

Appendix I: Corporate Equalities Impact Analysis of Budget proposals 2018/19

Meeting our responsibility to be fair in business planning

1. This is the Fifth Cumulative Equalities Impact Analysis (CEIA) that the council has undertaken and published annually since 2013 as required by 2010 Equalities Act and Section 149 Public Sector Equalities Duties (PSED) to demonstrate how the council meets its commitment to be fair in business planning. In Barnet, we do this by assessing the impact of our actions on different groups including those identified in equality legislation as protected characteristics
2. The CEIA assesses and reports the anticipated impact of the council Budget proposals on the nine characteristics protected under the Equality Act 2010 namely:
 - Age
 - Disability
 - Gender reassignment
 - Marriage/civil partnership
 - Pregnancy and maternity
 - Race and ethnicity
 - Religion or belief
 - Sex
 - Sexual orientation.
3. At their first meeting on June 10, 2014, Members of the Policy and Resources Committee discussed the concept of fairness and how Council Committees should be mindful of fairness and of disadvantaged communities when making their recommendations on savings proposals. In addition to assessing the impact of proposals on the nine protected characteristics, the Council also tries to assess the impact on certain other groups who may be considered disadvantaged and/or vulnerable. These additional groups include people with learning disabilities, people with mental health issues, (who may be covered by the 2010 Act and face additional disadvantage which might mean that our proposals could impact more heavily on them), carers (including young carers), people on low income, people from areas of social and economic deprivation and the unemployed.
4. Theme Committee savings templates giving detail of the proposed approach by Theme Committee for 2018/19 and 2019/20 were submitted to Barnet Council Policy and Resources Committee on 5th December 2018. The templates can be found at pages 107 – 123 of the Business Planning paper at the following link
<https://barnet.moderngov.co.uk/documents/g8739/Public%20reports%20pack%2005th-Dec-2017%2019.00%20Policy%20and%20Resources%20Committee.pdf?T=10>. Excerpts from the templates are given below to show preliminary EIA analysis and publication details where full EIAs have been developed to support proposals. Appendix One attaches a summary table highlighting the EIAs which support the individual Budget proposals for 2018/19 and their equalities impact by Theme Committee. Further information about legal and policy

responsibilities for Equalities and how the council approaches Equalities is attached at Appendix Two to this report.

Strategic Response to Budgetary Challenges a continuing climate of change and austerity

5. The CEIA outlines the significant challenges faced by the council over the past 7 years through reduced funding from central government, coupled with an increased demand for services and demographic growth and pressures. Between 2010 and 2017 the council has managed to save over £144m and pressure on our budget continues with a £40.7m budget gap to close by 2020. The continuing funding gap means that the council is navigating a challenging period of austerity and change and must continually make difficult choices to meet our savings targets, balance the books, protect services for our most vulnerable residents as far as possible, and deliver services for all our residents which maintain satisfaction levels.
6. The Autumn 2017 Residents Perception Survey (RPS) shows that Barnet satisfaction figures are in line with national and London figures with 65% of respondents being satisfied with the way the council runs things. Further detail about the RPS is included at Appendix 3 which updates the Strategic Equalities Objective as outlined in the Corporate Plan. Budgetary challenges provide an opportunity for us to do things differently and better (see later information on Corporate Plan and Theme Committees about how this is reflected in the work plans for each Theme Committee and their commissioning priorities.)
7. The CEIA underlines that as the council takes some difficult decisions about service provision, we identify and take practical steps to mitigate, wherever possible, any negative impacts of specific proposals for our residents including the protected characteristics and other vulnerable groups. The involvement of borough residents, businesses, voluntary, charity and faith sectors in the approach to meeting the financial challenges, has been a cornerstone in developing the values, priorities and approach of the Corporate Plan to 2020 and beyond. The Corporate Plan highlights the continuing need to build strong and resilient communities and to seek the investment and involvement of residents and business. We are determined to sustain the engagement and participation of the rich diversity of Barnet communities, including newly emerging communities, so that we address issues that really matter and build on the progress that we have made.

