



Equality Impact Assessment (EIA)

1. Topic of assessment

EIA title	Registration and Nationality Service Budget Savings 2017-18
------------------	---

EIA author	Stephen Miles and Gregory Finneron
-------------------	------------------------------------

2. Approval

	Name	Date approved
Approved by	Peter Milton	02/03/2017

3. Quality control

Version number	v1	EIA completed	02/03/2017
Date saved	02/03/2017	EIA published	30/06/2017

4. EIA team

Name	Job title	Organisation	Team role
Stephen Miles	Business Analyst	SCC	Author
Gregory Finneron	Project Officer	SCC	EIA Lead & Author

5. Explaining the matter being assessed

<p>What policy, function or service is being introduced or reviewed?</p>	<p>The Registration and Nationality Service as part of the Budget setting for the financial year 2017-18 is reviewing the levels of provision that are offered for appointments for birth registrations, death registrations and notice of marriage at the Register Offices.</p>
<p>What proposals are you assessing?</p>	<p>The Service may need to reduce the number of birth registrations available in the diary at the Register Offices, enabling the prioritisation of appointments for death registrations and notice of marriage, although the Service would ensure that the required number of birth registration appointments were available in Surrey to register all births within 42 days.</p> <p>The proposal is designed to ensure that Deaths are registered within the required 5 days, and to assist the service to generate greater income through offering more notice of marriage appointments, which generate income. There is greater flexibility with birth registrations as these can be registered within 42 days of the birth.</p> <p>The service currently registers c. 20,000 births per year.</p>
<p>Who is affected by the proposals outlined above?</p>	<p>Service users registering Births, Deaths and Notices of Marriage.</p>

6. Sources of information

Engagement carried out

No public engagement has been conducted on the proposals or the EIA.
Consultation with Head of Registration Service for production of EIA.

Data used

- Registration and Nationality Service data
- Joint Strategic Needs Assessment (JSNA), Surrey
- Census 2011
- Surrey-i
- Gender Identity and Research Education Society

7. Impact of the new/amended policy, service or function

The decision to prioritise death registration and notice of marriage ahead of birth registrations, will be achieved by fewer birth registration slots being available in each diary. Consequently birth registration appointments may be available less frequently at their nearest Register Office and service users may be required to travel further if they want to register a birth quickly.

It is likely that the impact on customers will be minimal. The 42 day time period in which to register a birth gives ample time to accommodate customers.

7a. Impact of the proposals on residents and service users with protected characteristics

Protected characteristic	Potential positive impacts	Potential negative impacts	Evidence
Age	There is no specific positive impact identified for this one particular equality group.	<p>Service users wishing to register a birth quickly where an appointment slot cannot be found at their nearest Register Office may be required to travel further to attend resulting in greater expense and travel time.</p> <p>There is no specific negative impact identified for this one particular equality group.</p>	<p>Age Groups in Surrey: Children and Young People (0-24 years) 29.7% Adults (25-65 years) 52% Older People (65+) 18.5% (Source: Surrey-i 2015)</p>
Disability	There is no specific positive impact identified for this one particular equality group.	Service users with mobility issues wishing to register a birth quickly where an appointment slot cannot be found at their nearest Register Office may be required to travel greater distances resulting in greater expense and travel time.	The day to day activities of 13.5% of Surrey's population are limited by a long term health problem or disability. This proportion is below the national average of 17.6% and is unchanged since 2001. The activities of 5.7% are limited "a lot" (Source: Surrey-i, 2011 Census-Disability, Health and Carers)
Gender reassignment	There is no specific positive impact identified for this one particular equality group.	Service users wishing to register a birth quickly where an appointment slot cannot be found at their nearest Register Office may be required to travel further to attend resulting	<p>There is limited data on the prevalence of this protected characteristic.</p> <p>Organisations should assume that 1% of their employees and service users may be experiencing some degree of gender variance. At some stage,</p>

