**Equality Impact Assessment**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Name of Project** | Fees & Charges 2016/17 |  | **Cabinet meeting date**  ***If applicable*** | 9/2/16 |
|  |  |  |  |  |
| **Service area responsible** | Neighbourhood Action Team |  |  |  |
|  |  |  |  |  |
| **Name of completing officer** | Graham Jones |  | **Date EqIA created** | 20 December 2015 |
|  |  |  |  |  |
| **Approved by Director / Assistant Director** | Stephen McDonnell |  | **Date of approval** |  |
|  |  |  |  |  |

**The Equality Act 2010** places a ‘**General Duty’** on all public bodies to have ‘**due regard’** to:

* **Eliminating discrimination, harassment and victimisation**
* **Advancing equality of opportunity**
* **Fostering good relations**

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.

|  |  |
| --- | --- |
| **Stage 1 – Names of those involved in preparing the EqIA** |  |
| 1. Project Lead – Graham Jones | 5. |
| 1. Equalities / HR - Will Shanks | 6. |
| 1. Legal Advisor (where necessary) N/A | 7. |
| 1. Trade union N/A | 8. |

|  |
| --- |
| **Stage 2 - Description of proposal including the relevance of the proposal to the general equality duties and protected groups** |
| To set the proposed level of fees and charges for 2016/17 for Environmental Services. The proposal includes charges for Trade Waste which effect only businesses and Fixed Penalty Notices which are charged in accordance with Government guidlines.  The provision of the service is universal and benefits all protected groups equally. |

|  |  |
| --- | --- |
| **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?** |
| N/A | N/A |

|  |  |
| --- | --- |
| **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?** |
| There is no service related data relating specifically to protected groups. The charges for commercial collections have been proposed after taking into consideration the charges being made by other commercial providers.  There is no change proposed to Fixed Penalty Notces and the remain within the statutary range allowed. |  |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **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** | No | No | No data available | Univeral service impact |
| **Gender Reassignment** | No | No | No data available | Univeral service impact |
| **Age** | No | No | No data available | Univeral service impact |
| **Disability** | No | No | No data available | Univeral service impact |
| **Race & Ethnicity** | No | No | No data available | Univeral service impact |
| **Sexual Orientation** | No | No | No data available | Univeral service impact |
| **Religion or Belief (or No Belief)** | No | No | No data available | Univeral service impact |
| **Pregnancy & Maternity** | No | No | No data available | Univeral service impact |
| **Marriage and Civil Partnership** | No | No | No data available | Univeral service impact |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **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** | No | No | N/A | No impact on Haringey staff |
| **Gender Reassignment** | No | No | N/A | No impact on Haringey staff |
| **Age** | No | No | N/A | No impact on Haringey staff |
| **Disability** | No | No | N/A | No impact on Haringey staff |
| **Race & Ethnicity** | No | No | N/A | No impact on Haringey staff |
| **Sexual Orientation** | No | No | N/A | No impact on Haringey staff |
| **Religion or Belief (or No Belief)** | No | No | N/A | No impact on Haringey staff |
| **Pregnancy & Maternity** | No | No | N/A | No impact on Haringey staff |
| **Marriage and Civil Partnership** | No | No | N/A | No impact on Haringey staff |

|  |  |
| --- | --- |
| **Stage 6 - Initial Impact analysis** | **Actions to mitigate, advance equality or fill gaps in information** |
| The Service will continue to monitor the effect of the increases in Trade Waste charges by analysing the effect of market share and compliance of traders. The chargws proposed have been designed not to discriminate against any group. |  |

|  |  |
| --- | --- |
| **Stage 7 - Consultation and follow up data from actions set above** | |
| **Data Source (include link where published)** | **What does this data include?** |
| N/A | N/A |

|  |
| --- |
| **Stage 8 - Final impact analysis** |
| If a pattern of dissatisfaction among protected groups emerges then the Service will review the charges being made for Trade Waste and bin hire. The level of fines proposed for Fixed Penalty Notices has not changed from the last financial year and remains within the statutary guidance. |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **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 |  |

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