

Appendix 2 Equality Impact Assessment



Name of project, policy, function, service or proposal being assessed:	Fees and Charges 2026/27							
The main objective of (please insert the name of accessed document stated above):	To determine the level if fees & charges for 2026/27 in accordance with the corporate Charging Policy.							
What impact will agreeing fees and charges have on the following groups? Please note that you should consider both external and internal impact:								
<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				
Gender	External			Yes The increase in fees are applied to all customers regardless of gender				
	Internal							
Gender Reassignment	External			Yes Yes The increase in fees are applied consistently across and various concessions are available (Older and young people)				
	Internal							
Age	External		Yes	Yes Ye The increase in fees are applied consistently across and various concessions are available (Older and young people)				
	Internal		Yes					

<u>Marriage and civil partnership</u>	External			Yes	The increase in fees are applied to all customers regardless of marital status
	Internal			Yes	
<u>Disability</u>	External		Yes		Certain concessions in place
	Internal		Yes		Certain concessions in place
<u>Race & Ethnicity</u>	External			Yes	The increase in fees are applied to all customers regardless of race, sexual orientation, pregnancy or religion
	Internal			Yes	
<u>Sexual Orientation</u>	External			Yes	The increase in fees are applied to all customers regardless of race, sexual orientation, pregnancy or religion
	Internal			Yes	
<u>Religion or Belief (or no Belief)</u>	External			Yes	
	Internal			Yes	
<u>Pregnancy & Maternity</u>	External			Yes	
	Internal			Yes	
<u>Other Groups</u> (e.g. any other vulnerable groups, rural	External			Yes	

<p>isolation, deprived areas, low income staff etc.)</p> <p>Please state the group/s:</p> <hr/> <hr/>	Internal				

Is there is any evidence of a high disproportionate adverse or positive impact on any groups?	Yes	No	Fees increases are applied consistently with certain concessions in place for young and older people and people with disabilities in some areas.
Is there an opportunity to mitigate or alleviate any such impacts?	Yes	No	Comment
Are there any gaps in information available (e.g. evidence) so that a complete assessment of different impacts is not possible?	Yes	No	Comment

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

Authorisation and Review

Completing Officer	Tina Adams
Authorising Head of Service/Director	Mike Hill
Date	20/01/2025
Review date (if applicable)	N/A