

# Equality Impact and Needs Analysis

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**Budget Equality Analysis Full Template:**

**Leisure Directorate – fees & charges, 2024-25**

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## Guidance notes

### Things to remember:

Under the Public Sector Equality Duty (PSED) public authorities are required to have due regard to the aims of the general equality duty when making decisions and when setting policies. Understanding the affect of the council's policies and practices on people with different protected characteristics is an important part of complying with the general equality duty. Under the PSED the council must ensure that:

- Decision-makers are aware of the general equality duty's requirements.
- The general equality duty is complied with before and at the time a particular policy is under consideration and when a decision is taken.
- They consciously consider the need to do the things set out in the aims of the general equality duty as an integral part of the decision-making process.
- They have sufficient information to understand the effects of the policy, or the way a function is carried out, on the aims set out in the general equality duty.
- They review policies or decisions, for example, if the make-up of service users changes, as the general equality duty is a continuing duty.
- They take responsibility for complying with the general equality duty in relation to all their relevant functions. Responsibility cannot be delegated to external organisations that are carrying out public functions on their behalf.
- They consciously consider the need to do the things set out in the aims of the general equality duty not only when a policy is developed and decided upon, but when it is being implemented.

Best practice guidance from the Equality and Human Rights Commission recommends that public bodies:

- Consider all the [protected characteristics](#) and all aims of the general equality duty (apart from in relation to marriage and civil partnership, where only the discrimination aim applies).
- Use equality analysis to inform policy as it develops to avoid unnecessary additional activity.
- Focus on the understanding the effects of a policy on equality and any actions needed as a result, not the production of a document.
- Consider how the time and effort involved should relate to the importance of the policy to equality.
- Think about steps to advance equality and good relations as well as eliminate discrimination.
- Use good evidence. Where it isn't available, take steps to gather it (where practical and proportionate).
- Use insights from engagement with employees, service users and others can help provide evidence for equality analysis.

Equality analysis should be referenced in community impact statements in Council reports. Community impact statements are a corporate requirement in all reports to the following meetings: the cabinet, individual decision makers, scrutiny, regulatory committees and community councils. Community impact statements enable decision makers to identify more easily how a decision might affect different communities in Southwark and to consider any implications for equality and diversity.

The public will be able to view and scrutinise any equality analysis undertaken. Equality analysis should therefore be written in a clear and transparent way using plain English. Equality analysis may be published under the council's publishing of equality information, or be present with divisional/departmental/service business plans. These will be placed on the website for public view under the council's Publications Scheme. All Cabinet reports will also publish related

Equality analysis should be reviewed after a sensible period of time to see if business needs have changed and/or if the effects that were expected have occurred. If not then you will need to consider amending your policy accordingly. This does not mean repeating the equality analysis, but using the experience gained through implementation to check the findings and to make any necessary adjustments.

Engagement with the community is recommended as part of the development of equality analysis. The council's Community Engagement Division and critical friend, the Forum for Equality and Human Rights in Southwark can assist with this (see section below on community engagement and [www.southwarkadvice.org.uk](http://www.southwarkadvice.org.uk)).

Whilst the equality analysis is being considered, Southwark Council recommends considering Socio-Economic implications, as socio-economic inequalities have a strong influence on the environment we live and work in. As a major provider of services to Southwark residents, the council has a legal duty to reduce socio-economic inequalities and this is reflected in its values and aims. For this reason, the council recommends considering socio-economic impacts in all equality analyses, not forgetting to include identified potential mitigating actions.

## Section 1: Equality impact and needs analysis details

<b>Proposed policy/decision/business plan area to which this equality analysis relates</b>		Leisure Directorate Fees and Charges			
<b>Equality analysis author</b>		Tara Quinn			
<b>Strategic Director:</b>		Caroline Bruce			
<b>Department</b>		Environment, Neighbourhoods & Growth	<b>Division</b>		Leisure
<p><b>Period analysis undertaken</b> Please note that the equality analysis informs all stages of the budget setting process up to final decision making. It can be built upon at all stages.</p> <p>It can be further built upon and reviewed at implementation stage.</p>		<p><b>Please Indicate which stage of the Budget Proposal decision making process this equality analysis is informing:</b></p> <ul style="list-style-type: none"> <li>• Budget Challenge and date</li> <li>• `December Equality Analysis</li> </ul>			
<b>Indicative date of implementation of budget proposal if known</b>		24/25			
<b>Sign-off</b>		<b>Position</b>		<b>Date</b>	

## Section 2: Description of budget proposal

### Please provide full details of the budget proposal

This ENIA reviews the fees and charges proposals for 2024/25 across the Leisure Directorate.

