

## Equality Impact Assessment

1.	<b>Title of Proposal:</b>	<b>Maximising Income</b>
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*(Please enter the title or reference for your proposal)*

2.	<b>Service Area: Department:</b>	People, Place and Chief Executive's departments
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*(Please enter the department/service area submitting the proposal)*

3.	<b>Description:</b>	Following on from the Council's Fees & Charges policy which was approved by Executive in November 2012, all fees and charges have been reviewed to ensure that they comply with this policy and fully recover all the costs incurred, where appropriate, in delivering each service while remaining fair, equitable and consistently applied. Fees and charges have been increased by a minimum of 3% for 2017/18 unless there is a service reason not to do so.
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*(Please enter a full description of your proposal including its aims and objectives)*

4.	<b>Relevance to the Equality Duty.</b>	
	<p><b>Do you believe your proposal has any relevance to the following duties of the Council under the Equality Act 2010?</b> (If you believe that your proposal may have some relevance – however small please indicate yes)</p>	
	<b>Duty</b>	<b>Yes/No</b>
	<b>Elimination of discrimination (both direct &amp; indirect), victimisation and harassment.</b> <i>(Could your proposal discriminate? Or help eliminate discrimination?)</i>	Yes
	<b>Promotion of equality of opportunity?</b> <i>(Could your proposal help or hinder the Council with this)</i>	Yes
	<b>Foster good relations?</b> <i>(Could your proposal help or hinder the council's relationships with those who have equality characteristics?)</i>	Yes

5. <b>Which groups of people may be impacted (both positively and negatively) if the proposal is advanced?</b> (Please x all that apply ).				
Equality Characteristic	Impact			Description <i>Where you have identified a potential impact, please detail what you perceive this to be. Where an equality characteristic is potentially negatively affected, please explain how and the extent to which they may be negatively affected. If you are unsure of the answer please state this and recommend further investigation.</i>
	No Impact	Possible Positive Impact	Possible Negative Impact	
<b>Age</b> (Older or younger people or a specific age grouping)			X	People who are considering end of life options may feel impacted upon due to the introduction of increased fees although the level of increased charge proposed is unlikely to cause significant issues.
<b>Disability</b> e.g. Effects on people with mental, physical, sensory impairment, learning disability, visible/invisible, progressive or recurring	X			
<b>Gender</b> (Males, Females, Transgender or Transsexual people)	X			
<b>Marital Status</b> Civil Partnership, Co-habiting, Divorced, Married, Separated & Single.	X			
<b>Pregnancy &amp; Maternity:</b> The period of time a woman is expecting a baby until one year after the baby is born. This includes breastfeeding	X			

<b>Race Groups:</b> including colour, nationality, ethnic origins, including minorities (e.g. gypsy travellers, refugees, migrants and asylum seekers)	X			
<b>People with Religious or other Beliefs:</b> different beliefs, customs (including atheists and those with no aligned belief)	X			
<b>Sexual Orientation,</b> e.g. Lesbian, Gay, Bisexual, Heterosexual	X			
<b>Carers</b> (those who have caring responsibilities for someone with an equality Characteristic)			X	With regard to burial fee increases where power of attorney is held by someone who cares for a person where end of life becomes an apparent reality, the same considerations as outlined at Age may become apparent.
<b>Poverty</b> (people who are on a low income including benefits claimants, people experiencing fuel poverty, isolated rural communities etc)			X	With regard to burial fee increases the proposals could give rise to an increase in assisted burials where someone is not able to afford the fees for burial.
<b>Employees</b> (those employed by the Council including full time, part time and temporary)	X			

6.	<b>Mitigation</b>	
	Where you have identified a potential negative impact, please detail what mitigations will need to be put in place in order for your proposal to progress. <b>If you are unsure of the answer please state this and recommend further investigation.</b>	
	<b>Characteristic</b>	<b>Mitigation</b>
	<b>AGE</b>	<b>Further investigation &amp; monitoring</b>
	<b>CARERS</b>	<b>Further investigation &amp; monitoring</b>
<b>POVERTY</b>	<b>Further investigation &amp; monitoring</b>	

7.	<b>How certain are you of the answers you have given?</b>	
	<b>Answer</b>	<b>Tick One</b>
	<b>Certain</b> - I have populated the evidence base to support my answers.	
	<b>Fairly Certain</b> – but don't have concrete evidence to support my answers so would recommend further assessment is conducted if the proposal is progressed.	<b>X</b>
	<b>Not Certain</b> – further assessment is recommended if proposal is progressed.	

<b>Completed By</b>			
Name	Suzy Douglas	Service Area.	Finance
Post	Financial Services Manager	Date	18/11/16