



EQUALITY ANALYSIS (EA) - SCREENING TEMPLATE

GUIDANCE TOOL This Tool assists services in determining whether their plans and decisions will require a full Equalities Analysis. EAs help the Council comply with its duty under s.149 of the Equality Act 2010 to have “due regard” to specified equality matters. They are required in most cases but, in some cases, an EA is not necessary or is only necessary for certain aspects of a decision. Full guidance on the Council’s duties and EAs and the full EA template is available at <http://forestnet.lbwf.gov.uk/index/residents-first/equalities/equality-analysis.htm>

The Council understands that whilst its equalities duty applies to all services, it is going to be more relevant to some decisions than others. We need to be pragmatic and ensure that the detail of Equality Analyses (EAs) are proportionate to the impact of decisions on the equality

duty. In some cases a full EA is not necessary and/or the equalities duties do not apply. In other cases, only part of a decision will require an EA to ensure the Council has due regard to its equality duties. The following examples are intended to assist:

Where will a full EA be required?	Where might an EA not be required?
<p>In short, wherever a decision has a more than minimal or theoretical adverse or negative impact on those with protected characteristics, for example, if the Council is considering:</p> <ul style="list-style-type: none"> • Ceasing a service • Reducing a service or reducing it in particular areas, e.g. closing an office in Leyton but not Walthamstow. • Changes to the way a service is delivered, e.g. moving to personalisation or moving to online access only. • Changes to eligibility criteria, rules or practices for a service • Changes to discretionary fees and charges 	<ul style="list-style-type: none"> • Where it can be proven that the decision has no equalities impact– with particular focus on negative impacts on service users and residents. • Where it can be proven that the decision has a minimal or theoretical equalities impact (and so does not need to be considered) • Where the decision is mandatory and there is no element of discretion (e.g. to adopt a member’s code of conduct or similar) • In rare cases, where a previous EA exists and a review shows that it is still relevant at the time of the final decision, i.e. the facts have not changed

Important:

- The EA screening tool should not be used to mask over any equality impacts or as a “get out”.
- There can be a negative equality impact even if you think that overall, you are proposing changes that will make services better. If there is an adverse or negative impact, you must complete a full EA.
- **Negative** impacts are often indirect, i.e. a rule that is on its face of universal impact but has greater impact on some groups in practice e.g. due to the ethnic makeup of an area.
- In most cases, the screening process requires a degree of collation and analysis of

- evidence. If this requires a lot of work, consider whether it is actually simpler to omit the screening process and undertake a full EA.
- The equality duty **continues** up to and after the final decision. If proposals or facts change before the final decision, any screening tool will need to be reviewed and evidenced.
 - Any consultation undertaken should also inform the screening process, e.g. issues raised by those affected. Monitoring should take place after a decision as part of service delivery.
 - The completed screening template will be attached to Cabinet or other decision making report and so it must include sufficient detail to justify the decision not to carry out a full EA.

What to do?

The screening process should be used on **ALL** new proposals, policies, projects, functions, saving proposals, major developments or planning applications, or when revising them, if there is no negative equality impact or there is uncertainty about whether there is a negative equality impact. **However**, If your proposal is of a significant nature and it is apparent from the outset that a full EA will be required, then you do not need to complete this screening template and can progress directly to a full EA. If a negative/adverse impact has been identified during completion of the screening tool, a full EA **MUST** be undertaken.

proposal does not have any negative/adverse impact. **If your proposal is going to Cabinet or Committee (e.g. Planning or Licensing) and you are not undertaking a full EA, you must:**

- share your report and completed screening tool with Carla Johnson, Performance & Improvement Team, who will check and challenge your findings *and*
- use the following wording under the Equality & Diversity paragraph in the Cabinet report: *“An initial screening exercise of the equality impact of this decision was undertaken and determined there was no / minimal impact*

If you have not identified any negative/ adverse impacts arising from your proposal you do not need to undertake a full EA. However, make sure you have explained clearly why the

(delete as appropriate) on the Council's equality duty." Attach the completed template as an appendix to your report.

1. Proposal / Project Title: BUDGET REVIEW – FEES & CHARGES 2025/26

2. Brief summary of the above: (include main aims, proposed outcomes, recommendations / decisions sought)

Approval to revise Fees & Charges for all services excluding Street Trading which operates as a ring-fenced account. The aim is to maximize income for the Council whilst taking into account market forces. An increase in line with inflation is advised but benchmarking is undertaken to establish whether an alternative increase is appropriate.

3. Considering the equality aims (eliminate unlawful discrimination; advance equality of opportunity; foster good relations) indicate for each protected group whether there may be a positive impact, negative (adverse) impact, or no impact arising from the proposal.

4. Protected Characteristic (Equality Group) <input checked="" type="checkbox"/>	Positive Impact	Negative Impact	No Impact	Briefly explain your answer. Consider evidence, data and any consultation. http://www.walthamforest.gov.uk/Pages/Services/Statistics-economic-information-and-analysis.aspx
Age	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Due to the diversity of the various Fees & Charges there is no impact.
Disability	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	As above.
Pregnancy and Maternity	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	As above.
Race	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	As above.
Religion or Belief	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	As above.
Sex (Including Gender Re-assignment)	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	As above.
Sexual Orientation	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	As above.
Marriage and Civil Partnership	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	As above.

