MAKING YOUR MONEY COUNT (MYMC) 2023/24 - Appendix D

Overall Equality Impact Assessment (EqIA) of MYMC Savings Proposals

Equality at Stevenage Borough Council

1. Stevenage Borough Council is committed to promoting equality, diversity and inclusion across its services, workforce and local community. To demonstrate its commitment to the identification and mitigation of discrimination and inequality, the Council will complete and publish Equality Impact Assessments (EqIA) when there is a new or revised policy, procedure, function, or where there is a withdrawal of service. For more information about the Council's commitment to advancing equalities please refer to the Equality, Diversity & Inclusion Policy (2022-26).

2. We want to deliver services that are fair, accessible and open to everyone who needs them. Equality Impact Assessments (EqIAs) are an important part of the process in ensuring that our intention is translated into action. They help to ensure that decisions are made in a fair, transparent and accountable way, considering the needs and the rights of different people in the community.

3. Based on the protected characteristics under the Equality Act 2010, the Equality Impact Assessment considers the impact on the following groups when making decisions, updating policies and starting new projects:

    - Age
    - Disability
    - Gender reassignment
    - Marital status
    - Pregnancy and maternity
    - Race
    - Religion or belief
    - Sex
    - Sexual orientation.

4. Although non-statutory, the Council has chosen to adopt the Socio-Economic Duty. Council's elected members and officers are required to consider the impact of their decisions on people who are less fortunate because of their social/economic background.

5. EqIAs also help the Council to demonstrate compliance with the requirements of the Public Sector Equality Duty (Section 149 of the Equality Act 2010). The Duty states that a public authority must, in the exercise of its functions, have due regard to the need to:

    - eliminate discrimination, harassment, victimisation and any other conduct that is unlawful under this Act
    - advance equality of opportunity between people who share a protected characteristic and those who do not
    - foster good relations between people who share a protected characteristic and those who do not

Making Your Money Savings Count Proposals 2023/24

6. Prior to their consideration at Executive in December 2022, all savings proposals were reviewed to determine any potential impact on Stevenage residents in terms of their protected characteristics under the Equality Act 2010. Some of these have no direct public impact and so have not been subject to any further EqIA.

7. Where a new change in policy, procedure, function, service or withdrawal of service is proposed, Assistant Directors and other appropriate managers have drafted Equality Impact Assessments.

8. This year there are four new proposals that may potentially have a positive, negative or disproportionate impact. These are:

    1. Closure of 3 Play schemes
    2. Removal of the Leisure & Health Development Officer post
    3. Annual increase of fees and charges (including off-street parking and garages)
    4. Increase of Council Tax

9. The increase in fees/charges and Council Tax will have a negative impact across all protected characteristic groups. For the purposes of this report and to avoid duplication, actions by the Council to mitigate this impact are included in the socio-economic section of the report.

10. The potential impact of these proposals is summarised over the following pages and will inform the recommendations made at Executive in December 2022 and Council in January 2023. Action to further analyse or mitigate the impact on people with particular protected characteristics is identified where appropriate.

11. It should be noted that EqIA's are working documents and new equality impacts may be identified throughout the planning and implementation stages of the revised policy, procedure, function, service. To ensure that these changes are captured, EqIAs will be updated, and appropriate mitigations considered accordingly.

12. The following further activity will take place:

    - January 2023 - Consideration of this document at Council meeting, alongside the budget proposals
    - Ongoing review and update of EQIA's and impact as proposals are further developed and implemented throughout 2023/24, including consultation and engagement as appropriate.

Summary of potential impacts identified as a result of budget proposals

Protected characteristic	Local/National Information	Summary potential impact(s)	Mitigating action(s)	Responsible officer
Age	Stevenage has a slightly younger population when compared with Hertfordshire and England, with an increase in the 2021 census of 4.6% in people aged 15 to 64 years, and an increase of 7.7% in children aged less than 15 years, since 2011.	1. Children and young people are the main users of the Play Service and so removal of service is more likely to impact them.	1A. To help mitigate the negative impact, the Council will continue to provide children activity sessions as part of its existing Museum offering. The council will continue to promote these sessions through its various social media channels and wider comms activities. There are also a number of independent providers in the area which provide children activity services for a small fee. The Council will develop a list of providers by which to signpost existing users of the Play service.	1A. Culture, Wellbeing & Leisure Services Manager
		2. The reduction in one post supporting sports development and health promotion work is more likely to impact support activities targeting children and younger people, such as support for the Young People's Health Hub	2. Young People's Healthy Hub and direct support for Sport's Clubs (including a significant number of Youth Sport's Clubs across the town and recent Basketball activities) will not be serviced in the same way, but through different partnering arrangements such as with Herts Sports Partnership or through the new Active Communities Service.	2. Culture, Wellbeing & Leisure Services Manager