Services which fall within this area that have associated fees and charges are;

Leisure centres – 8 leisure centres

Outdoor sport – sports pitches, tennis courts, BMX track, fitness licences

South Dock Marina – Boatyard and 200 berth marina

Bereavement Services – 3 Cemeteries and a crematorium

Libraries – 12 libraries, heritage centre, home library service, local archives service

Youth and play service – youth centre and 3 outdoor adventure play staffed sites

Events – All outdoor events across the borough

Parks – 105 open spaces with car parking and fishing lakes (not including Housing Estates' green spaces)

Residents and customers currently pay specific fees and charges for a wide range of activities and services such as building control services, planning application, land charges fees, leisure activities, care related charges etc. Some of these fees and charges are set nationally and the council is legally required to adopt these levels, whilst other fees and charges are set at levels using the council's discretion. With the cost of providing charged-for goods and services going up due to inflation and other factors, the Council need to increase its charges by an equivalent amount to ensure that it continues to recover its costs.

The council's annual fees and charges for non-statutory services are set annually in line with the council's medium term resources strategy. For the period 2024/25, fees and charges in the leisure directorate have generally been set at CPI. The CPI figure used was from the month of September 2023, which was 6.7%. On several of the fee proposals the percentage increase is slightly higher, where the fee has been rounded up to the nearest ten pence or pound.

Several new fees have been introduced across the Directorate and the reasons for these are numerous;

- Due to market demand for a particular service
- To create more flexibility in the offer for residents
- To simplify pricing of services so it is clearer for residents
- Discounts to encourage regular usage of facilities such as room bookings
- Introduction of new facilities such as a new sports pitches
- To align services with other teams that provide a similar service, e.g. free access to tennis facilities for those residents with a disability as this mirrors the offer in leisure centres, and introduction of parking charges at the 2 leisure centres which provide customer parking.
- Introduction of new services such as the ability for resident to purchase a memorial tree to plant
- To reflect increases in some of the suppliers' fees (e.g. Bereavement Services)

Where new prices have been introduced, they have been benchmarked against similar services being provided by neighbouring boroughs or the nearest comparison.

Potential impacts and possible mitigations of these proposals are explored in detail in the sections below.

### Section 3: Overview of service users and key stakeholders consulted

2. Service users and stakeholders	
<b>Key users of the department or service</b>	<p><b>Leisure Centres</b> – Leisure centre users and members, GP referral clients, local sports clubs, local community groups</p> <p><b>Outdoor sport</b> – sports clubs</p> <p><b>South Dock Marina</b> – Berth holders, Thames based marina businesses, some other small businesses</p> <p><b>Bereavement Services</b> – Bereaved families, Funeral Directors</p> <p><b>Libraries</b> – All library members, community groups, researchers, students,</p> <p><b>Youth and play service</b> – young residents, sports clubs, community clubs</p> <p><b>Events</b> – All residents, event companies, community groups, cultural groups</p> <p><b>Parks</b> – All residents, sports clubs, community groups, Friends of Groups, volunteers, conservation groups</p>
<b>Key stakeholders involved in this decision</b>	<p>To date:</p> <ul style="list-style-type: none"><li>• Director of Leisure</li><li>• Head of Culture, Head of Leisure, Head of Parks &amp; Natural Environment</li><li>• Cabinet member</li></ul>

## Section 4: Pre-implementation equality impact and needs analysis

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This section considers the potential impacts (positive and negative) on groups with 'protected characteristics', the equality information on which this analysis is based and any mitigating actions to be taken, including improvement actions to promote equality and tackle inequalities. An equality analysis also presents as an opportunity to improve services to meet diverse needs, promote equality, tackle inequalities and promote good community relations. It is not just about addressing negative impacts.

