

Transformation, Income, and Saving Proposal No 13

Before completing this EIA please ensure you have read the EIA guidance notes – available from your Equality Officer			
Version	1.0	Date	15 th December 2022
Description of what is being impact assessed			
Increase to customer fees and charges associated with ceremonies (predominantly marriage and civil partnership) and venue applications for a license to hold legal ceremonies.			
Evidence			
<p>What data/information have you used to assess how this policy/service might impact on protected groups? Sources such as the Office of National Statistics, Somerset Intelligence Partnership, Somerset’s Joint Strategic Needs Analysis (JSNA), Staff and/ or area profiles,, should be detailed here</p>			
<p>The nature of the proposal means that it will impact anyone choosing a civil marriage or civil partnership in Somerset or North Somerset. Customers include residents of both counties as well as non-residents.</p>			
Who have you consulted with to assess possible impact on protected groups? If you have not consulted other people, please explain why?			
<p>Consultation has not been undertaken. It is a statutory right for couples to be have the opportunity for their relationship to be legally recognised, and the use of the service is also a personal choice.</p> <p>The nature of the service means that some couples will want and/or can afford a more lavish celebration than others. It is the aim of the registration service to ensure the provision on offer meets the needs of all sectors of the community. As a result, simple</p>			

ceremonies continue to be made available at the statutory fee of £57 in 6 locations across the large geographical area. These are in addition to the ceremony fee proposals listed above which meet the needs of couples on a range of budgets.

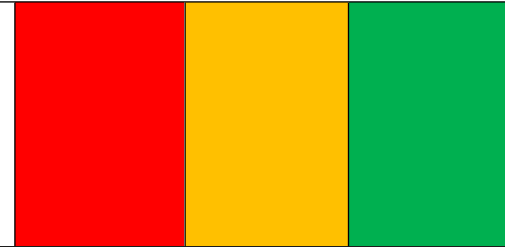
Analysis of impact on protected groups

The Public Sector Equality Duty requires us to eliminate discrimination, advance equality of opportunity and foster good relations with protected groups. Consider how this policy/service will achieve these aims. In the table below, using the evidence outlined above and your own understanding, detail what considerations and potential impacts against each of the three aims of the Public Sector Equality Duty. Based on this information, make an assessment of the likely outcome, before you have implemented any mitigation.

		Negative outcome	Neutral outcome	Positive outcome
Age	People of all ages (over the legal age of consent) continue to be able to use this service.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Disability	We recognise that some disable people are less likely to have as much disposable income due to the costs associated with their disability. This and the availability of accessible venues could put them at a disadvantage.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Gender reassignment	Access to the service for people that have undergone or are undergoing gender reassignment is not impacted and continues to be available in line with marriage/civil partnership legislation.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Marriage and civil partnership	Having considered this Protected character we do not foresee any disproportionate positive or negative impact on marriage and civil partnership.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Pregnancy and maternity	Having considered this Protected character we do not foresee any disproportionate positive or negative impact on pregnancy or maternity.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Race and ethnicity	Having considered this Protected character we do not foresee any disproportionate positive or negative impact on race or ethnicity.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Religion or belief	The Registration service deliver ceremonies which by law are secular in nature. The service is open to couples of all faith groups as well as those with no religion or belief.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Sex	Having considered this Protected character we do not foresee any disproportionate positive or negative impact on sex.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Sexual orientation	Having considered this Protected character we do not foresee any disproportionate positive or negative impact on sexual orientation.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Other, e.g. carers, veterans, homeless, low income, rurality/isolation, etc.	The increase in charges could make it harder for people on low incomes to access the service in the way they would prefer. Small ceremonies remain available at the statutory fee of £57, and the service continues to offer a range of 'mid budget' options across the area. The service understands that some customers that have already	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

booked their ceremony some time in advance may not have included the increase into their budget. In order to mitigate this, all customers have been told at the time of booking that fees can increase. All customers will be given a minimum of 3 months' notice of the new fee. In cases of significant hardship the service will discuss with couples on an individual basis and offer payment options.



Negative outcomes action plan

Where you have ascertained that there will potentially be negative outcomes, you are required to mitigate the impact of these. Please detail below the actions that you intend to take.

Action taken/to be taken	Date	Person responsible	How will it be monitored?	Action complete
Registration service to circulate and publish new fees asap.	31/01/2023	Gen Branch	n/a	<input type="checkbox"/>
Registration service to ensure customers have information on the full range of ceremony offers, including small ceremonies and accessible venues provided for the statutory fee.	ongoing	Gen Branch	Review of website and promotional literature.	<input type="checkbox"/>
In cases of significant hardship the service will discuss with couples on an individual basis and offer payment options.	ongoing	Gen Branch	On individual basis	<input type="checkbox"/>
	Select date			<input type="checkbox"/>
	Select date			<input type="checkbox"/>
	Select date			<input type="checkbox"/>
	Select date			<input type="checkbox"/>
	Select date			<input type="checkbox"/>

If negative impacts remain, please provide an explanation below.

Completed by:	Genevieve Branch
Date	04/01/2023
Signed off by:	Sue Crowley
Date	04/01/23
Equality Lead/Manager sign off date:	4/1/23
To be reviewed by: (officer name)	
Review date:	