	The 2021 census shows that there has been an increase of 15.4% in people aged 65 years and over	3. Support for activities targeting older people, such as local walking festivals will be reduced in terms of direct officer support.	3. A dedicated activities Co-Ordinator will remain across supported housing. The new Active Communities Service delivered by the leisure operator will include older inactive people with health conditions as part of its programme.	3. Culture, Wellbeing & Leisure Services Manager
	ONS data confirms that under 30s and over 65s have lower than average incomes, with ages in between having higher than average incomes	4A. Under 30's and over 65's may be disproportionality impacted by the increase in off-street parking and may be more vulnerable to socio-economic impacts (see socio-economic section below).	4A. See socio-economic impacts section below.	4A. See socio-economic impacts section below.
		B. Under 30's and over 65's lower than average income combined with an increase in off-street parking charges may negatively impact access to businesses, shops and leisure services	B. it is believed that many people accessing these businesses already use the bus rather than drive, so the potential impact will be minimal, however feedback on the application of the charges will be closely monitored in the lead up to and following implementation.	B. Parking Management Officer
		5. The garage price increase might impact the elderly who are on pension credit and could affect young people on low incomes.	5. See socio-economic impacts section below.	5. See socio-economic impacts section below.

Disability	In 2011, 7.5% of Stevenage residents who were 16-64 years of age had a disability which limited their day-to-day activities.	1. Children and young people with disabilities who are users of the Play Service are likely to be impacted through any reduction in service.	1A. To help mitigate any impact, the Council will continue to provide children activity sessions as part of its existing Museum offering. The council will continue to promote these sessions through its various social media channels and wider comms activities. There are also a number of independent providers in the area which provide children activity services for a small fee. The Council will develop a list of providers by which to signpost existing users of the Play service.	1A. Culture, Wellbeing & Leisure Services Manager
	The Office for National Statistics (ONS) show that disabled workers earn on average £1.93 per hour less than non-disabled employees (a gap of over £3,500 per year based on a 35-hour week). The	2. The disability pay gap means that disabled people may be more vulnerable to socio-economic impacts and are more likely to be impacted by the increase in off-streets parking and garage charges (see socio-economic section below). 3. The garage price increase might impact on people who are on disability allowance.	2. See socio-economic impacts section below. 3. With the launch of Digital Lettings, potential garage licensees can bid for garages. Garages will normally be	2. See socio-economic impacts section below. 3. Assistant Director – SDS and Garages Manager

	disability pay gap – the difference between median pay for disabled employees and non-disabled employees – was 13.8% in 2021.		allocated in date order from the waiting list; however the Council reserves the right to give priority to anyone who is registered disabled upon providing evidence of a blue badge. In exceptional circumstances a case will be reviewed and decided on its merits.	
Gender reassignment		No differential impacts directly related to people having this characteristic have been identified as a result of these proposals.		
Marital status		No differential impacts directly related to people having this characteristic have been identified as a result of these proposals.		
Pregnancy and maternity		No differential impacts directly related to people having this characteristic have been identified as a result of these proposals.		
Race	In 2019, Office of National Statistics (ONS) figures showed the ethnicity pay gap in England and Wales – the difference in pay between white British and minority ethnic employees – had narrowed to its smallest level since 2012 – 2.3%, down	1. People from ethnic minorities may be more vulnerable to socio-economic impacts and are more likely to be impacted by the increase in off-streets parking charges (see socio-economic section below).	1. See socio-economic impacts section below.	1. See socio-economic impacts section below.

	from its recent high of 8.4% in 2014. Health inequalities data supplementing the Joint Strategic Needs Assessment for Equality & Diversity demonstrates the need for future consideration of race and ethnicity in regard to health and wellbeing.	2. Reduction of this post may negatively impact any future work planned to focus on this protected characteristic as part of community programming.	2. There is no current sports development/health promotion underway which targets this protected characteristic as part of the reduced role. The new Active Communities Service will consider targeting this protected characteristic as part of its approach to community programming.	2. Culture, Wellbeing & Leisure Services Manager
Religion or belief		No differential impacts directly related to people having this characteristic have been identified as a result of these proposals.		
Sex	In 2021, the UK's gender pay gap rose from 14.9% to 15.4% **(**Office for National Statistics, ONS, 2021). This means that, on average, women earn just over 15% less than men per hour.	1. Women may be more vulnerable to socio-economic impacts and are more likely to be impacted by the increase in off-streets parking charges (see socio-economic section below).	1. See socio-economic impacts section below.	1. See socio-economic impacts section below.