Corporate Plan 2015 - 2020 and Strategic Equalities Objectives

8. The Council's Corporate Plan outlines how we will work together with residents and businesses to the following values and to achieve the following outcomes for the Borough:
 - Successful places
 - Great Outcomes
 - Quality Services
 - Resilient Communities

- Barnet as a place of opportunity where people can further their quality of life;
 - Where people are helped to help themselves, recognising that prevention is better than cure;
 - Where responsibility and the benefits of opportunity are shared fairly
 - Fairness towards more frequent users of services as well as all taxpayers,
 - Services are delivered efficiently to get value for money for the tax payer
9. The Corporate Plan and Strategic Equalities Objective are fundamental to the council's approach to fairness. The Plan outlines the council's Strategic Equalities Objective that citizens will be treated equally, with understanding and respect, and will have equal access to quality services which provide value to the tax payer. The Corporate Plan states that the strategic equalities objective will be reflected in the actions the Council takes to deliver the Corporate Plan. An update of our progress with Strategic Equalities Objective is attached at Appendix Three to this CEIA.
10. The Corporate Plan ensures that Borough priorities reflect the diversity of need in Barnet and are addressed in a mainstream and holistic way, incorporating them into the commissioning priorities and work plans for each theme committee. This includes addressing dementia, mental health and safeguarding issues for vulnerable adults and young people by promoting independent living and helping people to support each other and keep well for longer in the community, wherever, and for as long as possible; reducing, delaying and avoiding reliance on statutory services for as long as possible; building individual, family and community resilience; sharing the benefits of growth and regeneration and supporting people into employment. The Corporate plan requires the principles of equalities and valuing diversity to be mainstreamed into all council processes.

How we have we assessed the equalities impact of our budget saving proposals

11. Barnet operates a transparent business planning and decision-making process which reflects Theme Committee commissioning priorities. Each theme committee has been set recurring annual savings targets to bridge a total estimated budget gap of £40.7million by 2020, whilst continuing to deliver services which reflect evidence of need and corporate plan priorities. At their October/November meetings Theme Committees have endorsed the potential savings for the budget for 2018/19 and analysed their equalities impact.

The demographic evidence we used and what it shows

12. The CEIA uses evidence on demographic change in the borough taken from the recent update of the Joint Strategic Needs Assessment. This is based on 2011 census and updated through GLA. Evidence about service users and their needs, consultation feedback and the individual EIAs carried out for the budget savings proposals. It also considers feedback from both the general

budget consultation and any specific consultation exercise undertaken for the 2018/19 proposals, together with previous years assessments.

13. The JSNA data highlights continuing and increasing pressure and demand for council services especially for children and older people, as the borough continues to grow, change and become increasingly diverse in race, ethnicity and religion due to natural growth, regeneration and migration.

Key Facts (2017 data refresh)

- The most recent population projections estimate the total Barnet population to be 389,400 at the end of 2017.
- Barnet is the largest borough in London by population and is continuing to grow. The highest rates of population growth are forecast to occur around the planned development works in the west of the Borough, with over 121% growth in Golders Green and 115% in Colindale between 2017 and 2032.
- The borough's overall population is projected to increase by approximately 19% between 2017 and 2032, taking the number of residents to 462,300.
- The over-65 population is forecast to grow three times faster than the overall population between 2017 and 2032. The number of people aged 65 and over is projected to increase by 47% by 2032, close to three times the growth in the 0-15 and 16-64 age groups.
- East Barnet, Finchley Church End, Garden Suburb and High Barnet are projected to experience higher levels of growth in the proportion of the population aged 65 and over, as the number of residents aged 65 and over will grow between 2017–2032 to account for over a quarter (25%) of each total ward population.
- The life expectancy of individuals living in the most deprived areas of the borough are on average 7.3 years less for men and 5.0 years less for women. By ward, Burnt Oak has the lowest average life expectancy from birth, at 79.2 years. It also has the lowest life expectancy from 65 years and over, at 18.2 years, closely followed by Coppets at 18.4 years.
- West of the Borough has the highest concentration of more deprived areas Lowest Super Output Areas (LSOAs)¹, with the highest levels of deprivation in Burnt Oak, Colindale, Childs Hill and West Hendon. The most deprived areas in the borough are situated in the LSOAs which contain Grahame Park and West Hendon estate, in Colindale. These are in the 10% most deprived LSOAs in England and 5% for London
- Barnet is ranked 10th and 2nd out of all London boroughs in relation to 'life-satisfaction' and 'worthwhileness' wellbeing scores in 2014/15; both indicators have increased since 2013/14.