The columns include societal issues (discrimination, exclusion, needs etc.) and socio-economic issues (levels of poverty, employment, income). As the two aspects are heavily interrelated it may not be practical to fill out both columns on all protected characteristics. The aim is, however, to ensure that socio-economic issues are given special consideration, as it is the council's intention to reduce socio-economic inequalities in the borough. Key is also the link between protected characteristics and socio-economic disadvantage, including experiences of multiple disadvantage.

**Socio-economic disadvantage may arise from a range of factors, including:**

- poverty
- health
- education
- limited social mobility
- housing
- a lack of expectations
- discrimination
- multiple disadvantage

**The public sector equality duty ( PSED )** requires us to find out about and give due consideration to the needs of different protected characteristics in relation to the three parts of the duty:

1. Eliminating discrimination, harassment and victimisation
2. Advancing equality of opportunity, including finding out about and meeting diverse needs of our local communities, addressing disadvantage and barriers to equal access; enabling all voices to be heard in our engagement and consultation undertaken; increasing the participation of under represented groups
3. Fostering good community relations; promoting good relations; to be a borough where all feel welcome, included, valued, safe and respected.

**The PSED is now also further reinforced in the two additional Fairer Future For All values: that we will**

- Always work to make Southwark more equal and just
- Stand against all forms of discrimination and racism

<b>Age</b> - Where this is referred to, it refers to a person belonging to a particular age (e.g. 32 year olds) or range of ages (e.g. 18 - 30 year olds).	
<b>Potential impacts (positive and negative) of proposed policy/decision/business plan; this also includes needs in relation to each part of the duty.</b>	<b>Potential Socio-Economic impacts/ needs/issues arising from socio-economic disadvantage (positive and negative)</b>
<p>In the main increases in fees have been applied at the CPI rate of 6.7%. The change in fees is unlikely to have any impact on this protected characteristic group that is greater than any other resident</p> <p>The fees in relation to outdoor activity &amp; leisure centres are unlikely to have any impact on this protected characteristic group that is greater than any other resident and many concessions are offered within the mitigation.</p> <p>The introduction of fees and charges for parking at 2 leisure centres are unlikely to have any impact on this protected characteristic group that is greater than any other resident.</p> <p>The fees in relation to cremation/burial may affect older residents more. However, the impact is considered to be low as the fee increase is below overall inflation levels and various value for money options are offered in the scale of charges.</p> <p>Fees in relation to South Dock Marina, The change in fees is unlikely to have any impact on this protected characteristic group that is greater than any other resident</p>	<p>Proposed charges impact all but do not disproportionately affect people based on their age alone. Age is not a factor in setting charges</p> <p>Southwark continually strives to support health and wellbeing and has many concessions in place to provide access and support to services.</p> <p>Currently spaces are not well used by actual leisure centre users. Many users use public transport, walking or cycling to travel to leisure centres.</p> <p>Funeral Planning is a higher priority for those in higher age brackets and support towards funeral payments can be accessed.</p> <p>Fees have been applied at the CPI rate of 6.7% and concessions for some support remain in place.</p>
<b>Equality information on which above analysis is based.</b>	<b>Socio-economic data on which above analysis is based</b>
N/A	N/A
<b>Mitigating and/or improvement actions to be taken</b>	
<p><b>Outdoor activity &amp; Leisure</b> Free Junior membership for under 18's that sign up that enables 30 min daily court bookings without charge (can be a family activity and include older relations playing with the children)</p> <p>We and our tennis coaching contractors are creating free weekly tennis sessions at 6 parks for people of all ages (Sat or Sun morning). 2 have started, more to expand in 2024.</p> <p>We are developing the Concession price for tennis with older people able to register and access court bookings, (65yrs+) able to get a reduced rate.</p> <p>We offer free pitch space to partner clubs at specific times (after school / school holiday) at Burgess Park</p>	<p><b>Currently offered</b></p> <p><b>In progress</b></p> <p><b>In progress</b></p> <p><b>Currently offered</b></p>



