

INITIAL EQUALITY IMPACT ASSESSMENT
FEES AND CHARGES STRATEGY

Section: Financial Services & Risk Management		Names of those undertaking assessment: Richard Wyles Malcolm Gorringer	
Name of Policy to be assessed: Fees and Charges Strategy	Date of Assessment: 20 October 2008	Is this a new or existing policy?: Existing strategy	
1. Briefly describe the aims, objectives and purpose of the policy: The aim of the strategy is to set a framework for the annual review of the Council's fees and charges			
2. What are the key performance indicators? N/a			
3. Who will be affected by this policy? All stakeholders			
4. Who is intended to benefit from this policy and in what way? The strategy is intended to provide a transparent framework for all fees and charges setting			
5. Are there any other organisations involved in the delivery of the service? None			
6. What outcomes are required from this strategy and for whom? The outcomes will be transparency for how the Council set its fees and charges			
7. What factors/forces could contribute/detract from the outcomes? None identified			
8. Who are the main stakeholders in relation to the policy? All recipients of Council services that pay for accessing the service			
9. Who implements the policy, and who is responsible for the policy? The Council services are responsible for proposing fees and charges			
10. Are there concerns that the policy <u>could</u> have a differential impact on different racial groups? If yes, please explain. What existing evidence (either presumed or otherwise) do you have for this? No			

<p>11. Are there concerns that the policy <u>could</u> have a differential impact on men and women? If yes, please explain. What existing evidence (either presumed or otherwise) do you have for this?</p> <p>No</p>
<p>12. Are there concerns that the policy <u>could</u> have a differential impact on disabled people? If yes, please explain. What existing evidence (either presumed or otherwise) do you have for this?</p> <p>No</p>
<p>13. Are there concerns that the policy <u>could</u> have a differential impact on the grounds of sexual orientation? If yes, please explain. What existing evidence (either presumed or otherwise) do you have for this?</p> <p>No</p>
<p>14. Are there concerns that the policy <u>could</u> have a differential impact on the grounds of age? If yes, please explain. What existing evidence (either presumed or otherwise) do you have for this?</p> <p>No</p>
<p>15. Are there concerns that the policy <u>could</u> have a differential impact on the grounds of religious belief? If yes, please explain. What existing evidence (either presumed or otherwise) do you have for this?</p> <p>No</p>
<p>16. Are there concerns that the policy <u>could</u> have a differential impact on any other groups of people eg those with dependants/caring responsibilities, those with an offending past, those with learning difficulties, transgendered or transsexual people. If yes, please explain. What existing evidence (either presumed or otherwise) do you have for this?</p> <p>No</p>
<p>17. Are there any obvious barriers to accessing the service eg language, physical access?</p> <p>No</p>
<p>18. Where do you think improvements could be made?</p> <p>None identified</p>
<p>19. Are there any unmet needs or requirements that can be identified that affect specific groups. If yes, please give details.</p> <p>No</p>

20. Is there a complaints system?
Corporate complaints system
21. Do we monitor complaints by race, gender, disability, age, sexual orientation, religious belief?
N/a
22. Do we have feedback from managers or frontline staff?
N/a
23. Is there any feedback from voluntary/community organisations?
None
24. Is there any research or models of practice that may inform our view?
N/a
25. Could the differential impact identified in 8 – 16 amount to there being unlawful discrimination in respect of this policy?
N/a
26. Could the differential impact identified in 8-16 amount to there being the potential for adverse impact in this policy?
N/A
27. Can this adverse impact be justified on the grounds of promoting equality of opportunity for one group? Or any other reason?
N/A
28. Should the policy proceed to a full impact assessment?
No
29. Date on which Full assessment to be completed by
N/A
Signed (Lead Officer): Richard Wyles.....
Date: 20 October 2008.....