

Equality, Social Inclusion and Health Impact Assessment (ESHIA)

An ESHIA is a review of a new or existing policy, strategy, project, report or service change to establish whether this has a differential impact on specific equality groups and identifies how we can improve equality of opportunity for different groups of people.

An ESHIA aims at improving Tamworth Borough Council’s work, by promoting equality, social inclusion, health and wellbeing by ensuring that the proposed or existing policy promotes equality and can benefit a wide range of people.

Details

Title of the proposal	Corporate Review of Fees and Charges 2025/26	
Director responsible for the project or service area	Jo Goodfellow (fees and charges are review and set at a service unit level, this report pulls them together on an annual basis)	
Officer completing the assessment	Jo Goodfellow	
Date conducted	13/02/25	
Who are the main stakeholders?	Corporate Management Team (CMT) and budget holders, residents and service users	
What is being assessed?	A decision to review or change a service	
	A strategy, policy, report or procedure	x
	A function, service, or project	
What kind of assessment is it?	New	x
	Review of existing	

Part One - Initial screening:

This section should be used to carry out an initial screening of changes or decisions to help to decide whether a full ESHIA is required.

The following six screening questions are designed to assess whether this proposed change is likely to have an impact on equality, social inclusion, health and wellbeing.

		Yes	No
1	Does this new or revised project, proposal, policy, report, procedure likely to have an impact?	X	
2	Does the proposal seek agreement to a key decision involving allocation of resources, such as changes in funding or resources, initiation of a new programme or project or procurement?		X
3	Does the proposal seek agreement on restructuring or reorganising of staffing?		X

4	Will this policy or proposed change have any impact on potential suppliers?		X
5	Does this policy or proposed change impact on any HR policy or practice within the council?		X
6	Does this policy or proposed change have any implications for equalities, social inclusion and health and wellbeing not covered above?	X	

1. If the answer is **no** to all the questions, please provide a summary below outlining why this conclusion has been reached.
2. If the answer is **yes** to any of the questions, please conduct the full ESHIA as detailed in Part two.

If you are unsure of any of the answers, please seek advice from Human Resources.

Summary of initial screening outcome:

The report seeks the approval of updated fees and charges with effect from 2025/26 in line with the Fees and Charges policy for an annual inflationary increase plus 3%. Increases likely to have an impact on certain groups and those on lower incomes

Decision	Yes	No
Initial screening only		X
Proceed to Part Two, full assessment		

Initial screening completed by	Jo Goodfellow
Date	13/02/25

Full screening completed by	Jo Goodfellow
Date	13/02/25

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Part Two: Full assessment

Section 1

The purpose of the project, proposal or decision required. Set out the aims, objectives, purpose and outcomes of the area being impact assessed. Are any other functions, policies or services linked to this assessment?

The report seeks the approval of updated fees and charges with effect from 2025/26 in line with the Fees and Charges policy for an annual inflationary increase plus 3%.

Section 2

Evidence used and considered. Include analysis of any missing data.

Service managers have reviewed their fees and charges and assessed the proposed fees in terms of cost recovery, income maximisation where a commercial opportunity exists, likely usage and take-up, and against benchmarking information where available.

Section 3

Consultation undertaken with interested parties who will/may be affected proposal? What were the outcomes of the consultation?

Section 4

What are the potential or actual impacts of the proposal? Please consider both the direct and indirect impact and refer to the guidance for additional information.

Impact Area	Impact? Positive (P) Negative (N) Neutral (Ne)	Details of the impact	Action to address negative impact
Protected Characteristic, as outlined in the Equality Act 2010			
Age	Negative	Could be a negative impact if elderly people are less likely to afford price increases	
Disability	Negative	Could be a negative impact if disabled are less likely to afford price increases	
Gender reassignment	Neutral		
Marriage and civil partnership	Neutral		

Pregnancy and maternity	Neutral		
Race	Negative	Could be a negative impact if in lower economic group and less likely to afford price increases	
Religion or Belief	Neutral		
Sex	Neutral		
Sexual Orientation	Neutral		
Other social exclusion			
Digital exclusion	Neutral		
Veterans and serving members of the armed forces and their families	Neutral		
Young people leaving care	Negative	Could be a negative impact if less likely to afford price increases	
Health and Wellbeing: Individuals and communities in Tamworth	Impact: Positive (P) Negative (N) Neutral (Ne)	Explanation	Action to address negative impact
Will the proposal have a direct impact on an individual's health, mental health and wellbeing?	Neutral		
Will the proposal directly impact on housing?	Neutral	Increased charges re private sector housing/landlords	
Will there be a likely change in demand for or access to public services such as health and social care services?	Neutral		
Will there be an impact on diet and nutrition?	Neutral		

Will there be an impact on physical activity?	Negative	Could be a negative impact if customers are less likely to afford leisure activities	
Will there be an impact on transport, travel and connectivity?	Neutral		
Will there be an impact on employment and income?	Negative	Increased fees at facilities such as TEC and for taxi licensing may impact employment. Increased fees and charges will impact income generally.	
Will there be an impact on education and skills?	Neutral		
Will there be an impact on community safety?	Neutral		
Will there be an impact on the environment, air quality, climate change?	Neutral		

If there are no adverse impacts or any issues of concern or you can adequately explain or justify them, please move to section 6.

Section 5

Where a potential negative impact has been identified, can continuation of the proposal be objectively justified? If yes, please explain your reasons.

Fees are increasing to keep pace with increasing costs and to ensure that services can continue to be delivered.

Section 6: Decisions or actions proposed

The assessment may result in some recommendations or suggestions to mitigate any negative impact and maximise positive impacts or actions to reduce the risk of an adverse impact.

Participation rates and feedback from customers will be kept under review and considered when reviewing/updating fees and charges in future.

Section 7: Monitoring arrangements

Who will be responsible for monitoring	Heads of Service
Frequency of monitoring	Ongoing
Where will the impact assessment be reported to?	Cabinet
Where this impact assessment will be stored and for how long	

Section 8: Summary of actions to mitigate negative impact (if required)

Impact Area	Action required	Lead officer/responsible person	Target date	Progress