<p>Sports Centre to allow free or low cost activity to be run for local children.</p> <p>We provide access to free swim &amp; gym at the following times:</p> <p>all day Fridays (check with your local leisure centre for any exceptions)</p> <ul style="list-style-type: none"> <li>• Saturday and Sunday (from 2pm to closing)</li> <li>• adults aged over 60 years can take part in any Silver sessions free throughout the week</li> </ul> <p>Funerals &amp; Bereavement a sliding scale of charges that provides a value for money range of affordable services is in place. These provide flexibility and cost to cater for the needs. The new fees and charges provide a longer service for a more reasonable price than previously charged. Support towards government financial options remains available along with Public Health Funeral Guidance.</p> <p>It appears that there is no significant disproportionate impact on groups or individuals that share one or more protected characteristic. The Council has in place various schemes to support residents who experience financial difficulty, some of whom will fall within the protected characteristic groups and may be affected by the proposed increases, to help mitigate impact.</p> <p>The Council in addition continues to provide a wide range of support schemes across to support residents.</p>	<p><b>Currently offered</b></p> <p><b>Currently offered</b></p>
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<p><b>Disability</b> - A person has a disability if s/he has a physical or mental impairment which has a substantial and long-term adverse effect on that person’s ability to carry out normal day-to-day activities.</p> <p>Please note that under the PSED due regard includes:</p> <p>Giving due consideration in all relevant areas to “the steps involved in meeting the needs of disabled persons that are different from the needs of persons who are not disabled include, in particular, steps to take account of disabled persons’ disabilities.” This also includes the need to understand and focus on different needs/impacts arising from different disabilities.</p>	
<p><b>Potential impacts (positive and negative) of proposed policy/decision/business plan; this also includes needs in relation to each part of the duty.</b></p>	<p><b>Potential socio-economic impacts/ needs/issues arising from socio-economic disadvantage (positive and negative)</b></p>
<p>The change in fees is unlikely to have any impact on this protected characteristic group that is greater than any other resident and therefore deemed low impacts.</p> <p>However, external factors mean some disabled residents face higher costs in areas such as energy use. The mitigating factors shown later in the EQIA will</p>	<p>Research shows that in London overall, families that include a disabled person are more likely to be in poverty than families without a disabled person. The research shows that there is a clear trend between the level of deprivation in a neighbourhood and the proportion of the population that is Disabled.</p>

<p>therefore be essential to supporting this group of residents.</p> <p>The introduction of fees and charges for parking at 2 leisure centres are unlikely to have any impact on this protected characteristic group that is greater than any other resident.</p>	<p>Providing free access to tennis courts attempts to address the possible economic barrier for disabled residents being able to access this sport.</p> <p>Whilst there are a small number of price increases over CPI in the leisure centres, Southwark offers Free Swim and Gym and other targeted concessionary leisure offers for specific programmes, which mitigates against these rises and is aimed at improving health, wellbeing and providing access to services at no cost.</p> <p>Disability is not a factor in setting charges.</p>
<p><b>Equality information on which above analysis is based</b></p>	<p><b>Socio-economic data on which above analysis is based</b></p>
<p>In 2021, 8.2% of Southwark residents were identified as being disabled - How life has changed in Southwark: Census 2021(ons.gov.uk)</p>	<p><a href="#">Census 2021 deep dive: disability and deprivation in London   Trust for London</a></p>
<p><b>Mitigating and/or improvement actions to be taken</b></p>	
<p>Introduction of free access to tennis courts for disabled residents - This is being introduced in line with current concessions such as Free Swim and Gym (FSG) offer in the council's leisure centres. When registered with the FSG scheme, disabled residents can use the leisure centres for free all week. It is hoped that by introducing free access to tennis courts for disabled residents it will improve access to tennis, increase participation in tennis and potentially improve physical and mental health and wellbeing for those who participate.</p> <p>Residents currently pay specific fees and charges for a wide range of activities and services such as building control services, planning application, car parking, leisure activities, care related charges etc. An increase in fees will affect all those in, and out of the borough, who pay to use specific service(s).</p> <p>It appears that there is no significant disproportionate impact on groups or individuals that share one or more protected characteristic. The Council has in place various schemes to support residents who experience financial difficulty, some of whom will fall within the protected characteristic groups and may be affected by the proposed increases, to help mitigate impact.</p> <p>The Council in addition continues to provide a wide range of support schemes across to support residents.</p> <p>Disability users (who rely on being able to drive to either of the two effected leisure centres) will be protected by the move as disabled parking spaces will remain free of charge to blue badge holders.</p>	<p><b>In Progress</b></p> <p><b>No further actions</b></p> <p><b>No further actions</b></p> <p><b>No further actions</b></p>