- Driven by regeneration within the Borough, some areas will get younger, bucking the trend of an ageing, bringing different health and wellbeing needs.
 - The Barnet population is projected to become increasingly diverse, as the Black, Asian and Minority ethnic population is projected to increase from 39 to 43% of the total Barnet population between 2017 and 2032. The Borough will become increasingly diverse, driven predominantly by growth within the existing population. One of the key challenges will be meeting the diverse needs of these different and growing communities. Colindale, Burnt Oak and West Hendon have populations that are more than 50% Black, Asian and Minority Ethnic backgrounds. Over 52% of all 0-4 year olds in Barnet are from a Black, Asian or Minority ethnic background in 2017 and this is forecast to continue to increase
 - According to the 2011 census, by religion, Christianity remains the largest faith in Barnet accounting for 41.2% of the total population. The next most common religions are Judaism (15.2%) and Islam (10.3%).
 - Barnet is an attractive place for international migrants, with the Greater London Authority (GLA) estimating net international migration into the borough to have exceeded 51,000 between 2004 and 2015.
14. The evidence shows increasing demand for our services from a large, growing and increasingly diverse proportion of elderly residents – 14.2% of Barnet’s population are over 65, compared to the 13.1% of the population of outer London. Furthermore, Barnet has a higher proportion of people aged 85 and over (3.1%) compared to Outer London (1.8%) and the UK (2.3%). Between 2017 and 2032 the numbers of older people (over 65) in Barnet are predicted to grow at three times the rate of the rest of the population) and they will account for 25% of population in each ward. It is estimated that over 4,000 people in Barnet are living with dementia and even greater numbers of families and friends are adversely impacted by the condition.
15. The significant increase in older people is due to people ageing better and enjoying longer life expectancy. This means that Adult social care services, are under increased pressure, due to the growing demand for elder care in a climate of unprecedented financial challenge when Government funding will continue to reduce until the end of the decade.
16. Compared to other boroughs, Barnet has a high proportion of care homes. There are 85 residential and 21 nursing homes in Barnet registered with the Care Quality Commission. In total, these homes provide approximately 2,800 beds for a range of older people and younger people with disabilities.
17. At the last census (2011), 32,256 Barnet residents classified themselves as carers. On average carers are more likely to report having poor health (5.2%) than non-carers (4.2%), especially among carers who deliver in excess of 50 hours of care per week.
18. Barnet is now forecast to have the largest number of children of any London borough by 2020. The Council’s vision, set out in the Children and Young People’s Plan, of making Barnet the most family friendly borough by 2020, through a resilience-based approach and giving children the best start in life to

ensure that all children thrive and achieve their potential. In general, children and young people in Barnet generally do well and have:

- Good health outcomes overall
- Access to good and outstanding schools
- Good education performance and high achievement across all key stages of education
- Low rates of offending

19. The CEIA looks at how Barnet is responding through broader organisation and service delivery change, both to deliver integrated and locality based services using a strengths-based assessment method, and through the Customer Access Strategy which outlines a Digital Inclusion Strategy, whereby analysis shows that 80% of residents can access services online.

What the CEIA shows

20. Some of the proposals in the 2018/19 budget consultation are continuing savings and some will save money, or generate income, beyond next year. The savings must be delivered in a way that provides inclusive, integrated, sustainable and value for money services which meet the need in the locality and address issues such as social isolation and economic disadvantage.

21. The CEIA shows that the Budget proposals will result in some positive benefits for Barnet residents and businesses including the protected characteristics. Each year, as theme committees work more strategically, in an inclusive and holistic manner, the equality impact analysis for individual proposals show fewer negative impacts and more positive and neutral impacts.

Equality Impacts by Theme Committee

22. Appendix One attaches a summary table highlighting the EIAs which support the individual Budget proposals for 2018/19 and their equalities impact by Theme Committee.

Adults and Safeguarding Committee

23. The Adults and Safeguarding Committee (ASC) oversee social care services for adults with a learning disability, mental health needs, physical disability or sensory impairment, older people and their carers. The Committee's savings target for 2018/19 is £2.98 million.

24. There are plans in place to deliver these savings; however, there are significant cost pressures on the adult social care budget and new demand will mean the pressure is ongoing. Social care precept funding helps to manage the risk that some of these savings may not be delivered, as well as helping to deliver services which meet the care needs of the most vulnerable. The Corporate Plan outlines the following priorities for this Committee:

- Implementing strength-based best practice
- Integrating local health and social care
- Needs-based prevention and support
- Improving leisure facilities and physical activity

- Health and Wellbeing

25. The CEIA for 18/19 Budget proposals shows that ASC expect to deliver these savings through 12 Savings proposals, 11 of which are continuing savings. Those EIAs have been previously published and the details are included in the Theme Committee savings spreadsheets. Of these, 10 EIAs are showing positive impact for Your Choice Barnet, Supporting people in the community, Carers Intervention Dementia, Independence of Young people, Moreton Close extra care housing, Assistive Technology, Mental Health Step Down to enable people with mental health conditions to live in the community, support for working age adults, Personal Assistants and older adults Disabilities Facility grant. Changes in 3rd party spend and Better Care Fund are not anticipated to have an equalities impact.

