

Equality Impact Assessment



The public sector Equality Duty (Section 149 of the Equality Act) requires public bodies to have due regard to the need to eliminate discrimination, advance equality of opportunity, and foster good relations between different people carrying out their activities.

The Equality Duty supports good decision making – it encourages public bodies to be more efficient and effective by understanding how different people will be affected by their activities, so that their policies and services are appropriate and accessible to all and meet different people’s needs. The Council’s Equality and Safety Impact Assessment (ESIA) includes an assessment of the community safety impact assessment to comply with section 17 of the Crime and Disorder Act and will enable the council to better understand the potential impact of the budget proposals and consider mitigating action.

Name or Brief Description of Proposal	E&T 28 – Introduce new rates for pest control, clinical waste and filthy premises.
Brief Service Profile	<p>The service provides a comprehensive pest eradication and proofing service to Southampton’s residents and businesses. The main pests dealt with are rodents (rats and mice) and insects (bed bugs and cockroaches).</p> <p>The service collects and organises the disposal of clinical waste in partnership with the Clinical Commissioning Group.</p> <p>The service also arranges and carries out all aspects of cleaning up filthy or verminous premises.</p> <p>The service protects public health by offering affordable services to vulnerable people and adds value by treating the council’s own estate, including council housing, parks and open spaces. Many people on low incomes would be unable to access services provided by private companies, leading to public health and reputational risks.</p>
Summary of Impact and Issues	<p>The proposal is to increase fees in order that the service covers its costs.</p> <p>There is a risk that an increase in fees due to local competition could reduce demand and therefore overall income for a service that currently offers a discount to those claiming benefits.</p>
Potential Positive Impacts	<p>The proposed increase in fees would help to ensure that the service is sustainable and will therefore continue to be available to deal with pests with a public health significance and maintain its capacity to support Southampton’s most vulnerable residents.</p>
Responsible Service Manager	Janet Hawkins

	Regulatory Services Manager
Date	26 th October 2015

Approved by Senior Manager	Mitch Sanders, Head of Regulatory & City Services
Date	26 th October 2015

Potential Impacts

Impact Assessment	Details of Impact	Possible Solutions
Age	No disproportionate impact is anticipated – customers of the pest control service are drawn from across the entire age demographic.	N/A
Disability	Those claiming a disability benefit and currently entitled to a discount may have to pay higher fees for pest control treatments.	Where necessary and on a case by case basis, consideration will be given to waiving fees in cases of extreme financial hardship and, or, allowing payments to be made in instalments.
Gender Reassignment	No identified negative impacts.	N/A
Marriage and Civil Partnership	No identified negative impacts.	N/A
Pregnancy and Maternity	No identified negative impacts.	N/A
Race	No identified negative impacts.	N/A
Religion or Belief	No identified negative impacts.	N/A
Gender	No identified negative impacts.	N/A
Sexual Orientation	No identified negative impacts.	N/A
Community Safety	No identified negative impacts.	N/A
Poverty	Those claiming a welfare benefit and currently entitled to a discount may have to pay higher fees for pest control treatments.	Where necessary and on a case by case basis, consideration will be given to waiving fees in cases of extreme financial hardship and, or, allowing payments to be made in

		instalments.
Other Significant Impacts		