<p><b>Gender reassignment:</b> - The process of transitioning from one gender to another.</p> <p><b>Gender Identity:</b> Gender identity is the personal sense of one's own gender. Gender identity can correlate with a person's assigned sex or can differ from it.</p>	
Potential impacts (positive and negative) of proposed policy/decision/business plan; this also includes needs in relation to each part of the duty.	Potential socio-economic impacts/ needs/issues arising from socio-economic disadvantage (positive and negative)
<p>The change in fees is unlikely to have any impact on this protected characteristic group that is greater than any other resident.</p> <p>The fees in relation sports may affect one gender more than another if usage varies by gender identify.</p> <p>However, sports are open to all residents and the fee increases are not considered to have a bearing on participation levels by gender identify</p>	<p>The proposed fees and charges or changes to services will not specifically have an impact which will benefit or disadvantage different genders within the protected characteristics. Gender is not a factor in setting charges.</p>
<b>Equality information on which above analysis is based.</b>	<b>Socio-economic data on which above analysis is based</b>
N/A	N/A
<b>Mitigating and/or improvement actions to be taken</b>	
N/A	N/A

<p><b>Marriage and civil partnership –</b> In England and Wales marriage is no longer restricted to a union between a man and a woman but now includes a marriage between a same-sex couples. Same-sex couples can also have their relationships legally recognised as 'civil partnerships'. Civil partners must not be treated less favourably than married couples and must be treated the same as married couples on a wide range of legal matters. <b>(Only to be considered in respect to the need to eliminate discrimination.)</b></p>	
<b>Potential impacts (positive and negative) of proposed policy/decision/business plan</b>	<b>Potential socio-economic impacts/ needs/issues arising from socio-economic disadvantage (positive and negative)</b>
<p>The proposed fees and charges or changes to services will not specifically have an impact which will benefit or disadvantage differing status of relationships as recognised in this category..</p> <p>It may be worth noting for the bereavement service The Council offers different burial plots which could be purchased more by people in this protected characteristic group (e.g. double plot may be more popular with those residents that are married or in a civil partnership.)</p>	<p>None of the charges proposed for outdoor activity, leisure centres and south dock marina will disproportionately affect anyone based on their marital status</p> <p>However, the fee increase is consistent and therefore there is no impact considered for this protected characteristic. Marital status is not a factor in setting charges.</p>
<b>Equality information on which above analysis is based.</b>	<b>Socio-economic data on which above analysis is based</b>
N/A	N/A
<b>Mitigating and/or improvement actions to be taken</b>	
None	None

<b>Pregnancy and maternity</b> - Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.	
<b>Potential impacts (positive and negative) of proposed policy/decision/business plan; this also includes needs in relation to each part of the duty.</b>	<b>Potential socio-economic impacts/ needs/issues arising from socio-economic disadvantage (positive and negative)</b>
Changes in fees may impact on residents that are pregnant or on maternity if they are not working. However, additional benefits are provided for residents in this situation and therefore the proposed changes are expected to have minimal impact.	The proposed fees and charges or changes to services will not specifically have an impact which will benefit or disadvantage pregnant and mothers in the maternity category.  Pregnancy and Maternity is not a factor in setting charges.
<b>Equality information on which above analysis is based.</b>	<b>Socio-economic data on which above analysis is based</b>
N/A	N/A
<b>Mitigating and/or improvement actions to be taken</b>	
None	None

