



South Kesteven District Council

Equality Analysis (Stage 1)

(Fees and Charges 2013/14)

Service Area: Council-wide	Lead officer: Daren Turner	Date of Meeting 13 February 2013
	Assessors: Alex Jarvis Carol Drury	
	Neutral Assessor: Jo Toomey	

1. Name and description of policy/service/function/strategy :

Annual setting of fees and charges for services provided by SKDC and associated contractors that deliver services on behalf of the council. This annual function forms part of the council's budget setting process

Context

In setting its annual fees and charges the Council has considered the current economic climate and for the most part kept charges the same or raised them by the level of inflation to keep impact to a minimum. There are however, some exceptions which relate to the introduction of services not previously provided:

- Pre-application charges (Development Management)
- Kitchen/Bar Hire (Bourne Corn Exchange)
- Cemetery charges (Mausoleum and Kerbed memorials – Grantham Cemetery)

2. Complete the table below, considering whether the proposed policy/service/function/strategy could have any potential positive, or negative impacts on groups from any of the protected characteristics (or diversity strands) listed, using demographic data, user surveys, local consultations evaluation forms, comments and complaints etc.

Equality Group	Does this policy/service/function/strategy have a positive, or negative impact on any of the equality groups? Please state which for each group	Please describe why the impact is positive, or negative. If you consider this policy etc is not relevant to a specific characteristic please explain why
Age	Neutral Impact	Introduction of additional charges and inflationary increase does not impact on individuals specifically relating to age
Disability	Neutral Impact	Introduction of additional charges and inflationary increase does not impact on individuals specifically

		relating to disability
Race	Neutral impact in relation to pre-application charges, kitchen charges and kerbed memorials Negative – Mausoleum charges Positive – introduction of Mausoleum plots	Following enquiries from the local Portuguese community, the Council has designated an area of Grantham cemetery for mausoleum plots. Mausoleum plots are larger in size than standard grave plots and the price has been set on a pro rata basis. While this means that those communities that require their dead to be buried above ground will pay more, it is proportionate to the cost of a standard burial plot which has traditionally been offered.
Gender Reassignment	Neutral impact	Introduction of additional charges and inflationary increase does not impact on individuals specifically relating to gender reassignment
Religion or Belief	Neutral impact in relation to pre-application charges, catering facilities charges and kerbed memorials Negative – Mausoleum charges Positive – introduction of Mausoleum plots	Following enquiries from the local Portuguese community, the Council has designated an area of Grantham cemetery for mausoleum plots. Mausoleum plots are larger in size than standard grave plots and the price has been set on a pro rata basis. While this means that those faiths that require their dead to be buried above ground will pay more, it is proportionate to the cost of a standard burial plot which has traditionally been offered.
Sex	Neutral impact	Introduction of additional charges and inflationary increase does not impact on individuals specifically relating to gender

Sexual Orientation:	Neutral impact	Introduction of additional charges and inflationary increase does not impact on individuals specifically relating to sexual orientation
Pregnancy and Maternity	Neutral impact	Introduction of additional charges and inflationary increase does not impact on individuals specifically relating to pregnancy and maternity
Marriage and Civil Partnership	Neutral impact	Introduction of additional charges and inflationary increase does not impact on individuals specifically relating to Marriage and civil partnership
Carers	Neutral impact	Introduction of additional charges and inflationary increase does not impact on individuals specifically relating to carers
Other Groups (e.g. those from deprived (IMD*) communities; those from rural communities, those with an offending past)	The introduction of pre-application advice has the potential for a negative impact on people with lower incomes	Historically South Kesteven District Council has provided pre-planning application advice free of charge. The new charges proposed would affect both developers and householders. The household charge is the most likely to have a negative impact on individuals. This could mean that the outcome of submitting a correct planning application (and consequently the speed of getting an application validated and decision made) could be dependent on wealth.
	Potential for negative impact on people from deprived communities	We recognise that any increases in fees and charges could have a detrimental impact on people from deprived communities.

*(IMD = Indices of multiple deprivation)

3. What equality data/information did you use to inform the outcomes of the proposed policy/service/function/strategy? (Note any relevant consultation who took part and key findings)

Community dialogue with Portuguese families has taken place in relation to the introduction of Mausoleum sites at Grantham Cemetery. Further dialogue with a small number of individuals who have challenge why the authority does not allow kerb memorials. Bench-marking with other authorities has taken place.

National benchmarking has been undertaken in relation to the introduction of pre-application charges for domestic and commercial planning applications.

Consultation has been undertaken with regular users of Bourne Corn Exchange which resulted in the charge for the hall and catering facilities being made separately to ensure that the facility remained affordable for small community groups.

If there are any gaps in the consultation/monitoring data, how will this be addressed?

4. Outcomes of analysis and recommendations (please note you will be required to provide evidence to support the recommendations made): Please tick one of the options.

- a. No major change needed: equality analysis has not identified any potential for discrimination or for negative impact and all opportunities to promote equality have been taken

If you have ticked option (a) go to stage 3

- b. Adjust the proposal to remove barriers identified by equality analysis or to better promote equality. Please complete the questions in the box below.

b.1 In brief, what changes are you planning to make to your proposed policy/service/function/strategy to minimise or eliminate the negative equality impacts?

b.2 Please provide details of whom you will consult on the

proposed changes and if you do not plan to consult, please provide the rationale behind that decision.

If you have ticked option b go to Stage 2

- c. Adverse impact but continue Please provide an explanation in the box below that clearly sets out your justification for continuing with the proposed policy/function/service/strategy. You should consider in stage 2 whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact.

If you have ticked option c please go to Stage 2

- d. Stop and remove the policy/function/service/strategy as equality analysis has shown actual or potential unlawful discrimination

Signed (Lead Officer): Daren Turner (Strategic Director - Corporate Focus)

Date completed: 19.02.13

Signed (Neutral Assessor): Jo Toomey (Principal Democracy Officer)
Date signed off: 14/02/13