

Equality Impact Assessment

Stage 1: The proposed change that is being assessed and responsibility for the EQIA

Name of the proposed change	Fees and Charges 2025-26
Purpose of proposed change	<p>Croydon Council supports delivery of a wide range of services. The ability to charge where appropriate, is a key funding source to support the cost of providing the service. There are specific powers to charge and the Councils charging policy is set out under paragraph four of the main report.</p> <ul style="list-style-type: none"> - Parking and property rental fees and charges are excluded from this report. - Licensing and regulatory related fees are non-executive functions and are reserved for consideration by non-executive committees of the Council. - There are also Officer delegations in place from the relevant regulatory committees in relation to certain highway charges (skip and scaffolding licences, etc). These are not included in the report.
Is this a change to a policy, practice or service?	Change to fees and charges for 2025-26
Who has senior level responsibility for the proposed change?	Allister Bannin
Who is completing this assessment?	James Huggett
Indicate where your EQIA will be submitted to including date where known:	Cabinet 4 December 2024

Stage 2: Deciding what relevance the proposed change has for equality

Is the proposed change likely to impact on any of the following?	<input checked="" type="checkbox"/> Communities <input type="checkbox"/> Employees
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<i>If there is no equality relevance for either go to Stage 7 and get sign off</i>	
Is the impact on equality low, medium or high?	Low
Summary of EQIA outcome:	Impact is unlikely and low

Stage 3: Describe how the proposed change might impact on the council’s ability to undertake the Public Sector Equality Duty and commitment to anti-racism (N.B. this can be both positive or negative):

Eliminating discrimination, harassment, victimisation	<i>Revised fees and charges for 2025/26 has a neutral impact on Public Sector Equality Duty and commitment to anti-racism</i>
Advancing equality of opportunity	<i>Revised fees and charges for 2025/26 has a neutral impact on Public Sector Equality Duty and commitment to anti-racism</i>
Fostering good relations	<i>Revised fees and charges for 2025/26 has a neutral impact on Public Sector Equality Duty and commitment to anti-racism</i>
Embedding anti-racism	<i>Revised fees and charges for 2025/26 has a neutral impact on Public Sector Equality Duty and commitment to anti-racism</i>

Stage 4: What evidence has been considered and what consultation has been carried out?

Data collection	<p>Croydon’s population continues to age with those over 65 increasing by 19.7% since the 2011 Census. The median age also increased by two years, from 35 to 37 years of age.</p> <p>The borough data regarding age is as follows:</p> <ul style="list-style-type: none"> • 97,900 0-19 year olds. This is the highest in London. (2021 Census) • 239,700 20-64 year olds. This is the highest in London. (2021 Census)
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53,100 65+ year olds. This is the 3rd highest in London. (2021 Census)

Census 2011 indicated that 6.7% of Croydon residents have their day-to day activities “limited a lot” and 7.9% “limited a little” by a long-term health problem or disability
We are expecting this data to be updated to be released by the Office for National Statistics (ONS) later this month.

Employment rates for disabled people, across all ages, are significantly lower than those of non-disabled people.

[The employment of disabled people 2021 - GOV.UK \(www.gov.uk\)](https://www.gov.uk)

	White	Black	Asian	Mixed	Other
2011	55.1%	20.2%	16.4%	6.6%	1.8%
2021	48.4%	22.6%	17.5%	7.65	3.9%

203,000 (51.9%) residents in Croydon are female and 187,600 are male (48.1%).
(Source 2021 Census)

According to the ONS Census 2021, of all the Croydon residents aged 16 years and over who responded, 91.6% stated that their gender identity was the same as their sex registered at birth.

7.5% of those who responded did not answer the gender identity question
Only 0.9% stated that they had a different gender identity.

The borough data on marital status is as follows:

- 32.8% Married
- 34.1% Single
- 8.5% Divorced or Separated
- 3.7% Widowed
- 20.6% No response to question

493 people were registered in a same sex civil partnership

279 people were registered in an opposite sex civil partnership

Source Census 2021

The predominant religion of Croydon is Christianity. According to the [2021 census](#), the borough has over 190,880 Christians (48.9%), 40,717 Muslims (10.4%) and 23,145 Hindu (5.9%)

residents.

101,119 (25.9%) Croydon residents stated that they are [atheist](#) or [non-religious](#) in the 2021 Census. 6.9% did not answer the question on religion.

Broad Ethnic Group Changes in Croydon from Census 2011 to Census 2021

In 2021, 22.6% of Croydon residents identified their ethnic group within the "Black, Black British, Black Welsh, Caribbean or African" category, up from 20.2% in 2011. The 2.5 percentage-point change was the largest increase among high-level ethnic groups in this area.

Across London, the percentage of people from the "Black, Black British, Black Welsh, Caribbean or African" ethnic group increased from 13.3% to 13.5%, while across England the percentage increased from 3.5% to 4.2%.

In 2021, 48.4% of people in Croydon identified their ethnic group within the "White" category (compared with 55.1% in 2011), while 17.5% identified their ethnic group within the "Asian, Asian British or Asian Welsh" category (compared with 16.4% the previous decade).