<b>Race</b> - Refers to the protected characteristic of Race. It refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins. N.B. Gypsy, Roma and Traveller are recognised racial groups and their needs should be considered alongside all others	
<b>Potential impacts (positive and negative) of proposed policy/decision/business plan; this also includes needs in relation to each part of the duty.</b>	<b>Potential socio-economic impacts/ needs/issues arising from socio-economic disadvantage (positive and negative)</b>
The change in fees is unlikely to have any impact on this protected characteristic group that is significantly greater than any other resident.  The change on fee for hiring of grounds and green spaces may impact residents of different ethnic groups. For example, funfairs and circuses were historically run by individuals from the Gypsy and Traveller community. However, there is no data that identifies whether funfairs or circuses are run by the Gypsy and Traveller community in Southwark. Therefore, the impact is considered to be low	None of the charges proposed will disproportionately affect anyone based on their race.  The change in fee is below the rate of inflation and therefore minimal impact is anticipated.  Race is not a factor in setting charges.  JSNA census data analysis shows that areas with the highest deprivation in the borough have the highest percentages of people from Black, Asian and Multi-Ethnic backgrounds.

<b>Equality information on which above analysis is based</b>	<b>Socio-economic data on which above analysis is based</b>
N/A	N/A
<b>Mitigating and/or improvement actions to be taken</b>	
N/A	N/A

<b>Religion and belief</b> - Religion has the meaning usually given to it but belief includes religious and philosophical beliefs including lack of belief (e.g. Atheism). Generally, a belief should affect your life choices or the way you live for it to be included in the definition.	
<b>Potential impacts (positive and negative) of proposed policy/decision/business plan; this also includes needs in relation to each part of the duty.</b>	<b>Potential socio-economic impacts/ needs/issues arising from socio-economic disadvantage (positive and negative)</b>
<p>The changes in bereavement fees may impact residents based on their religion or belief. The Hindu faith, for example, believes in cremation as opposed to burial. Therefore, changes in cremation fees may impact them more.</p> <p>Christian ceremonies often incorporate the singing of hymns, and therefore the change in organist fee could be seen to impact them more than other faiths.</p> <p>However, the fee increases are below inflation and the percentage change between burial and cremation is consistent. Therefore, no impact is anticipated for this protected characteristic group.</p>	<p>None of the charges proposed will disproportionately affect anyone based on their religion or belief.</p> <p>Religion is not a factor in setting charges.</p> <p>For some people from Black, Asian and Multi-Ethnic backgrounds, religion and belief is an integral part of their ethnicity, e.g. Hindus, Muslims and Christian churches with majority worshippers from Black African and Caribbean backgrounds.</p>
<b>Equality information on which above analysis is based</b>	<b>Socio-economic data on which above analysis is based</b>
N/A	N/A
<b>Mitigating and/or improvement actions to be taken</b>	
<p>The improved offering within the bereavement service is likely to offer support to some religious or faith groups for whom a particular aspect of the service is required. This will support equality of choice and the freedom to practice religion. In general it will not disadvantage other groups and is not likely to lead to worsening tensions between communities.</p>	<b>No further actions</b>

<b>Sex</b> - A man or a woman.	
<b>Potential impacts (positive and negative) of proposed policy/decision/business plan; this also includes needs in relation to each part of the duty.</b>	<b>Potential socio-economic impacts/ needs/issues arising from socio-economic disadvantage (positive and negative)</b>
<p>The change in fees is unlikely to have any impact on this protected characteristic group that is significantly greater than any other resident.</p>	<p>None of the charges proposed will disproportionately affect anyone based on their sex.</p> <p>In general the fees and charges or implementation of new services will not specifically have an impact which will</p>

	benefit or disadvantage different genders, nor is it likely to lead to worsening tensions between communities.  Sex is not a factor in setting charges.
<b>Equality information on which above analysis is based.</b>	<b>Socio-economic data on which above analysis is based</b>
N/A	N/A
<b>Mitigating and/or improvement actions to be taken</b>	
N/A	
<b>Sexual orientation</b> - Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes	
<b>Potential impacts (positive and negative) of proposed policy/decision/business plan; this also includes needs in relation to each part of the duty.</b>	<b>Potential socio-economic impacts/ needs/issues arising from socio-economic disadvantage (positive and negative)</b>
None of the proposed changes are anticipated to impact this protected characteristic group more than other residents.	None of the charges proposed will disproportionately affect anyone based on their sexual orientation.  Sexual Orientation is not a factor in setting charges.
<b>Equality information on which above analysis is based.</b>	<b>Socio-economic data on which above analysis is based</b>
N/A	N/A
<b>Mitigating and/or improvement actions to be taken</b>	
None	

