

Equality Impact Analysis Record Form 2022 – Derbyshire County Council

Part 1: Introduction and Context		
Policy/ Service under development/ review	Place Department Fees and Charges	
Department/ Enterprising Council Workstream	Place Department	
Lead officer/ Workstream Lead	Emma Hickman	
EIA Team:		
Date analysis commenced:	Date completed: 09 th July 2023	Date approved:
<p>Aims/ objectives of the policy/ service?</p> <p>Fees and Charges across Place vary significantly from: the cost of rental units at Markham Vale, planning application fees, Forest School days, Highway aggregates testing and canoeing licences. The increase in fees and charges will affect both external partners, contractors, visitors and local residents. In particular local residents will be affected through increases in prices. An appended list of the Fees and Charges across Place has been identified in the Cabinet Member Reports that support this EIA.</p>		
<p>What outcomes will be achieved with the new or changing policy/ service?</p> <p>This review has brought the departmental fees and charges in line with inflation levels as at the end of 2022-23 financial year. They have not taken into account the current hyperinflation level that the country is in.</p> <p>By applying these increased fees and charges the department is ensuring that it is covering its costs whilst still being able to provide non-statutory functions.</p>		

<p>The Council is faced with severe financial pressures as funding from more established sources fails to meet the cost of delivering services. As a consequence, maximising alternative sources of income is crucial if Council Tax is to remain at an acceptable level and service reductions are to be minimised.</p> <p>The impact on services users has been considered to ensure the price increases do not disproportionately disadvantage service users.</p>	
<p>Are there any associated/ linked policies, services or procedures?</p>	<p>Financial Strategy (derbyshire.gov.uk) Corporate charging policy (derbyshire.gov.uk) Countryside related fees and charges include consideration of the Traffic Regulation Order Permanent Traffic Regulation Orders affecting public rights of way - Derbyshire County Council</p>
<p>Please list the main people or groups that this policy/ service is designed to benefit and any other stakeholder involvement?</p>	<p>As above this review will allow the Authority to continue to provide its non-statutory functions, and by ensuring that we are maximising income we are able to keep Council Tax at an acceptable level. As such all should stand to benefit from this review.</p> <p>By applying these increased fees and charges the department is ensuring that it is covering its costs whilst still being able to provide non-statutory functions, this includes the following that may benefit from our non-statutory functions:</p> <ul style="list-style-type: none"> Local Authority partners Public bodies External suppliers of goods and services Visitors to the area Local residents School groups and educational groups Local businesses and Developers Homeowners and farmers

Will the policy/ service and any changes impact on any other organisations such as community and voluntary sector groups?	No
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<p>Part 2: Supporting evidence</p>
<p>Please list and/ or link to below any recent and relevant consultation and engagement that can be used to demonstrate clear understanding of those with a legitimate interest in the policy/ service and the relevant findings:</p> <p>The current hyperinflation level that the country is facing is impacting everyone, with increases in prices across all goods and services no specific consultation has taken place to make service users aware of price increases to some of the fees/charges associated with our non-statutory services.</p>
<p>Please list or link to any relevant research, data or intelligence, Observatory or any other information that is available and will be used to help complete the analysis?</p> <p>The County Council's Network (CCN) highlights the impact of the cost of living crisis on County Council services and budgets Cost of living crisis: councils face winter of 'difficult decisions' as spiralling inflation adds £1.5bn to costs - County Councils Network</p>
<p>Please list or link below to any relevant service user/ customer or employee monitoring data and what it shows in relation to any Protected Characteristic (Age, Disability, Gender reassignment, Marriage and civil partnership, Pregnancy and maternity, Race and ethnicity, Religion and belief including non-belief, Sex or gender, Sexual orientation)</p> <p>Derbyshire Observatory – Derbyshire Equality Profile 2019 provides an overview of the characteristics of the Derbyshire population: https://observatory.derbyshire.gov.uk/wp-content/uploads/reports/infographics/people_and_place/i_pp_equalities.pdf</p>

If there is insufficient information please outline any plans to remedy this?