The percentage of people who identified their ethnic group within the "Mixed or Multiple" category increased from 6.6% in 2011 to 7.6% in 2021.

Languages in Croydon According to the Census 2021,

- 84.0% of the residents who can speak in Croydon speak English as their first language.
- 7.8% speak a European language.
- 6.3% speak an Asian language.

[Mayor urges Government to tackle the cost of living crisis | London City Hall](#)

[December 2022 - GLA YouGov Cost of living poll results.pdf \(airdrive-secure.s3-eu-west-1.amazonaws.com\)](#)

According to the ONS Census 2021, of the residents aged 16 years and over who responded to the survey:

- 87.8% self-classified as Straight or Heterosexual.
- 1.5% stated they were Gay.

	<ul style="list-style-type: none"> • 1.2% stated they were Bi-Sexual • 0.4% stated All other sexual orientations <p>9.1% did not respond to the question</p> <p>Maternity leave: Cost of living crisis highlights need for support (personneltoday.com)</p> <p>There were 5,252 births in Croydon in 2020. An estimated 30,000 women lose their jobs as a result of pregnancy every year, according to the Equality and Human Rights Commission (EHRC).</p>
Consultation	<i>No public consultation has been carried out.</i>

Stage 5: Identify any adverse or positive impact and mitigation steps that can be or have been taken

Guidance on Impact Scores: Consider the impact of your proposal by giving a numerical score to both the likelihood of an impact and the severity of an impact against each characteristic. This should draw upon the evidence you cited at Stage 3.

Use the key below to score the likelihood of the proposed change impacting each of the protected groups, by inserting either 1, 2, or 3 against each protected group.	1 = Unlikely to impact 2 = Likely to impact 3 = Certain to impact
Use the key below to score the severity of impact of the proposed change on each of the protected groups, by inserting either 1, 2, or 3 against each protected group.	1 = Low 2 = Medium 3 = High
The score for likelihood and severity are then multiplied.	e.g. Unlikely to impact =1, Low impact =1, total score =1

Characteristics		Likelihood of impact	Severity of impact	Impact score	Summary of impact (positive, negative, no impact or unknown)*	If negative or unknown, what can be or has been done to mitigate this? Please provide clear actions and timelines.**
Protected Characteristics (Equality Act 2010)	Age	1	1	1	<p>The change in fees is unlikely to have any impact on this protected characteristic group that is greater than any other resident.</p> <p>The fees in relation to cremation/burial may affect older residents more. However, the impact is considered to be low as the fee increases for a lot of burial, interment and cremation fees are proposed at around 2.3% which is below inflation levels.</p> <p>Fees in relation to adult social care could impact this protected group more, but financial assessments are in place for these services.</p>	The potential impact is considered unlikely and low. Fees and charges are reviewed on a yearly basis so can be revised if a negative impact is detected.
	Disability	1	1	1	<p>The change in fees is unlikely to have any impact on this protected characteristic group that is greater than any other resident.</p> <p>However, external factors mean some disabled resident face higher costs in areas such as energy use. The</p>	The potential impact is considered unlikely and low. Fees and charges are reviewed on a yearly basis so can be revised if a negative impact is detected.

Characteristics		Likelihood of impact	Severity of impact	Impact score	Summary of impact (positive, negative, no impact or unknown)*	If negative or unknown, what can be or has been done to mitigate this? Please provide clear actions and timelines.**
					mitigating factors shown later in the EQIA will therefore be essential to supporting this group of residents.	
	Gender Reassignment	1	1	1	<p>The change in fees is unlikely to have any impact on this protected characteristic group that is greater than any other resident.</p> <p>The fees in relation to sports may affect one gender more than another if usage varies by gender identity.</p> <p>However, sports are open to all residents and the fee increases are not considered to have a bearing on participation levels by gender identity.</p>	The potential impact is considered unlikely and low. Fees and charges are reviewed on a yearly basis so can be revised if a negative impact is detected.
	Marriage or Civil Partnership	2	1	2	<p>The changes in registrars' fees may negatively impact residents based on their intention of entering into marriage or civil partnership.</p> <p>However, the cost of an average wedding is approximately £17,000, therefore the impact of a change in registrars fees is considered to be minimal in</p>	The potential impact is considered likely to impact and low severity. Fees and charges are reviewed on a yearly basis so can be revised if a negative impact is detected.