	The number of women who participate in any kind of sport or physical activity in England is slowly and steadily increasing in recent years. As of 2021, approximately 17.5 million women participate at least twice a month at any intensity or duration a slight decrease from 17.78 million women in 2020 (www.statista.com).	2. Through the Herts Sport Partnership, women in Stevenage are encouraged to participate in This Girl Can activities. The reduction of the post will impact the council's role in servicing and supporting activity and bidding to further funding rounds.	2. The new Active Communities Service will consider targeting this protected characteristic as part of its approach to community programming.	2. Culture, Wellbeing & Leisure Services Manager
Sexual Orientation		No differential impacts directly related to people having this characteristic have been identified as a result of these proposals.		
Socio-economic	According to the 2019 English Index of Multiple Deprivation, Stevenage continues to be the most deprived authority in	1. Reducing play services may negatively impact lower income families.	1. To help mitigate the negative impact, the Council will continue to provide children activity sessions as part of its existing Museum offering. The council will continue to promote these sessions through its various social media channels and wider comms activities. There are also a number of independent providers	1 & 2. Culture, Wellbeing & Leisure Services Manager

	Hertfordshire. Of this, Bedwell is the most deprived ward in Town.		in the area which provide children activity services for a small fee. The Council will develop a list of providers by which to signpost existing users of the Play service.	
		2. The reduction in leisure and health post reduces the service available in terms of council-led delivery and facilitation of health and wellbeing initiatives and direct sports development support. This impact will be felt in neighbourhoods with highest health inequalities, which correlate with socio-economic conditions.	2. The new Active Communities Service will be targeted in neighbourhoods experiencing the highest health inequalities and therefore new provision will be delivered as part of this contract.	
		3.Any increase in off-street parking fees is likely to impact most on those who are already at socio-economic disadvantage due to protected characteristic (for the purposes of this assessment - Disability, Race or Gender). This could mean that parking becomes unaffordable for some people if prices increase significantly.	3A. The proposed price rise is very low with an increase of between 20 - 50p per hour, this represents an overall increase of less than 10% across current charges. Feedback on the application of the charges will be closely monitored in the lead up to and following implementation. B. At the same time, the town centre is well served by other modes of transport while fees in the vicinity of the hospital would remain significantly cheaper than those offered by the hospital car parks (and therefore clearly below the market	3A. Assistant Director Planning & Regulatory 3B. Parking Management Officer

			rate). This potential impact may be lessened as more than half of households in the bottom income quartile do not have a car. It is often the case that protected characteristics correlate with lower rates of car ownership.	
		4. The garage price increase might impact the elderly who are on pension credit, young people on low incomes and disabled residents impacted by the disability pay gap.	4.Holding a garage license is a discretionary service and residents use them for parking their cars or for storage purposes. If the resident becomes unable to afford the current tier of garages, they will be able to bid on a lower tier, cheaper garage through Digital Lettings. Prices and locations will be clearly displayed and applicants will be measured against set criteria to award the garage, in a similar way to the management of the manual waiting list.	4. Assistant Director - SDS
		5. Fee increases and charges are reviewed annually by the Council to ensure that the cost of providing the service is met. Examples of where the council has discretion to increase fees and charges include (but are not limited to): Cemeteries; Fishing; Allotments; Env Health inspection; Planning; Bulky Waste.	5. To help mitigate any negative impacts on residents the Council is able to offer concessions to those who are eligible. Eligibility is dependent on the service but typically will include residents in receipt of a means tested benefit. Please see the Council's Concessionary Policy (2015) for further information on the Council's approach to setting concessions.	5. Strategic Director (Finance & Estates)

		6. An increase of council tax by 2.99% would add £6.74 per year to Band D bill for 2023/24.	6. To help mitigate any negative impacts on residents the Council will continue to offer financial assistance through the Council Tax Reduction Scheme. Residents who are eligible to apply include those who have: • low income or claiming benefits (including Universal Credit) • have dependent children • ill or disabled • caring for someone • State Pension age • bereaved • pregnant or have recently had a baby • less than £16,000 in savings • savings are over £16,000, but this money was from a compensation payment or a Prisoner of War payment or you are on Pension Credit Guarantee. The scheme will be communicated to residents through customer-facing support services, as well as through existing information, advice and guidance provided by partners such as Citizens Advice. The Council will also publicise the scheme through its website and social media channels.	6. Strategic Director (Finance & Estates)

Other	Increased parking charges may promote modal shift away from using cars, leading to improved public health through reduced air pollution and increased physical activity.

