

EQUALITY IMPACT ASSESSMENT

Increase in discretionary fees and charges in FM



STAGE I: 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 is to set out the principles that the Council will use when setting a charge for a service. It ensures consistency in charging customer and community groups. There is a charging policy in each Portfolio area and where appropriate the Council may determine not to recover the full cost of some services because of the social impact or other policy reasons including the safeguarding on tourism revenues.</p> <p>Its aim is that in each financial year charges will generally be increase 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>It is proposed that all discretionary fees and charges in the Facilities Management service are increased as a minimum by CPI, informed by market rates and where above the CPI consideration has been given to the social impact of the charge rates for community groups, in line with the fees and charges policy 2016</p>
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<p>Department and service</p>	<p>HROD, Facilities Management (Soft Services)</p>
<p>Date of assessment</p>	<p>14 December 2021</p>

STAGE 2: EVIDENCE AND IMPACT

Protected characteristics (Equality Act)	Evidence and information (e.g. data and feedback)	Any adverse impact See guidance on how to make judgement	Actions	Timescale and who is responsible
Age	<p>The uplift in fees will not have a negative effect on people of certain ages.</p> <p>Figures from the Plymouth Report 2019 show that;</p> <p>It is estimated that 6.3 per cent (330) of young people in our city aged 16 and 17 are Not in Education, Employment or Training (NEET</p> <p>Plymouth has a current population of 263,070 of which 12.2 % are aged 18-24, higher than the 8.7 % across England.</p> <p>Youth unemployment (18-24 year olds) has risen in line with the national trend and now stands at 1,100 claimants (January 2019) accounting for 21 per cent of all Job Seeker Allowance (JSA) claimants.</p> <p>Local data from Careers South West for February 2019 illustrates that the percentage of pupils in education, training, or employment is 90 per cent.</p> <p>Plymouth's 65+ population is due to increase from 17.9 per cent in 2016 to 22.7 per cent by 2034 an additional 15,400 individuals. Elderly people especially those about the 75</p>	<p>The fees and charges policy has a concession section where discretionary concessions can be applied to those in full time education and those in receipt of the State pension.</p> <p>Activities and Events that support these client groups are mainly held in the community centres and the hire costs of these have not been increased above market value rates</p>	<p>The concessions available for every service will be made clear in the fees and charging policy.</p>	<p>Departmental Managers</p> <p>Ongoing</p>

	<p>plus age bracket are among the heaviest users of our services for social care etc. The priorities for older people are respite/day care, libraries, and volunteering, increased charges resulting from reduced subsidies.</p>			
<p>Disability</p>	<p>The revised fees and charges will not have a negative effect on people who have a disability. Figures from the 2019 Plymouth Report show that; In Plymouth in 2017 over 26,500 adults aged 18-64 were estimated to be suffering from mental health problems, a figure that is projected to remain fairly static over the next 10 to 15 years.</p> <p>With a growing and ageing population, 20.4 % of people in the city are living with a long term health condition or disability</p> <p>Overall prevalence of learning disabilities in Plymouth was 0.6 per cent in 2016/17, in 2018 the rate of children with autism known to Plymouth schools was 18.3 per 1,000 pupils and in Plymouth an estimated 1,700 people aged 18-64 are thought to have ASD.</p> <p>13% of the population registered (18+) with a GP are recorded as having depression</p>	<p>No adverse effect as fees and charges policy has a concession section where discretionary concession can be applied to people who have a disability.</p>	<p>The policy will be published online for ease of access.</p> <p>The policy will be available in large font and brail as requested. Individual fees and charges will be available by various channels such as online, telephone, customer services etc.</p> <p>The concessions available for every service will be made clear in the fees and charging policy.</p>	<p>Departmental Managers Ongoing</p>

	<p>in 2017/18 an increase over the last four years of 4%</p> <p>With a growing and ageing population, 20.4 % of people in the city are living with a long term health condition or disability</p>			
<p>Faith/religion or belief</p>	<p>The uplift in fees will not have a negative effect on people of a certain faith, religion or belief.</p> <p>Plymouth's Equality Profile 2021 shows that;</p> <p>Christianity is the biggest faith in the city with more than 58 per cent of the population (148,917 people)</p> <p>84326 or 33% of the Plymouth population stated they had no religion.</p> <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>	<p>No adverse effect as the fees and charges are the same for all customers regardless of faith/religion or belief.</p>		
<p>Gender - including marriage, pregnancy and maternity</p>	<p>The uplift in fees will not have a negative effect on people of a certain gender.</p>	<p>No adverse effect as the fees and charges are the same for all customers regardless of gender, marriage, pregnancy or maternity.</p>		

	Citywide data shows that overall 50.3 of our population are women; this reflects the national figure of 50.6%			
Gender reassignment	<p>The uplift in fees will not have a negative effect on people who have had a gender reassignment.</p> <p>National figures (ONS 2013) indicate that up to 10,000 people have gone through this process, with 23 known cases in Plymouth.</p>	No adverse effect as the fees and charges are the same for all customers regardless gender reassignment.		
Race	<p>The uplift in fees will not have a negative effect on people of a certain race.</p> <p>92.9% of Plymouth's population is White British</p> <p>7.1% are Black, Asian and Minority Ethnic (BAME) with White Other (2.7%), Chinese (0.5%) and Other Asian (0.5%) the most common.</p> <p>We have a rapidly rising BAME population which has doubled since the 2001 census</p>	No adverse effect as the fees and charges are the same for all customers regardless of race.		
Sexual orientation - including civil partnership	<p>The uplift of fees will not have a negative effect on people of a certain sexual orientation.</p> <p>There is no precise local data on numbers of Lesbian, Gay and Bisexual (LGBT+) people in Plymouth, but it is nationally</p>	No adverse effect as the fees and charges are the same for all customers regardless of sexual orientation.		

	estimated at between 5 – 7%. This would mean that approx. 12,500 people aged over 16 in Plymouth are LGBT+.			
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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 inequality gap, particularly in health, between communities	Evidence suggests that people are less likely to participate in physical activity if it is too costly and has a significant impact of their general health and life expectancy. Fees and charges will be ensured that they are not increased above what the market will bear.	Departmental managers Ongoing
Reduce the gap in average hourly pay between men and women by 2020.	No	
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.	The fees and charges policy has a concession section so that certain individuals/groups can have a discretionary concession. There is no evidence that it currently causes hate crime so it is assumed that this will continue.	Ongoing
Good relations between different communities (community cohesion)	No	
Human rights Please refer to guidance	Plymouth City Council recognises (Article 14) the Human Rights Act – The right to receive equal treatment and prohibits discrimination including sex, race, religion and economic and social status in conjunction with the Equalities Act which includes age and disability. All service users will be treated fairly and their human rights will be respected. No adverse impact on human rights has been identified.	Ongoing

STAGE 4: PUBLICATION

Responsible Officer: Alex McDonald

Date 23/02/2022

Facilities Commercial Coordinator