5. There are no negative/adverse impact(s)

If you have not identified any negative/adverse impacts please briefly explain your answer, providing evidence to support decision.

It is impossible to analyse the customer profiles for each individual fee & charge so there is no evidence to support any inequality with regard to these increases. The fees and charges have been reviewed by respective Portfolio Holders and Service Areas. Where fees and charges have increased by more than the 5% (see table below), this will be due to a few reasons, including, based on benchmarking, increasing increments of 5p or 10p at a time as the minimum etc.

Having accessed each area that gone above 5% increase, no equalities impacts were identified for the majority of services due to the increases either being so small as to make no impact or being optional / non-essential services, that residents can choose not to use if they are unhappy with the price increase. Where the service was essential or non-optional e.g. enforcement fines etc, the price increases are unavoidable due to external factors such as increased operating costs.

Service	Budget 2024/25	Budget 2025/26	Increase	Equality Impact
	£	£	£	
Adults Social Care	1,590,600	1,655,900	65,300	Some prices have increased by just under 5%
Music Service	123,000	130,000	7,000	Price increases of up to £7 for toddlers have increased the average increase to 5%
Mortuary	876,000	994,600	118,600	Average increase is around 9%
Waste Replacement Bins	627,800	634,000	6,200	Annual charge for bulk bin hire has an average increase of 3.6%
Housing - Homelessness removal charge	22,100	22,100	0	
Enforcement	525,200	525,200	0	
Leyton Sports Ground	111,800	119,800	8,000	Football pitch hire has a £5 increase per hour for youth
Parking	28,961,200	30,101,060	1,139,860	Parking charges have increased by more than 5%, but in most instances the price increase is by 20 pence. The council wants to encourage residents to use public transport and not use their cars and the actual impact in real terms is minimal.
Highways	2,387,900	2,387,900	0	Average increase is less than 5% but the price increases for street names and numbering is above 10%.
CCTV	2,500	2,500	0	CCTV search fees have increased by more than 5%
Registrars	579,400	579,400	0	Average increase is more than 5%. See narrative below
Cemeteries	492,400	492,400	0	Cemetery fees have been reviewed through a benchmarking exercise and continue to be in line with other boroughs – all fees have been increased accordingly except for any fees that relate to children.

Registrars

1. Uniform Statutory Fee Increases (Set by GRO)

- Impact on Users: Since statutory service fees (e.g., birth, statutory marriages, and death registrations) are set uniformly across the UK, users will experience the same fee increases regardless of location. This uniformity reduces regional disparities but limits the ability of users to seek lower fees by registering in different areas.
- Predictability: Users can plan accordingly as the fees are standardized, ensuring no surprises across regions.

2. Discretionary Fee Tiers for Ceremonial Services

- Tiered Pricing Model:

	<ul style="list-style-type: none"> ○ Lower fees on quieter days (Monday to Thursday) provide cost-saving opportunities for price-sensitive users. This ensures accessibility for those with flexible schedules. ○ Higher fees for premium rooms and peak times (e.g., weekends) align with increased demand and market rates in neighbouring boroughs. ● Impact on Users: <ul style="list-style-type: none"> ○ Cost-Conscious Users: Will likely choose quieter days or basic ceremonies (e.g., the £56 statutory ceremony or £180 Monday morning ceremony), benefiting from more affordable options. ○ Users Seeking Premium Services: Those opting for premium rooms or weekend ceremonies will face higher costs but will pay rates comparable to other areas, maintaining competitiveness. <p>3. Encouragement of Weekday Ceremonies</p> <ul style="list-style-type: none"> ● Behavioural Shift: The lower fees on weekdays, coupled with increased popularity over recent years, suggest that users are already adapting to these cost-saving opportunities. ● Accessibility: By keeping weekday prices low, the institution ensures that services remain affordable for a broader segment of the population, maintaining inclusivity. <p>4. Market Alignment and Competitiveness</p> <ul style="list-style-type: none"> ● Aligning premium and weekend prices with neighbouring boroughs ensures that users seeking these services will not perceive local fees as disproportionately high, helping maintain local competitiveness and service demand. <p>Summary of User Impacts:</p> <ul style="list-style-type: none"> ● Positive Impacts: <ul style="list-style-type: none"> ○ Increased affordability for weekday ceremonies. ○ Predictable statutory fees nationwide. ● Negative Impacts: <ul style="list-style-type: none"> ○ Higher costs for users preferring premium services or peak times. ○ Potential financial strain on users with less flexibility who must book during weekends. 		
<p>6. Describe how opportunities to advance equality and foster good relations for any of the protected characteristics has been taken up (where relevant).</p>	n/a		
<p>7. As a result of this screening is a full EA necessary (Please check <input checked="" type="checkbox"/> appropriate box)</p>	<p>Yes</p> <p><input type="checkbox"/></p>	<p>No</p> <p><input checked="" type="checkbox"/></p>	<p>Briefly explain your answer.</p> <p>The review of Fees & charges is not specific to any particular group.</p>

8. Name of Lead Officer: Linda Murray

Job title: Strategic Finance Advisor - Corporate

Date screening tool completed: 31 October 2024

Signed off by Head of Service:



Name:

Ursula Gamble

Date:

19 November 2024