

Appendix 3

Overall Information	Details of Full Equality Impact Analysis
Financial Year and Quarter	2015/2016
Name and details of policy, strategy, function, project, activity, or programme	Garage Review - Amendment of Licence, Charging and Lettings Policy
Lead Officer	Name: Paul Danek Position: Central Services Manager Email: paul.danek@lbhf.gov.uk Telephone No: 020 8753 1926
Date of completion of final EIA	9/11/2015

Section 02	Scoping of Full EIA		
Plan for completion	Timing: April 1 st 2016		
Analyse the impact of the policy, strategy, function, project, activity, or programme	<p>It is not proposed to increase charges, however it is proposed to charge the same net garage charge to all new licencees irrespective of tenure, noting that the Council is required to levy VAT in addition at 20% for private residents.</p> <p>Garages are available to let to any resident of the borough who has a suitable vehicle registered to them. Bringing garages back into use and publicising their availability benefits all residents with the requirement to store a vehicle. At present waiting list is not required, however should they be required at particular sites in the future due to increased demand disabled residents are under current policies given priority.</p>		
	Protected characteristic	Analysis	Impact: Negative,

		Neutral
Age	A 10% discount will be applied to Hammersmith and Fulham residents, who are in receipt of the state pension. This will assist people in receipt of state pension to have safe and secure parking and help to reduce fear of crime.	Positive,
Disability	7.4% of working age residents, in the borough of Hammersmith and Fulham, suffered from a limiting long-term illness, in 2011 Census 2011). The proposal to change the charging policy recommends a 25% discount be applied to blue badge holders. This will benefit disabled applicants significantly, in applying for use of the boroughs garage stock.	Positive
Gender reassignment	N/A	Neutral
Marriage and Civil Partnership	N/A	Neutral
Pregnancy and maternity	N/A	Neutral
Race	N/A	Neutral
Religion/belief (including non-belief)	N/A	Neutral
Sex	N/A	Neutral
Sexual Orientation	N/A	Neutral

Human Rights or Children's Rights

Will it affect Human Rights, as defined by the Human Rights Act 1998?

No

	<p>Will it affect Children's Rights, as defined by the UNCRC (1992)?</p> <p>No</p>
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Section 03	Analysis of relevant data
	Examples of data can range from census data to customer satisfaction surveys. Data should involve specialist data and information and where possible, be disaggregated by different equality strands.
Documents and data reviewed	49% of the Hammersmith and Fulham population were male and 51% were female in the 2011 Census. 7.4% of working age residents, in the borough of Hammersmith and Fulham, suffered from a limiting long-term illness, in 2011 Census 2011). 31.9 per cent of Hammersmith and Fulham residents belonged to an ethnic group (2011), other than white.
	Data on the age range of garage customers held on council housing systems was analysed
New research	N/A

Section 04	Consultation
Consultation	Statutory consultation is not required – However the review was discussed at the housing representative forum
Analysis of consultation outcomes	N/A

Section 05	Analysis of impact and outcomes
Analysis	N/A

Section 06	Reducing any adverse impacts and recommendations
Outcome of Analysis	The current records held have significant omissions on information with regards to age and disability. The ability to record both age and disability data will be introduced going forward.

Section 07	Action Plan					
Action Plan	Note: You will only need to use this section if you have identified actions as a result of your analysis					
	Issue identified	Action (s) to be taken	When	Lead officer and borough	Expected outcome	Date added to business/service plan
	Redesign application form to record age and disability.	Paul Danek	January 2016		Improved record keeping and ability to evaluate take up of services on the grounds of age and disability.	December 2015

Section 08	Agreement, publication and monitoring
Chief Officers' sign-off	Name: Nilavra Mukerji Position: Director of Housing Services Email: nilavra.mukerji@lbhf.gov.uk Telephone No: 020 8753 5610
Key Decision Report (if relevant)	Date of report to Cabinet/Cabinet Member: February/March 2016 Key equalities issues have been included: Yes
Opportunities Manager (where involved)	N/A