		<p>in greater expense and travel time.</p> <p>There is no specific negative impact identified for this one particular equality group.</p>	<p>about 0.2% may undergo transition. (Source: GIRE Update 2011)</p>
Pregnancy and maternity	<p>There is no specific positive impact identified for this one particular equality group.</p>	<p>All service users are likely to belong to this protected characteristic. Those with babies and small children wishing to register a birth quickly where an appointment slot cannot be found at their nearest Register Office may be required to travel further to attend resulting in greater expense and travel time.</p>	<p>In 2013 there were 13,569 live births recording the mother's usual place of residence as Surrey. North East Surrey had the highest number with 4,084 live births and the lowest number was 2,775 in the South West. (Source: Surrey-i)</p>
Race	<p>There is no specific positive impact identified for this one particular equality group.</p>	<p>Service users wishing to register a birth quickly where an appointment slot cannot be found at their nearest Register Office may be required to travel further to attend resulting in greater expense and travel time.</p> <p>There is no specific negative impact identified for this one particular equality group.</p>	<p>In Surrey 83.5% of the population are classified as White British. This is slightly above the national average but slightly below the average for the south east. The second largest ethnic group is non British White. The Pakistani population in Woking is significantly higher at 5.73% than the Surrey average of 0.96% which is below the national average of 2.1%.</p> <p>Other significant above average ethnic populations include a 1% above the national average across Surrey of White Other, with this being comparatively high in Elmbridge, Runnymede and Woking. Also there is a significant Indian population in Spelthorne and Other Asian population in Epsom & Ewell. (Source: Surrey-i Census 2011)</p>

<p>Religion and belief</p>	<p>There is no specific positive impact identified for this one particular equality group.</p>	<p>Service users wishing to register a birth quickly where an appointment slot cannot be found at their nearest Register Office may be required to travel further to attend resulting in greater expense and travel time.</p> <p>There is no specific negative impact identified for this one particular equality group.</p>	<p>The majority of the population in Surrey is classified as Christian (63%), this is slightly above the national average of 59%. The Muslim population in Surrey as a whole is 2% below the national average but in Woking the Muslim population is 2% above the national average.</p> <p>The District & Boroughs in Surrey that have more than 1% above the County average for a minority religious or non-religious groups are as follows: Epsom & Ewell, Spelthorne: Hindu Epsom & Ewell, Woking: Muslim Spelthorne: Sikh Guildford: No religion (Source: Surrey-i Census 2011)</p>
<p>Sex</p>	<p>There is no specific positive impact identified for this one particular equality group.</p>	<p>Service users wishing to register a birth quickly where an appointment slot cannot be found at their nearest Register Office may be required to travel further to attend resulting in greater expense and travel time.</p> <p>There is no specific negative impact identified for this one particular equality group.</p>	<p>Surrey's gender split is in line with the national average with 49% of the population male and 51% of the population female. There is little variation between the different district and boroughs of Surrey. (Source: Surrey-i)</p>
<p>Sexual orientation</p>	<p>There is no specific positive impact identified for this one particular equality group.</p>	<p>Service users wishing to register a birth quickly where an appointment slot cannot be found at their nearest Register Office may be required to travel further to attend resulting in greater expense and travel time.</p>	<p>There is limited data on the numbers of lesbian, gay, bisexual, transgender or questioning (LGBTQ) people in the UK. The UK Government estimates that 7% of the population are LGBTQ. (Source: JSNA Lesbian, Gay, Bisexual and Transgender, 2011)</p> <p>The percentage of the population in same sex</p>

		There is no specific negative impact identified for this one particular equality group.	couples is 0.7%. (Source: JSNA Summary, 2015)
Marriage and civil partnerships	There is no specific positive impact identified for this one particular equality group.	<p>Service users wishing to register a birth quickly where an appointment slot cannot be found at their nearest Register Office may be required to travel further to attend resulting in greater expense and travel time.</p> <p>There is no specific negative impact identified for this one particular equality group.</p>	<p>In Surrey 53% of the population are married or have a civil partnership. The percentage of those in a same sex marriage is 0.2%. (Source: Surrey-i)</p>
Carers (protected by association)	There is no specific positive impact identified for this one particular equality group.	<p>Service users wishing to register a birth quickly where an appointment slot cannot be found at their nearest Register Office may be required to travel further to attend resulting in greater expense and travel time.</p>	<p>The percentage of the Surrey population providing unpaid care is 10%. The figure is similar across all the Districts & Boroughs, and slightly below the national average.</p> <p>Older people are more likely to be providing unpaid care than younger people, and providing more hours of care. Nearly 14% of people aged 65 or over provide care with more than quarter of these providing 50 hours or more. Among young people under 25, less than 2% provide care, around one in 13 of these providing 50 hours or more. (Source: JSNA 2013)</p> <p>Those providing care often have limited availability.</p>

