For your employees and considering the above information, what impact will this proposal have on the following groups:**  **Positive and negative impacts identified will need to form part of your action plan.** | | | | |
|  | **Positive** | **Negative** | **Details** | **None – why?** |
| **Sex** |  |  |  |  |
| **Gender Reassignment** |  |  |  |  |
| **Age** |  |  |  |  |
| **Disability** |  |  |  |  |
| **Race & Ethnicity** |  |  |  |  |
| **Sexual Orientation** |  |  |  |  |
| **Religion or Belief (or No Belief)** |  |  |  |  |
| **Pregnancy & Maternity** |  |  |  |  |
| **Marriage and Civil Partnership**  **(note this only applies in relation to eliminating unlawful discrimination (limb 1))** |  |  |  |  |

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| **Stage 6 - Initial Impact analysis** | **Actions to mitigate, advance equality or fill gaps in information** |
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| **Stage 7 - Consultation and follow up data from actions set above** | |
| **Data Source (include link where published)** | **What does this data include?** |
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| **Stage 8 - Final impact analysis** |
| Preliminary screening indicates no adverse impacts therefore a full eqia is not required. |

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| **Stage 9 - Equality Impact Assessment Review Log** | | | | |
|  |  |  |  |  |
| Review approved by Director / Assistant Director |  |  | Date of review |  |
|  |  |  |  |  |
| Review approved by Director / Assistant Director |  |  | Date of review |  |

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| **Stage 10 – Publication** |
| Ensure the completed EqIA is published in accordance with the Council’s policy. |