

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.

Outcome	Southampton is a modern, attractive city where people are proud to live and work
Code	AMC 2 (i)
Name or Brief Description of Proposal	Reduce the number of Environmental Health services (Registration Services).
Brief Service Profile (including number of customers)	
<p>The proposal is to reduce birth and death registration appointments in favour of income generating customer interactions.</p> <p>The Registration Service provides a customer focused statutory service to register births, still births, marriages, civil partnerships and deaths and maintains the registers of these events. The service plays a vital role in securing and protecting basic human rights and supporting community wellbeing and social inclusion. Information from birth and death registration is essential to the monitoring of the health of the nation.</p> <p>The service conducts civil marriages, civil partnerships and other celebratory services across many venues in the city. They also advise the public on obtaining certificates from other parts of the UK, accessing the adoption and persons born abroad registers, they maintain the register of approved venues for marriage and civil partnerships, and conduct Citizenship Ceremonies. The Registration Office in Bugle Street is a designated office under the provisions of the Immigration and Asylum Act and attests notice of marriage and civil partnership for people subject to immigration control and live outside the city. They also provide a Nationality and Passport Checking Service and a Tell Us Once Service for deaths. The service undertook 5,815 birth and 2,791 death registration appointments in 2015-16.</p>	

Summary of Impact and Issues

Birth and death registration appointments are available Monday – Friday at the Bugle Street offices and can be booked online. Birth registration appointments are of 20 minute duration and death registration appointments of 30 minutes duration.

The General Register Officer have set National Key Performance Indicator (KPI) standards for birth and death registration appointments:-

- 95% Births within 5 working days of request.
- 95% Stillbirths within 2 working days of request.
- 95% Deaths within 2 working days of request.

In 2015/16, the service attained achievement levels of:-

- 92% for Birth registrations;
- 86.5% for Death registrations.

This proposal may lead to longer waiting times for appointments and will reduce the number of birth and death registration appointments available each day, 6 death or 9 birth, and create capacity for providing additional income generating appointments such as Notice of Marriage or Nationality & Passport Checking Service.

There is a strong probability that achievement levels against KPI targets will reduce as a result of this proposal.

Potential Positive Impacts

The number of available appointments for income generating activities such as Notice of Marriage and Nationality & Passport checking would increase, with the potential to increase income by approximately £54,600 per year.

Responsible Service Manager	Linda Francis Service Lead - Libraries, Registration & Bereavement
Date	11 October 2016
Approved by Senior Manager	Mitch Sanders Service Director - Transactions & Universal Services
Date	14 October 2016

Potential Impact

Impact Assessment	Details of Impact	Possible Solutions & Mitigating Actions
Age	No identified negative impacts.	N/A
Disability	No identified negative impacts.	N/A
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	Communities wishing to register a death for a 'same day' burial or cremation may find that appointments are not immediately available which will delay the funeral.	A limited number of walk in appointments might be available if not pre-booked for income generating activities.
Sex	No identified negative impacts.	N/A
Sexual Orientation	No identified negative impacts.	N/A
Community Safety	No identified negative impacts.	N/A
Poverty	A delay in registering a birth could lead to a delay in receipt of Child Benefit payments which will negatively impact on those families with limited income.	A limited number of walk in appointments might be available if not pre-booked for income generating activities
Other Significant Impacts	No identified negative impacts.	N/A