7b. Impact of the proposals on staff with protected characteristics

Protected characteristic	Potential positive impacts	Potential negative impacts	Evidence
Age	There is no specific positive impact identified for this one particular equality group.	There is no specific negative impact identified for this one particular equality group.	Proposals will not impact staffing levels or working arrangements.
Disability	There is no specific positive impact identified for this one particular equality group.	There is no specific negative impact identified for this one particular equality group.	Proposals will not impact staffing levels or working arrangements.
Gender reassignment	There is no specific positive impact identified for this one particular equality group.	There is no specific negative impact identified for this one particular equality group.	Proposals will not impact staffing levels or working arrangements.
Pregnancy and maternity	There is no specific positive impact identified for this one particular equality group.	There is no specific negative impact identified for this one particular equality group.	Proposals will not impact staffing levels or working arrangements.
Race	There is no specific positive impact identified for this one particular equality group.	There is no specific negative impact identified for this one particular equality group.	Proposals will not impact staffing levels or working arrangements.
Religion and belief	There is no specific positive impact identified for this one particular equality group.	There is no specific negative impact identified for this one particular equality group.	Proposals will not impact staffing levels or working arrangements.
Sex	There is no specific positive impact identified for this one particular equality group.	There is no specific negative impact identified for this one particular equality group.	Proposals will not impact staffing levels or working arrangements.
Sexual orientation	There is no specific positive impact identified for this one particular equality group.	There is no specific negative impact identified for this one particular equality group.	Proposals will not impact staffing levels or working arrangements.
Marriage and civil partnerships	There is no specific positive impact identified for this one particular equality group.	There is no specific negative impact identified for this one particular equality group.	Proposals will not impact staffing levels or working arrangements.
Carers (protected by	There is no specific positive impact identified for this one	There is no specific negative impact identified for this one	Proposals will not impact staffing levels or working arrangements.

association)	particular equality group.	particular equality group.	
---------------------	----------------------------	----------------------------	--

8. Amendments to the proposals

Change	Reason for change
No change	N/A

9. Action plan

Potential impact (positive or negative)	Action needed to maximise positive impact or mitigate negative impact	By when	Owner
<p>If customers wish to register their baby quickly, they may be required to travel to a Register Office further from home, resulting in greater expense and travel time.</p> <p>This is most likely to create a negative impact to those in the following protected characteristic groups: Disability Pregnancy & Maternity Carers</p>	<p>Special requirements of customer with disabilities and/or caring responsibilities to be considered at point of arranging appointment for birth registration, and accommodated where possible.</p>	Ongoing	Tracey Fottrell

10. Potential negative impacts that cannot be mitigated

Potential negative impact	Protected characteristic(s) that could be affected
<p>The key potential negative impact is on users of the birth registration service. In the event that a user wishes to register a baby quickly and an appointment slot cannot be found at their nearest Register Office, then they would be required to travel to a Register Office further from home resulting in greater expense and travel time.</p>	<p>This is most likely to impact on those with the protected characteristic of pregnancy and maternity.</p>

11. Summary of key impacts and actions

Information and engagement underpinning equalities analysis	<ul style="list-style-type: none"> • Registration and Nationality Service data • Joint Strategic Needs Assessment (JSNA), Surrey • Census 2011 • Surrey-i • Gender Identity and Research Education Society
Key impacts (positive and/or negative) on people with protected characteristics	<p>The key negative impact is on those with the protected characteristic of pregnancy and maternity. In the event that a user wishes to register a baby quickly and an appointment slot cannot be found at their nearest Register Office, then they would be required to travel to a Register Office further from home resulting in greater expense and travel time.</p>
Changes you have made to the proposal as a result of the EIA	<p>Special requirements of customers with disabilities and/or caring responsibilities to be given consideration when appointment booked and accommodated where possible.</p>
Key mitigating actions planned to address any outstanding negative impacts	<p>Special requirements of customers with disabilities and/or caring responsibilities to be considered at point of arranging appointment for birth registration and accommodated where possible the.</p>
Potential negative impacts that cannot be mitigated	<p>The key potential negative impact is on users of birth registration service. In the event that a user wishes to register a baby quickly and an appointment slot cannot be found at their nearest Register Office, then they would be required to travel to a Register Office further from home resulting in greater expense and travel time. This is most likely to impact on those with the protected characteristic of pregnancy and maternity, although special arrangements would continue to be made in exceptional circumstances.</p>