Appendices

Appendix A – Equality Impact Assessment (EqIA) Play Services

Appendix B – EqIA Leisure & Health Development Officer

Appendix C – EqIA Off Street Parking Price Changes

Appendix D – EqIA Garages Price Changes

Appendix A – Equality Impact Assessment (EqIA) Play Service

What is being assessed?	Play Service	What are the key aims of it?	The permanent closure of 3 play schemes including term-time after School play offer and pop-up holiday play scheme offer during School holidays.		
Who may be affected by it?	Children, Young People and Families				
Date of full EqIA on service area (planned or completed)	October 2022				
Form completed by:	Geoff Caine	Start date	October 2022	End date	November 2022
		Review date		September 2023	

What data / information are you using to inform your assessment?	2019/20 full year service attendance. (Incomplete view for 2020/21 and 21/22 due to Covid-19). 2022 attendance figures to date Annual revenue budget Staffing resources and structure Child Poverty Statistics for Stevenage	Have any information gaps been identified along the way? If so, please specify	

	https://www.gov.uk/government/statistics/children-in-low-income-families-local-area-statistics-2014-to-2021		

Explain the **potential positive, negative or unequal impact** on the following characteristics and **how likely** this is:			
Age	**Negative impact** In 2011, 32.3% of households in Stevenage had a dependent child in the home and 13.3% had a dependent child between zero and four years old. The loss of service will impact children and young people overall. To help mitigate the negative impact, the Council will continue to provide children activity sessions as part of its existing Museum offering. The council will continue to promote these sessions through its various social media channels and wider comms activities. There are also a number of independent providers in the area which provide children activity services for a small fee. The Council will develop a list of providers by which to signpost existing users of the Play service.	Race	**Neutral impact** Stevenage has a growing Black And Minority Ethnic (BAME) population increasing from 16.9% in 2011 to 17.2% in 2021. Whilst it is anticipated that the impact the closure of the Play service on residents from minority national or ethnic backgrounds will be neutral, the Council will seek to mitigate any impact of the closure through the continued promotion of the activity sessions provided by the Museum, and work to signpost existing Play service users to independent providers.

	Older People Not applicable		
Disability	**Neutral Impact** In 2011, 15.7% of Stevenage residents (all ages) had a disability which limited their day-to-day activities. Whilst it is anticipated that the impact the closure of the Play service on residents with disabilities will be neutral, the Council will seek to mitigate any impact of the closure through the continued promotion of the activity sessions provided by the Museum, and work to signpost existing Play service users to independent providers.	Religion or belief	**Neutral Impact** Not applicable
Gender reassignment	**Neutral Impact** Not applicable	Sex	**Neutral Impact** Not applicable
Marriage or civil partnership	**Neutral Impact:** Not applicable	Sexual orientation	**Neutral Impact:** Not applicable

Pregnancy & maternity	**Negative Impact:** The closure of the Play service may have a negative impact on pregnant women with young children. To help mitigate the impact the Council will continue to promote the activity sessions provided by the Museum, and work to signpost existing Play service users to independent providers.	Socio-economic[1]	**Negative Impact:** To help mitigate the negative impact the Council will continue to provide low-cost fee-paying children activity sessions as part of its existing Museum offering. The council will continue to promote these sessions through its various social media channels and wider comms activities. There are also a number of independent providers in the area which provide children activity services for a small fee. The Council will develop a list of providers by which to signpost existing users of the Play service.
Other			

Where there is a likely **positive impact**, please explain how it will help to **fulfil our legislative duties** to:					
Remove discrimination & harassment		Promote equal opportunities		Encourage good relations	

[1]Although non-statutory, the council has chosen to implement the Socio-Economic Duty and so decision-makers should use their discretion to consider the impact on people with a socio-economic disadvantage.

What further work / activity is needed as a result of this assessment?

Action	Responsible officer	How will this be delivered and monitored?	Deadline
Develop and implement signposting to alternative providers	Culture, Wellbeing & Leisure Services Manager	Culture, Wellbeing & Leisure Services Service Plan	Summer 2023
Promote the Museum's children's sessions	Culture, Wellbeing & Leisure Services Manager	Culture, Wellbeing & Leisure Services Service Plan	Summer 2023
Restructure service area	Culture, Wellbeing & Leisure Services Manager	Culture, Wellbeing & Leisure Services Service Plan	Summer 2023

