

**Financial Decisions 2015- 2016**  
**Budget Equality Impact Assessment (EqIA)**  
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This is an Equality Impact Assessment of the Medium Term Financial Plan. Under equality legislation, the Council has a legal duty to pay 'due regard' to the need to:

- eliminate unlawful discrimination, harassment and victimisation;
- advance equality of opportunity between different groups; and
- foster good relations between different groups.

The duty to pay 'due regard' is required to be demonstrated in the decision-making process. Assessing the potential equality impact of proposed budget changes is the means by which we show 'due regard'.

**Methodology**

The assessment is in five stages.

**Stage 1** A review of the Budget Changes to identify "significant and relevant changes", meaning:

- a) proposals with savings of £50,000 and over
- b) identifying those that have a potential impact on one or more protected groups

Those proposals left were then passed forward to stage 2.

**Stage 2** Proposals that were similar were brought together to better facilitate assessment (\*the number of decisions these represent)

**Stage 3** EqIAs were conducted on all "significant changes" identified. There is a choice of four different recommendations that can result from these assessments.

|             |   |
|-------------|---|
| Green       | Savings are made as there is potential to improve the advancement equality of opportunity                                     |
| Green-Amber | Adjustments have been identified (or will be made) to remove barriers or to better promote equality.                          |
| Amber       | Carry on despite having identified some potential for an adverse impact or a possible missed opportunity to promote equality. |
| Red         | Stop and rethink when an EqIA shows actual or potential unlawful discrimination   |

A draft assessment has accompanied the Medium Term Budget Cabinet Review in November 2014

**Stage 4** This information will be fed into lines of enquiry in the consultation process throughout December 2014 and January 2015.

**Stage 5** The final report was compiled including updates in the published assessments.

The following tables summarise the results of these stages:

**Table 1: A Summary of Initial Assessments**

| Overall number of proposals | Number of proposals that are not significant (Stage 1a) | No. of proposals that are unlikely to have a relevant impact on one or more protected groups (Stage 1b) | No of EqlAs conducted (Stage 2) |
|-----------------------------|---|---|---------------------------------|
| 143                         | 55  | 60  | 22<br>(covering 28 proposals)   |

The summary below contains the outcome of those assessments at stage 2 and recommendations.

**Table 2: Stage 2 Assessments**

|    | EqlA Completed                                    | Ref.       | Recommendation |
|----|---|------------|----------------|
| 1  | Information and Advice                            | S11        | Amber          |
| 2  | Infrastructure Support to Voluntary Sector        | S12        | Green          |
| 3  | Floating Support Service.                         | S13        | Amber          |
| 4  | Mental Health Review                              | S14 & S149 | Green          |
| 5  | Learning Disability Review                        | S18        | Green          |
| 6  | Taxicard  | S28        | Amber          |
| 7  | Preventative Services                             | S29        | Green          |
| 8  | Handy Person Service                              | S147       | Green-Amber    |
| 9  | ASC Service Budgets                               | S150       | Green          |
| 10 | Supported Housing                                 | S31        | Amber          |
| 11 | Eliminate the use of B&B                          | S32        | Green          |
| 12 | Connexions  | S38 a & b  | Green          |
| 13 | C & YP commissioned contracts                     | S40 & S47  | Green-Amber    |
| 14 | Children's Centres                                | S45        | Amber          |
| 15 | Commissioned C & YP Community Engagement Activity | S46        | Green-Amber    |
| 16 | Denominational transport.                         | S49        | Green          |
| 17 | Ethnic Minority Achievement.                      | S54        | Green-Amber    |

|    | <b>EqlA Completed</b>                   | <b>Ref.</b>   | <b>Recommendation</b> |
|----|---|---|-----------------------|
| 18 | Library Service                         | S81 S82 S85,<br>S154 S155 S156<br>S157 S158 S159<br>S160 S161 | Amber                 |
| 19 | Community Transport & Fleet             | S86   | Green-Amber           |
| 20 | Bus fares and subsidies                 | S87 S88 S89<br>S90  | Amber                 |
| 21 | Rationalisation of Play Areas           | S104  | Green-Amber           |
| 22 | Review of employee terms and conditions | S141  | Green-Amber           |

### **Impact on Services**

An Equality Impact Assessment was conducted on all 143 savings proposals of which 28 were considered as being 'significant' and 'relevant' to equality. Similar decisions have been brought together to produce 22 in depth assessments.

These assessments are likely to recommend that:

- In eight (8 green) areas savings can continue as there is potential to improve the advancement equality of opportunity.
- In seven (7 green-amber) areas adjustments are made to remove barriers identified by the EqlA or to better promote equality. Proposed adjustments will remove the barriers will be identified.
- In seven (7 amber) areas to continue despite having identified some potential for an adverse impact or a possible missed opportunity to promote equality. In this case, the justification is included in the EqlA and is in line with the duty to have 'due regard' and reasons are provided. Consideration has been made to whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact.
- There is no (0 red) areas where a recommendation is likely to be given to rethink the decision where the impact is critical for equality for one or more protected groups.

### **Summary of the justification for accepting a potential adverse impact (Amber)**

| <b>EqlA Completed</b>  | <b>Cabinet should have due regard to:</b>   |
|------------------------|---|
| Information and Advice | It is likely that this decision will adversely impact some people who rely on advice from this commissioned service. However, there are more organisations where advice is given, who are not supported and it may be important for those who have problems, with housing or benefits, for example, to contact the council directly. Consideration has been made to the main areas of advice. |

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|--------------------------|--|
| Information and Advice   | It is likely that this decision will adversely impact some people who rely on advice from this commissioned service. However, there are more organisations where advice is given, who are not supported and it may be important for those who have problems, with housing or benefits, for example, to contact the council directly. Consideration has been made to the main areas of advice.                |
| Floating Support Service | This service helps people keep their tenancies, such as people who have a mental illness. It is likely that this decision will adversely impact some people who use the service. It could be argued that if someone presents as homeless due to the lack of support in future this might decrease the savings accomplished. Any increase of those who unable to keep their tenancies will need to monitored. |
| Taxicard                 | Elderly or disabled people, with mild mobility needs may be adversely impacted, by not be able to access preventative projects. However, alternatives means of transport (public and private) are increasing and access to these is broadening, therefore the potential impact may not be severe.  |
| Supported Housing        | Some young people who have supported housing through these projects may be adversely impacted. They may lose some of the support they have received, but will most probably be eligible for housing. Some of these projects could continue using funds from elsewhere and/or considering their own budgets.  |
| Children's Centres       | It is likely that this decision will adversely impact some disadvantaged children and families, if a number of Children's Centres have to close. However, potential alternative ways of delivering Children's Centre services will be assessed as part of the Community and Cultural Services Review. An EqlA will be completed when individual decisions have been made.                                    |
| Library Service          | Some people who access the service may be adversely impacted. However, potential alternative ways of delivering the library service will be assessed as part of the Community and Cultural Services Review. An EqlA will be completed when individual decisions have been made.  |

### **Impact on the Equality for the Workforce**

The impact on the workforce will also be considered before the final decision on the budget is made in February.