

Equality Impact Assessment

Name of project, policy, function, service or proposal being assessed:	Increase of FPN fees				
The main objective of (please insert the name of accessed document stated above):	Report to Cabinet/ Portfolio Holder for: increasing fixed penalty notice (FPN) charge levels for littering under the Environmental Protection Act 1990 from £65 to £150				
<p>What impact will this Increase of FPN Fees have on the following groups? Please note that you should consider both external and internal impact:</p> <ul style="list-style-type: none"> • External (e.g. stakeholders, residents, local businesses etc.) • Internal (staff) 					
Please use only 'Yes' where applicable		Negative	Positive	Neutral	Comments
<u>Gender</u>	External			Yes	
	Internal			yes	
<u>Gender Reassignment</u>	External			Yes	
	Internal			Yes	
<u>Age</u>	External			Yes	
	Internal			Yes	

<u>Marriage and civil partnership</u>	External			Yes	
	Internal			Yes	
<u>Disability</u>	External			Yes	
	Internal			Yes	
<u>Race & Ethnicity</u>	External			Yes	
	Internal			Yes	
<u>Sexual Orientation</u>	External			Yes	
	Internal			Yes	
<u>Religion or Belief (or no Belief)</u>	External			Yes	
	Internal			Yes	
<u>Pregnancy & Maternity</u>	External			Yes	
	Internal			Yes	
Other Groups (e.g. any other vulnerable groups, rural isolation, deprived areas, low income staff etc.)	External	Yes			The Fixed penalty notice increasing will have a greater impact upon the low income individuals as it will represent a greater percentage of their

Please state the group/s: Low Income Individuals/Families _____					disposable income, and may put them into debt.
	Internal			Yes	

Is there is any evidence of a high disproportionate adverse or positive impact on any groups?	Yes		Comment: Yes, there will be a disproportionate impact on low income groups.
Is there an opportunity to mitigate or alleviate any such impacts?	Yes		Comment: The enforcement agents will have an option to offer payment plans for their fines at their discretion.
Are there any gaps in information available (e.g. evidence) so that a complete assessment of different impacts is not possible?	Yes		Comment: At the time of writing, the contract has not been formalised with the environmental agents, and therefore it cannot be conclusively determined what mitigating factors will be put in place.

In response to the information provided above please provide a set of proposed action including any consultation that is going to be carried out:

Planned Actions	Timeframe	Success Measure	Responsible Officer
Engage with the successful enforcement contractor	2 months	The successful contractor will offer a payment plan process	William Langston

Authorisation and Review

Completing Officer	William Langston
Authorising Head of Service/Director	Mike Avery
Date	20th July 2025
Review date (if applicable)	20th September