Approved by Assistant Director/ Strategic Director: Rob Gregory Date: 28/10/22

Appendix B – EqIA Leisure & Health Development Officer

What is being assessed?		What are the key aims of it?	The reduction in one post supporting sports development, and health promotion work across the town. One post would remain to lead Healthy Stevenage Partnership and key partnership work but direct delivery by the council would reduce. The new leisure contract will however include a new Active Communities programme, which will include direct delivery of activities in neighbourhoods.		
Who may be affected by it?	Children, Young People and Families				
Date of full EqIA on service area (planned or completed)	October 2022				
Form completed by:	Rob Gregory	Start date	October 2022	End date	November 2022
		Review date		September 2023	

What data / information are you using to inform your assessment?	Healthy Stevenage Strategy 2018-22 Current service work programme Joint Strategic Needs Assessment https://www.hertfordshire.gov.uk/microsites/jsna/hertfordshires-joint-strategic-needs-assessment.aspx	Have any information gaps been identified along the way? If so, please specify	

Explain the **potential positive, negative or unequal impact** on the following characteristics and **how likely** this is:			
Age	**General (Potential Neutral Impact)** The reduction in service offer reduces the service available in terms of council-led delivery and facilitation of health and wellbeing initiatives and direct sports development support. This will impact all age groups. It is proposed the council maintains its membership contribution to Herts Sports Partnership to ensure some broader support to sports clubs. In addition the council's new leisure contract will deliver a new Active Communities Service- targeting physical activity and health promotion work in local communities. It is recommended that this is targeted in line with local health inequalities. **Older People (Potential Neutral Impact)** As above. Support for activities targeting older people, such as local walking festivals will be reduced in terms of direct officer support, however a dedicated activities Co-Ordinator will remain across supported housing. The new Active Communities Service delivered by the leisure operator will include	Race	**Potential Neutral Impact** The reduction in service offer reduces the service available in terms of council-led delivery and facilitation of health and wellbeing initiatives and direct sports development support. This will impact all sections of the community. There is not current delivery underway targeting this protected characteristic however, health inequalities data supplementing the JSNA demonstrates the need for future consideration of race and ethnicity in regards to health and wellbeing. It is envisaged that the new Active Communities Service will consider this as part of its approach to community programming.

	older inactive people with health conditions as part of its programme. This will be a new activity. **Younger People (Potential Negative Impact)** As above. Support for activities targeting children and young people, such as direct management support for the Young People's Healthy Hub and direct support for Sport's Clubs (including a significant number of Youth Sport's Clubs across the town and recent Basketball activities) will not be serviced in the same way, but through different partnering arrangements such as with Herts Sports Partnership or through the new Active Communities Service.		
Disability	**Potential Neutral Impact** The reduction in service offer reduces the service available in terms of council-led delivery and facilitation of health and wellbeing initiatives and direct sports development support. This will impact all sections of the community. There is no delivery currently focussed on this protected characteristic.	Religion or belief	**Potential Neutral Impact** The reduction in service offer reduces the service available in terms of council-led delivery and facilitation of health and wellbeing initiatives and direct sports development support. This will impact all sections of the community. There is no delivery currently focussed on this protected characteristic.
Gender reassignment	**Neutral Impact**	Sex	**Potential Negative Impact**

	The reduction in service offer reduces the service available in terms of council-led delivery and facilitation of health and wellbeing initiatives and direct sports development support. This will impact all sections of the community. There is no current delivery focussed on this protected characteristic.		The reduction in service offer reduces the service available in terms of council-led delivery and facilitation of health and wellbeing initiatives and direct sports development support. This will impact all sections of the community. Current activity in Stevenage delivered by partners under "This Girl Can" will continue although the council's role in servicing and supporting activity and bidding to further funding rounds will be reduced.
Marriage or civil partnership	**Neutral Impact:** Not applicable	Sexual orientation	**Neutral Impact:** The reduction in service offer reduces the service available in terms of council-led delivery and facilitation of health and wellbeing initiatives and direct sports development support. This will impact all sections of the community. There is no current delivery focussed on this protected characteristic.
Pregnancy & maternity	**Neutral Impact:** Not applicable	Socio-economic[2]	**Potential Negative Impact:** The reduction in service offer reduces the service available in terms of council-led delivery and facilitation of health and wellbeing initiatives and direct sports development support. This will impact all sections of the community. This impact will be felt in neighbourhoods with highest health inequalities, which correlate with socio-economic conditions. However, the new Active Communities Service will be targeted in neighbourhoods

[2]Although non-statutory, the council has chosen to implement the Socio-Economic Duty and so decision-makers should use their discretion to consider the impact on people with a socio-economic disadvantage.

			experiencing the highest health inequalities and therefore new provision will be delivered as part of this contract.
Other			

Where there is a likely **positive impact**, please explain how it will help to **fulfil our legislative duties** to:					
Remove discrimination & harassment		Promote equal opportunities		Encourage good relations	

What further work / activity is needed as a result of this assessment?

