

Herefordshire Council Equality Impact Assessment Form

(Please refer to the Equality Impact Assessment guidance when completing this form)

Name of proposal	Review of Regulatory, Environment and Waste division income (S22)
Directorate and Service Area	E&P, EHTS and Env & Waste Team
Saving £k	£115k additional income
Name of Lead Officer (s)	Marc Willimont

Step 1: What is the proposal?

Please explain your proposal in plain English, avoiding acronyms and jargon.

This section should explain how the proposal will impact service users, staff and/or the wider community.

1.1 What is the proposal?

To increase various fees to full cost recovery across EHTS and the waste management team to generate additional income.

Step 2: What information do we have?

Decisions must be evidence-based, and involve people with protected characteristics that could be affected. Please use this section to demonstrate understanding of who could be affected by the proposal.

2.1 What data or evidence is there which tells us who is, or could be affected?

Various business sectors and the public.

2.2 Who is missing? Are there any gaps in the data?

Not applicable.

2.3 How have we involved, or will we involve, communities and groups that could be affected?

We will publicise the new fees.

Step 3: Who might the proposal impact?

Analysis of impacts on people with protected characteristics must be rigorous. Please demonstrate your analysis of any impacts in this section, referring to all of the equalities groups as defined in the Equality Act 2010.

3.1 Does the proposal have any potentially adverse impacts on people with protected characteristics?

Yes – some businesses will pay more as will the public, especially at a time after Covid-19 when many might be struggling.

3.2 Can these impacts be mitigated or justified? If so, how?

No – we are required to attain full cost recovery.

3.3 Does the proposal create any benefits for people with protected characteristics?

Yes, in that extra income will mean more funds to the council to provide its services to vulnerable people.

3.4 Can they be maximised? If so, how?

Not applicable.

Step 4: So what?

4.1 How has the equality impact assessment informed or changed the proposal?

This assessment has confirmed that there will be no discernible impact on groups or individuals of protected characteristics.

4.2 What actions have been identified going forward?

None in relation to this element.

4.3 How will the impact of your proposal and actions be measured moving forward?

We will continue to monitor performance in terms of fee submissions and complaints.

Service Director sign-off:

Date: 30 January 2021

Richard Ball

Director of Economy & Place