Part 3 – Analysing and assessing the impact by equality protected characteristic/ group

Use the information, customer feedback and other evidence to determine upon whom the policy/ service and any proposed changes will impact upon and how, highlighting where these are negative or positive, including where this could constitute unfair treatment, additional inequality or disadvantage or result in hardship and exclusion.

Against any identified negative potential impacts you must provide details of any action or options which could mitigate against this, and in serious cases, you should highlight where the Council would be advised not to proceed with a new or changing policy or service, including any proposals which are being considered.

Please use your action plan attached to this analysis to record the action and the monitoring which will take place to deliver such mitigation.

If there is insufficient consultation or engagement information please explain what action is being taken to obtain this information and when this consultation/ engagement will be completed and available:

To support our commitment to equality and diversity, the Council will deliver our services, and in this case the non statutory services, in line with the government requirements and Derbyshire Equality, diversity and inclusion strategy 2022 to 2025 - Derbyshire County Council and will treat all service users fairly regardless of:

- Age
- Disability
- Gender re-assignment
- Marital status and civil partnership
- Pregnancy and maternity
- Race
- Religion and belief, including non-belief

- Sex or gender
- Sexual orientation
- Other forms of disadvantage such as rural deprivation and isolation
- Any other reason which cannot be shown to be justified

<i>Protected Characteristic or Group</i>	<i>Actual or potential positive outcome/ impact</i>	<i>Actual or potential negative outcome/ impact</i>
1. Age	Adult and Child prices as deemed necessary for services provided.	None anticipated
2. Disability		None anticipated
3. Gender re-assignment		None anticipated
4. Marriage & civil partnership ⁱ		None anticipated
5. Pregnancy & maternity		None anticipated
6. Race & ethnicity		None anticipated
7. Religion/ belief ⁱⁱ		None anticipated
8. Sex or gender ⁱⁱⁱ		None anticipated
9. Sexual orientation		None anticipated

ⁱ Under EA 2010 – someone in a CP must not be treated less favourably than a married person

ⁱⁱ Under EA 2010 – must also consider non-religious belief

ⁱⁱⁱ Sex and gender can be used at different times depending upon whether you are referring to the EA 2010 and the different duties which exist

10. Human Rights		
11. Thriving Communities		
12. Rural communities		None anticipated
13. DCC Employees		
14. Community and Voluntary sector organisations working with protected characteristic groups		None anticipated
15. Other not listed above		

Key findings and likely impacts

It is hoped that if approved the revised Fees and Charges will support the Place department in being able to continue its non-statutory duties whilst continuing to meet its budget pressures and keep Council Tax at an acceptable level.

Part 4 – Equality Impact Action Plan

Please complete this Action Plan for any negative or unknown impacts identified in the Analysis above.

Issue identified	Action required to reduce impact/ mitigate	Timescale and responsibility	Monitoring and review arrangements
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<p>Ensure the fees and charge changes considers the Council's commitment made in the DCC Equality, Diversity and Inclusion Policy</p>	<p>To support our commitment to equality and diversity, the Council will:</p> <ol style="list-style-type: none"> 1. Comply with and embrace equality law and good practice, including carrying out our public duties to promote equality 2. Regularly monitor, assess and consult on the impact of our policies, services and functions to ensure they are fair and reflect people's different needs and opinions 3. Use our influence in communities and with our partners and businesses to generate opportunities for the people of Derbyshire 4. Celebrate diversity in Derbyshire and support initiatives for greater equality and awareness 5. Embed equality and a consideration of diversity into our everyday business 	<p>Rolling change of fees and charges. Responsibility of Directors and Heads of Services to ensure increase to fees and charges do not financially disadvantage certain groups</p>	<p>The impact of increase to fees and charges will be monitored through budget discussions at Departmental Management Teams and through performance management.</p>
<p>Lack of awareness of increased fees/charges</p>	<p>Clearly communicate to our service users the fees/charges through relevant communication channels: DCC website</p>	<p>Ongoing. Responsibility of Services to communicate clearly fees/charges to existing and new users</p>	

	Documents and leaflets Confirmation of pricing prior to a booking or contract		
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Date of any Cabinet/ Cabinet Member or Council Report to which this was attached:

Outcome from consideration by Elected Members: Reports submitted to relevant Cabinet Members for approval
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