Action	Responsible officer	How will this be delivered and monitored?	Deadline
Agreement on options	Culture, Wellbeing & Leisure Services Manager	Culture, Wellbeing & Leisure Services Service Plan	February 2023
Restructure service area	Culture, Wellbeing & Leisure Services Manager	Culture, Wellbeing & Leisure Services Service Plan	Summer 2023
Revisit EQIA based on new Active Communities Service	Culture, Wellbeing & Leisure Services Manager	Culture, Wellbeing & Leisure Services Service Plan	September 2023

Approved by Assistant Director/ Strategic Director: Rob Gregory Date: 13/11/22

Appendix C – EqIA Off Street Parking Price Changes

<table>
<tr><td>What is being assessed?</td><td>Raising off street parking fees</td><td rowspan="3">What are the key aims of it?</td><td colspan="4" rowspan="3">To raise revenue for the council</td></tr>
<tr><td>Who may be affected by it?</td><td>All car park users</td></tr>
<tr><td>Date of full EqIA on service area

(planned or completed)</td><td>7/11/2022</td></tr>
<tr><td rowspan="2">Form completed by:</td><td rowspan="2">Andrew Gough</td><td>Start date</td><td>01/01//22</td><td>End date</td><td>01/01/23</td></tr>
<tr><td colspan="2">Review date</td><td colspan="2">17/11/23</td></tr>
</table>

What data / information are you using to inform your assessment?	Sectoral knowledge, feedback on existing charges, feedback from past consultations, ONS data.	Have any information gaps been identified along the way? If so, please specify	The public's views on the equalities impacts of this are unknown at this time. Response to the implementation of the new charges will be closely monitored.

Explain the **potential positive, negative or unequal impact** on the following characteristics and **how likely** this is:			
Age	Older people may be on lower/fixed incomes and therefore more vulnerable to socio-economic impacts. ONS data confirms that under 30s and over 65s have lower than average incomes, with ages in between having higher than average incomes, raising the possibility of price increases having a disproportionate effect on them.	Race	ONS data confirms the existence of an ethnicity pay gap in the UK. People from ethnic minorities may therefore be more vulnerable to socio-economic impacts. Refer to "Socio-economic" below.
Disability	Disabled people are more likely to earn less than able bodied people, and will be impacted by the higher cost of season tickets for blue badge holders. However the rate still represents a 46% discount on the full price, mitigating the impact somewhat.	Religion or belief	No unequal impact identified

	ONS data confirms the existence of a disability pay gap in the UK. People with disabilities who do not have a Blue Badge allowing them to park for free may therefore be more vulnerable to socio-economic impacts.		
Gender reassignment	No unequal impact identified	Sex	ONS data confirms the existence of a gender pay gap in the UK. Women may therefore be more vulnerable to socio-economic impacts.
Marriage or civil partnership	No unequal impact identified	Sexual orientation	No unequal impact identified
Pregnancy & maternity	No unequal impact identified	Socio-economic[3]	Any increase in fees is likely to impact most on those who are already at socio-economic disadvantage. This could mean that parking becomes unaffordable for some people. At the same time, the town centre is well served by other modes of transport while fees in the vicinity of the hospital would remain

[3]Although non-statutory, the council has chosen to implement the Socio-Economic Duty and so decision-makers should use their discretion to consider the impact on people with a socio-economic disadvantage.

			significantly cheaper than those offered by the hospital car parks (and therefore clearly below the market rate). This potential impact may be lessened as more than half of households in the bottom income quartile do not have a car. It is often the case that protected characteristics correlate with lower rates of car ownership.
Other	Increased parking charges may promote modal shift away from using cars, leading to improved public health through reduced air pollution and increased physical activity.		

Where there is a likely **positive impact**, please explain how it will help to **fulfil our legislative duties** to:					
Remove discrimination & harassment		Promote equal opportunities		Encourage good relations	

What further work / activity is needed as a result of this assessment?

