

EQUALITY IMPACT ASSESSMENT

Registration Service Fees and Charges - 2022/2023 and 2023/2024



STAGE 1: WHAT IS BEING ASSESSED AND BY WHOM?

<p>What is being assessed - including a brief description of aims and objectives?</p>	<p>The fees and charges policy sets out the principles that the Council will use when setting a charge for a service. It ensures consistency in charging customer and community groups.</p> <p>Its aim is that in each financial year charges will generally be increased by Consumer Price index (CPI) to ensure that the charges keep pace with the cost of providing services. The policy states that the Council will ensure the full cost of the service is recovered and where the charging objective is Commercial then it will be priced to generate a surplus. Non-residents may be charged differently where appropriate and charging decisions will be informed by intelligence from other local authorities and providers.</p> <p>The policy also sets out the concessions that can be offered and states that fees and charges can be revised at any stage of the financial year.</p> <p>This assessment covers the fees and charges for the Registration Services within the Corporate and Customer Services Department. The service is seeking approval to increase and set ceremony fees for 2022/23 and 2023/2024.</p> <p>As the Registration Service takes ceremony bookings two years in advance, the online system requires fees to be set for future years. The online system will therefore quote the appropriate fee to the customer, which reflects the cost of providing the service in the correct year. In view of this, the recommendation is to set fees and charges for 2022/2023 and 2023/2024.</p>
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<p>Department and service</p>	<p>Customer Services – Registration Service</p>
<p>Date of assessment</p>	<p>9 August 2021</p>

STAGE 2: EVIDENCE AND IMPACT

Protected characteristics (Equality Act)	Evidence and information (eg data and feedback)	Any adverse impact See guidance on how to make judgement	Actions	Timescale and who is responsible
Age	<p>To legally marry or form a civil partnership you need to be aged 16 years or over.</p> <p>It is estimated that 6.4 per cent (330) of young people in our city aged 16 and 17 are Not in Education, Employment or Training (NEET) (DFE, 2019). Young people highlight training and employment opportunities, particularly apprenticeships, as a key priority.</p> <p>Of the 16 South West authorities we have the third lowest percentage of older people (75 years), and the fifth highest percentage of children and young people (under 18). Children and young people (CYP) under 18 account for 19.9 per cent of our population, within this 90 per cent are under 16.</p> <p>People are living longer and one in three people in our community is aged over 50. There will be a shift in the population structure of Plymouth over the next fifteen years as the proportion of the population aged 65 and over increases.</p>	No adverse effect as the fees and charges are the same for all customers		<p>Departmental managers</p> <p>Ongoing</p>

Disability	<p>10 per cent of our population have their day-to-day activities limited a lot by a long-term health problem or disability. – 2011 census data</p> <p>Similarly, 148,950 people were registered as partially sighted (640 in Plymouth). Our Translate Plymouth services recorded that BSL is amongst our most requested languages.</p> <p>British Sign Language (BSL) is the preferred language of over 87,000 Deaf people in the UK for whom English may be a second or third language (British Deaf Association).</p> <p>1,845 adults registered with a GP have some form of learning disability (as recorded on practice disease registers), 2017/18.</p> <p>A total of 31,164 people declared themselves as having a long-term health problem or disability in the 2011 Census.</p> <p>1,224 adults currently registered with a GP in Plymouth have some form of a Learning Disability.</p>	No adverse effect as the fees and charges are the same for all customers		
Faith/religion or belief	Data shows that 32.9% of the Plymouth population stated they had no religion.	No adverse effect as the fees and charges are the same for all customers regardless of faith/religion or belief.		

	<p>Hindu, Buddhist, Jewish and Sikh combined totalled less than 1%.</p> <p>0.5% of the population had a current religion that was not Christian, Islam, Buddhism, Hinduism, Judaism, or Sikh such as Paganism or Spiritualism.</p>			
Gender - including marriage, pregnancy and maternity	<p>Citywide data shows that overall 50.2% of our population are women; this reflects the national figure of 50.7%</p> <p>Of those aged 16 and over, 90,765 people (42.9 per cent) are married and 78,544 (37.1 per cent) are single. 5,190 (2.5 per cent) are separated and still legally married or legally in a same-sex civil partnership. 22,272 (10.5 per cent) are divorced.</p>	No adverse effect as the fees and charges are the same for customers regardless of gender, marriage, pregnancy or maternity.		
Gender reassignment	<p>There are no official estimates for gender reassignment at either national or local level. However, in a study funded by the Home Office, the Gender Identity Research and Education Society (GIREs) estimate that between 300,000 and 500,000 people aged 16 or over in the UK are experiencing some degree of gender variance.</p>	No adverse effect as the fees and charges are the same for all customers regardless of gender reassignment.		

Race	<p>92.9% of Plymouth's population is White British</p> <p>7.1% are Black and Minority Ethnic (BME) with White Other (2.7%), Chinese (0.5%) and Other Asian (0.5%) the most common.</p> <p>Our recorded BME population rose from 3 per cent in 2001 to 6.7 per cent in 2011, and therefore has more than doubled since the 2001 census. Recent census data suggests we have at least 43 main languages spoken in the city, showing Polish, Chinese and Kurdish as the top three</p>	No adverse effect as the fees and charges are the same for all customers regardless of race.		
Sexual orientation - including civil partnership	<p>When looking to specifically profile LGBT+ issues in Plymouth there is very little local data to draw on and much of the data refers to the LBGT+ community and therefore includes 'transgender'.</p> <p>New figures from the annual population survey have revealed that the number of people identifying as lesbian, gay or bisexual in the UK has increased from 1.6% in 2014 to 2.2% in 2018, an increase of more than a third.</p>	No adverse effect as the fees and charges are the same for all customers regardless of sexual orientation.		

STAGE 3: ARE THERE ANY IMPLICATIONS FOR THE FOLLOWING? IF SO, PLEASE RECORD ACTIONS TO BE TAKEN

Local priorities	Implications	Timescale and who is responsible
Reduce the gap in average hourly pay between men and women by 2021.	None	
Increase the number of hate crime incidents reported and maintain good satisfaction rates in dealing with racist, disablist, homophobic, transphobic and faith, religion and belief incidents by 2020.	None	
Good relations between different communities (community cohesion)	No	
Human rights Please refer to guidance	None	

STAGE 4: PUBLICATION

Responsible Officer Cheryl Spear

Date 9 August 2021

Strategic Director, Service Director or Head of Service