Characteristics		Likelihood of impact	Severity of impact	Impact score	Summary of impact (positive, negative, no impact or unknown)*	If negative or unknown, what can be or has been done to mitigate this? Please provide clear actions and timelines.**
					<p>comparison to these other potential costs associated with getting married/having a Civil Partnership. Most of the fees are increasing at the CPI rate of 2.3% with the only exception being for ceremonies requested on public holidays Easter and New Years Day.</p> <p>The Council offers different burial plots which could be purchased more by people in this protected characteristic group (e.g. double plot may be more popular with those residents that are married or in a civil partnership). However, the fee increase is consistent and therefore there is no impact considered for this protected characteristic.</p>	
	Pregnancy and Maternity	2	1	2	<p>Changes in fees may impact on residents that are pregnant or on maternity if they are not working. However, additional benefits are provided for residents in this situation and therefore the proposed changes are expected to have minimal impact.</p>	<p>The potential impact is considered likely to impact and low severity. Fees and charges are reviewed on a yearly basis so can be revised if a negative impact is detected.</p>

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	Race	1	1	1	<p>The change in fees is unlikely to have any impact on this protected characteristic group that is significantly greater than any other resident.</p> <p>The citizenship ceremony fee may impact residents of different ethnic groups. However, this information is not collected at this time.</p> <p>The change on fee for hiring of grounds and green spaces may impact residents of different ethnic groups. For example, funfairs and circuses were historically run by individuals from the Gypsy and Traveller community. However, there is no data that identifies whether funfairs or circuses are run by the Gypsy and Traveller community in Croydon. Therefore, the impact is considered to be low.</p>	<p>The potential impact is considered unlikely and low. Fees and charges are reviewed on a yearly basis so can be revised if a negative impact is detected</p>

Characteristics		Likelihood of impact	Severity of impact	Impact score	Summary of impact (positive, negative, no impact or unknown)*	If negative or unknown, what can be or has been done to mitigate this? Please provide clear actions and timelines.**
	Religion or Belief	2	1	2	<p>The changes in bereavement fees may impact residents based on their religion or belief.</p> <p>The Hindu faith, for example, believes in cremation as opposed to burial. Therefore, changes in cremation fees may impact them more.</p> <p>The average fee increase for cremations is 4.9% and for burials (excluding purchase of reclaimed burial rights) is 5.3%, so the percentage change between burial and cremation fees is consistent.</p> <p>However, the fees for purchase of reclaimed burial rights have increased by between 11.6% to 13.9% following benchmarking with other local authorities and ensure full cost recovery to maintain the cemetery sites.</p> <p>The proposed changes overall are expected to have minimal impact.</p> <p>In relation to registrars' fees,</p>	<p>The potential impact is considered likely to impact and low severity. Fees and charges are reviewed on a yearly basis so can be revised if a negative impact is detected.</p>

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					<p>marriage rates may vary by religious groups and therefore it could be suggested that the change in fee would impact this group more.</p> <p>However, and as set out above, the registrars fee is a small proportion of the cost of the average wedding and therefore the change is considered to have minimal impact.</p>	
	Sex	1	1	1	<p>The change in fees is unlikely to have any impact on this protected characteristic group that is greater than any other resident.</p> <p>The fees in relation to sports may affect one sex more than another if usage varies by sex.</p> <p>Examples of participation of both sexes in traditionally single sex sports are numerous and vice versa. However, sports are open to all residents and the fee increases are not considered</p>	The potential impact is considered unlikely and low. Fees and charges are reviewed on a yearly basis so can be revised if a negative impact is detected.

Characteristics		Likelihood of impact	Severity of impact	Impact score	Summary of impact (positive, negative, no impact or unknown)*	If negative or unknown, what can be or has been done to mitigate this? Please provide clear actions and timelines.**
					to have a bearing on participation levels by sex.	
	Sexual Orientation	1	1	1	None of the proposed changes are anticipated to impact this protected characteristic group more than other residents.	The potential impact is considered unlikely and low. Fees and charges are reviewed on a yearly basis so can be revised if a negative impact is detected.

* *Unknown impact may only be used where there is no data or evidence available and must be accompanied by an action plan for how to collect this.*

** *Mitigations must be referenced in the Equalities comments of the substantive report and in its recommendations.*

Stage 6: What is the outcome of your assessment? Select one of these four options:

Decision	Definition	Conclusion - Mark 'X' below
No major change	Our analysis demonstrates that the proposed change is robust. The evidence shows no potential for discrimination and we have taken all opportunities to advance equality and foster good relations, subject to continuing monitoring and review. If you reach this conclusion, state your reasons and briefly outline the evidence used to support your decision.	
Adjust the proposed change	We will take steps to lessen the impact of the proposed change should it adversely impact the Council's ability to meet any of the Public Sector Duties, remove barriers or better promote equality. We are going to take action to ensure these opportunities are realised. If you reach this conclusion, ensure you have completed Section 5 above.	X
Continue the proposed change despite potential for adverse impact	We will adopt or continue with the change, despite potential for adverse impact or opportunities to lessen the impact of discrimination, harassment or victimisation and better advance equality and foster good relations between groups through the change. However, there are justifiable reasons to continue as planned. If you reach this conclusion, ensure you have completed Section 4 above, clearly setting out your justifications.	
Stop or amend the proposed change	Our change would have adverse effects on one or more protected groups that are not justified and cannot be mitigated. Our proposed change must be stopped or amended.	

Stage 7: EQIA Monitoring and Sign Off

How will the EQIA be reviewed and monitored, including timescales?	A new EQIA will be produced when fees & charges are reviewed for the next year's budget.		
Equalities advice received from:	Advice received from Helen Reeves, Head of Strategy and Policy	Date:17/10/24	
EQIA approved by:	Allister Bannin, Director of Finance	Date:19/11/24	