Action	Responsible officer	How will this be delivered and monitored?	Deadline
Close monitoring of the response to, and impact of, the new charges	Liviu	Monitoring plan to be developed, linked to customer feedback	Sept 2023

Approved by Head of Service / Strategic Director: Zayd Al-Jawad

Date: 07.11.22

Appendix D – Equality Impact Assessment (EqIA) Garages

Full Equality Impact Assessment

For a policy, project, service or other decision that is new, changing or under review

<table>
<tr><td colspan="2">What is being assessed?</td><td colspan="4">The increase in Garage Fees & Charges for Financial Year 23-24</td></tr>
<tr><td>Lead Assessor</td><td colspan="3">Nadia Capuano</td><td rowspan="3">Assessment team</td><td rowspan="3">Nadia Capuano

Rebecca Millett</td></tr>
<tr><td>Start date</td><td>April 2023</td><td>End date</td><td>March 2024</td></tr>
<tr><td colspan="2">When will the EqIA be reviewed?</td><td colspan="2">September 2023</td></tr>
</table>

Who may be affected by it?	Service users / residents
What are the key aims of it?	1: To decrease the void rates of garages to ensure the maximum number of residents can benefit from garage services. 2: To combat inflationary pressures and increased service costs by ensuring that garage prices rise. The fee increases for 2023/24 are all below the current rate of inflation. 3: To ensure revenue generation from garages, assisting the Council with its financial security challenges.

	4: To apply a different percentage increase to different garage types (ranging from 2.56% to 6%) depending on the specification and demand to provide a wider range of options for residents.

What **positive measures** are in place (if any) to help **fulfil our legislative duties** to:					
Remove discrimination & harassment	With the launch of Digital Lettings in December 2022, residents are able to bid on garages that best suit their needs based on factors such as price, affordability, location and distance.	Promote equal opportunities	Garage pricing is differentiated (i.e., low demand garages cost less than premium, larger garages). The proposed fees and charges increases allow for more differentiation and ensure that residents can choose a garage that suits their needs.	Encourage good relations	

What sources of data / information are you using to inform your assessment?	Garages databases containing information on the status of all SBC garages, resident requirements and the garages waiting list.

In assessing the potential impact on people, are there any overall comments that you would like to make?	Garage Services are using a commercial model for standard sized garages where low void, high demand areas will see a bigger increase in fees as residents have a high demand product. Conversely, high void, low demand garages will see a smaller increase in fees to help decrease the void rate. Garage licensees with the lowest fee increase will need to pay an additional 30p per week / £15.60 per year. Garages licensees with the highest fee increase will pay an additional 90p weekly / £46.80 per year. It is anticipated that these fee increases will not adversely affect any garage current licensees or deter future licensees.If used for storage purposes only, there is also the option for residents to hold a license for 'half sized' garages; these smaller garages are charged at just £5 per week (price unchanged from 2022/23). As part of their end of year activity, Garage Services undertake an exercise to review the categorisation of the garage stock according to demand. This can result in garages moving across categories of either lower or higher demand. In the case of a garage moving from category B to category A (as the block is 80-100% occupied) this will equate to a total additional increase of £1 per week, £52 per year. For a category C garage moving to a category B (as the block is 50-80% occupied) this will result in a total additional increase of £1.15 per week, £59.80 per year. Garage prices were benchmarked against other local offers as part of the fees and charges process. Looking at how the SBC proposals compare, the proposed pricing for standard garages ranges from £12.00 to £16.50 per week and these fees sit directly in the middle of the other benchmarked local authorities, Dacorum and St Albans Councils, who are likely to raise their prices further as part of their reviews of fees and charges for 23/24.

Evidence and impact assessment

Explain the potential impact and opportunities it could have for people in terms of the following characteristics, where applicable:

Age					
Positive impact		Negative impact	X	Unequal impact	X
Please evidence the data and information you used to support this assessment	The price increase might impact the elderly who are on pension credit and could affect young people on low incomes. Holding a garage license is a discretionary service and residents use them for parking their cars or for storage purposes. If the resident becomes unable to afford the current tier of garages, they will be able to bid on a lower tier, cheaper garage through Digital Lettings.				
What opportunities are there to promote equality and inclusion?	With launch of Digital Lettings, potential garage licensees can bid for garages online. Prices and locations are clearly displayed and applicants are measured against set criteria to award the garage, in a similar way to the management of the manual waiting list.	What do you still need to find out? Include in actions (last page)			

Disability

e.g. physical impairment, mental ill health, learning difficulties, long-standing illness					
Positive impact		Negative impact	X	Unequal impact	X
Please evidence the data and information you used to support this assessment	The price increase might impact on people who are on disability allowance. Holding a garage license is a discretionary service and licensees use them for parking their cars or for storage purposes. If the resident becomes unable to afford the current tier of garages, they are able to bid on a lower tier, cheaper garage through Digital Lettings.				
What opportunities are there to promote equality and inclusion?	With launch of Digital Lettings, potential garage licensees can bid for garages. Garages are normally allocated to the bidder who has been on the waiting list for the longest however the Council reserves the right to give priority to anyone who is registered disabled upon providing evidence of a blue badge. In exceptional circumstances a case will be reviewed and decided on its merits. The overall decision will be undertaken by the Garages Manager.	What do you still need to find out? Include in actions (last page)			