<b>Human Rights</b> There are 16 rights in the Human Rights Act. Each one is called an Article. They are all taken from the European Convention on Human Rights. The Articles are The right to life, Freedom from torture, inhuman and degrading treatment, Freedom from forced labour , Right to Liberty, Fair trial, Retrospective penalties, Privacy, Freedom of conscience, Freedom of expression, Freedom of assembly, Marriage and family, Freedom from discrimination and the First Protocol
<b>Potential impacts (positive and negative) of proposed policy/decision/business plan</b>
None of the changes proposed will deprive residents of their human rights. The analysis undertaken in this document and proposed mitigation will ensure that there is no discrimination.  The provision of existing services and introduction of new services are offered with equality and remain a choice for residents supports Article 9: Freedom of thought, conscience and religion. Human Rights Act (1998)
<b>Information on which above analysis is based</b>
As above
<b>Mitigating and/or improvement actions to be taken</b>
As above

## Conclusions

**Summarise main findings and conclusions of the overall equality impact and needs analysis for this area:**

- Have any potential significant concerns amongst service users or the wider community been identified? No such consultation has taken place yet.
- Have any potential negative, disproportionate or adverse impacts on particular protected characteristics been identified? Yes
- Have you identified any negative or positive impacts re: the promotion of good community relations? No
- Are there any specific implications for groups experiencing socio-economic disadvantage? Yes
- Are there any specific implications for Borough Plan priorities or commitments? None identified.

## **Section 5: Further equality actions and objectives**

<b>5. Further actions</b>			
Based on the initial analysis above, please detail the key mitigating and/or improvement actions to promote equality and tackle inequalities; and any areas identified as requiring more detailed analysis.			
<b>Number</b>	<b>Description of issue</b>	<b>Action</b>	<b>Timeframe</b>
1	<b>Age</b> - Low level negative impacts as result of increases in the fees and charges within the protected age groups.	Are already reduced through concessions that are available for the services and additional support is offered by the Council.	Completed
2	<b>Disability</b> - Low level negative impacts as result of increases in the fees and charges within the protected disability groups.	Are already reduced through concessions that are available for the services and additional support is offered by the Council.  Further concessions are being developed.	Completed  April 2024
3	<b>Religion and Belief:</b> Low level negative impacts as result of increases in the fees and charges within the protected Religious & Belief groups.	A number of service concessions are available to provide a reduced rate for cremation and burial services to ensure access to services.	Completed
4	<b>Race:</b> Low level negative impacts as result of increases in the fees and charges within the protected characteristic race groups.	While there is a low rating it is evident that an ethnicity pay gap exists in London and the UK, Southwark as a council need to continue driving	Ongoing

		the data for wider support for those in London to ensure equality for all.	
5	<b>Gender Reassignment/Identity:</b> Neutral	NONE	N/A
6	<b>Marriage and Civil Partnership:</b> Neutral	NONE	N/A
7	<b>Pregnancy and Maternity:</b> Neutral	NONE	N/A
8	<b>Sexual Orientation:</b> Neutral	NONE	N/A
9	<b>Sex:</b> Neutral	NONE	N/A
10	Negative impact for Socio Economics as residents on low incomes maybe disproportionately affected by the fees and charges increase.	The council has a statutory duty to protect those on low or, or no income, and supports with claims for Council Tax support, Housing Benefit, universal Credit. • Adult Social Care users are subject to a means tested financial assessment which will assess affordability to contribute to, or not, to service provision required (as defined by the Care Act 2014).	Continue to monitor and benchmark fees.

### 5. Equality and socio-economic objectives (for business plans)

Based on the initial analysis above, please detail any of the equality objectives outlined above that you will set for your division/department/service. Under the objective and measure column please state whether this objective is an existing objective or a suggested addition to the Council Plan.

Objective and measure	Lead officer	Current performance (baseline)	Targets	
			Year 1	Year 2
Continue to monitor and fees and benchmark				

### 6. Review of implementation of the equality objectives and actions




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**Implementation Equality Impact and Needs Analysis of budget proposal:  
proposed date if known**