Gender reassignment

Positive impact		Negative impact		Unequal impact	
Please evidence the data and information you used to support this assessment					
What opportunities are there to promote equality and inclusion?		What do you still need to find out? Include in actions (last page)			

Marriage or civil partnership					
Positive impact		Negative impact		Unequal impact	
Please evidence the data and information you used to support this assessment					
What opportunities are there to promote equality and inclusion?		What do you still need to find out? Include in actions (last page)			

Pregnancy & maternity					
Positive impact		Negative impact		Unequal impact	
Please evidence the data and information you used to support this assessment					
What opportunities are there to promote equality and inclusion?		What do you still need to find out? Include in actions (last page)			

Race					
Positive impact		Negative impact		Unequal impact	
Please evidence the data and information you used to support this assessment					
What opportunities are there to promote equality and inclusion?		What do you still need to find out? Include in actions (last page)			

Religion or belief					
Positive impact		Negative impact		Unequal impact	
Please evidence the data and information you used to support this assessment					
What opportunities are there to promote equality and inclusion?		What do you still need to find out? Include in actions (last page)			

Sex					
Positive impact		Negative impact		Unequal impact	
Please evidence the data and information you used to support this assessment					
What opportunities are there to promote equality and inclusion?		What do you still need to find out? Include in actions (last page)			

Sexual orientation **e.g. straight, lesbian / gay, bisexual**					
Positive impact		Negative impact		Unequal impact	
Please evidence the data and information you used to support this assessment					
What opportunities are there to promote equality and inclusion?		What do you still need to find out? Include in actions (last page)			

Socio-economic[4] **e.g. low income, unemployed, homelessness, caring responsibilities, access to internet, public transport users,** **social value in procurement**					
Positive impact		Negative impact	X	Unequal impact	X

[4]Although non-statutory, the council has chosen to implement the Socio-Economic Duty and so decision-makers should use their discretion to consider the impact on people with a socio-economic disadvantage.

Please evidence the data and information you used to support this assessment	The price increase might impact residents with a socio-economic disadvantage who are in receipt of benefits. Holding a garage license is a discretionary service and licensees use them for parking their cars or for storage purposes. If the licensee becomes unable to afford the current tier of garages, they will be able to bid on a lower tier, lower cost garage through Digital Lettings.		
What opportunities are there to promote equality and inclusion?	With launch of Digital Lettings, potential garage licensees can bid for garages. Prices and locations are clearly displayed meaning that potential licensees are fully aware of all the options available.	What do you still need to find out? Include in actions (last page)	

Other

please feel free to consider the potential impact on people in any other contexts

Positive impact		Negative impact		Unequal impact	
Please evidence the data and information you used to support this assessment					
What opportunities are there to promote equality and inclusion?		What do you still need to find out? Include in actions (last page)			

What are the findings of any consultation with:

Staff?	Discussion with the Garages & Commercial team regarding garages void rates and inflationary pressures led to the implementation of applying different percentage increase to different garage types (ranging from 2.56% to 6%) depending on the specification and demand.	Residents?	Not consulted with
Voluntary & community sector?	Not consulted with	Partners?	Not consulted with
Other stakeholders?	Not consulted with		

Overall conclusion & future activity:

Explain the **overall findings** of the assessment and **reasons for outcome (please choose one)**:		
1. No inequality, inclusion issues or opportunities to further improve have been identified		
Negative / unequal impact, barriers to inclusion or improvement opportunities identified	2a. Adjustments made	
	2b. Continue as planned	Some elderly, disabled & socio-economic disadvantaged residents might be negatively affected due to being charged an additional 30p to 90p per week for garages. Every effort will be made for them to be moved to a lower cost garage (if available).

	2c. Stop and remove	

Detail the **actions that are needed** as a result of this assessment and how they will help to **remove discrimination & harassment**, **promote equal opportunities** and / or **encourage good relations**:				
Action	Will this help to remove, promote and / or encourage?	Responsible officer	Deadline	How will this be embedded as business as usual?
The Garage Services team will continue to monitor termination levels, offer assistance to licensees looking for a cheaper garage and assist them with the Digital Lettings process	Digital Lettings impartially assigns garages to bidders based on waiting time whilst the Garages team will review exceptional cases, promoting equal opportunity. The Garages team will also offer assistance when needed to encourage good relations.	Rebecca Millett	April 2023	The Garage Services team already monitor termination levels and offer assistance to licensees looking for a cheaper garages.

Approved by Head of Service / Strategic Director:

Date: 28.11.22

Please send this EqIA to equalities@stevenage.gov.uk