Assets Regeneration and Growth

26. This Committee is showing £2.355m savings from two proposals. Increased Council Tax base as the Borough continues to grow is showing no equalities impact and savings from the council's accommodation strategy which will support the locality strategy and the move of council office accommodation to Colindale with changes in working patterns which are expected to have positive impacts for staff and residents. The Corporate Plan outlines the following priorities for this Committee:

- Regenerating Brent Cross Cricklewood
- Increasing the housing supply, including in Colindale
- Helping people into work
- Investing in key Town Centres and making Barnet the best place in London to be a small business

Children, Education, Libraries and Safeguarding Committee (CELS)

27. The remit of this Committee includes: education services, support to children with disabilities, Looked After Children (LAC), children in need, family and youth support and libraries. Children in Barnet deserve the best possible services from us and we are committed to doing whatever we can to deliver great outcomes for children and young people across the borough and ensure that they have the best start in life. The Corporate Plan outlines the following priorities for this Committee:

- Children's Services Improvement Plan Delivering the family-friendly Barnet vision
- Tackling gang activity
- Ensuring the attainment and progress of children in Barnet schools remains in the top 10% nationally
- Delivering a 21st Century library service

28. The Committee's savings target is £2.692 million for 2018/19. Cost pressures include the Impact of Unaccompanied Asylum Seeking Children and implementation of Children and Social Work Bill April 2017 to improve support for looked after children especially those leaving care.

29. The CELS saving template indicates nine savings proposals of which seven are continuing. There are two new savings proposals for Youth Service redesign and Adoption which will require equalities impact analysis prior to decision making and implementation of any changes. At present Children's are showing no new additional negative impacts because of their savings proposals. They have not produced individual EIAs for their proposals and have considered the EIA for Children's and Young People plan showing minimum positive impact, and the LAC placement published last year and early years EIA both show positive impacts. The Libraries EIA, continues to show minimum negative impact for young people under 16, pregnant women and people with disabilities during unsupervised hours of opening and toilet closure during that time. This will continue to be monitored as the proposals are implemented.

Environment Committee

30. The Committee's remit serves every household and business in Barnet through universal services including waste collection, recycling and waste disposal, parks and green spaces, highways maintenance, traffic management, parking, street cleansing, and environmental health, trading standards, air quality and environmental enforcement. The Corporate Plan outlines the following priorities for this Committee:

- Modernising environmental services
- Developing highways improvements
- Delivering transport improvements
- Investing in parks and open spaces for a greener borough
- Delivering efficient regulatory services

31. The Committee's savings target of £1.915million has already been agreed for 2018/19. The council is looking to increase the use of capital funding to invest in the long-term upkeep of our highways infrastructure and support development of our green spaces and to reduce the revenue expenditure and deliver a more efficient way of managing our long-term assets. Different ways to deliver Street Scene services are under review including how we carry out street cleansing. This will introduce new technology to improve efficiency of street cleansing and reduce the need for our street cleansing neighbourhood services. We have taken action to increase monitoring and enforcement of littering, fly tipping and other offences and by increasing the number of people cleaning neighbourhoods as part of the community payback scheme. Street Scene are developing their proposals through strategic consultation on parks and open spaces, waste and recycling strategies and different ways to deliver our services, each of which will include an Equalities Impact Assessment prior to implementation.

31. Environment are showing 12 proposals and the equalities impact of these are outlined at Appendix One. None of the assessments are currently showing a negative impact but Street Scene service redesign EIA is showing impact not known.

Policy and Resources Committee

The Corporate Plan outlines the following priorities for this Committee:

- Implementing The Way We Work programme
- Continuing to improve Customer Services
- Medium and long term strategic planning

32. This Committee is showing savings of £1.345m from 4 savings proposals. 3 are showing that no Equalities Impact Assessment is required; review of 3rd party spend; adjustments to financial arrangements for borrowing costs; and concessionary fares which will have no impact on service users. The Customer Access strategy is showing a positive equalities impact.

33. The council is implementing The Way We Work programme to develop a flexible and empowered workforce to meet the needs of our customers and improve customer access at locality hubs. To improve our customer services, we are moving to a digital by default approach with the aim that 80% of contact with the council will be through online channels by 2020, whilst retaining support for those who need it.

General Budget Consultation 2018/19

34. The CEIA has taken into account the public consultation of 2018/19 budget proposals which ran from 6 December 2017 to 14 January 2018. The full consultation report together with an Executive summary report is set out at Appendix H to this paper. These show:

- A total of 597 questionnaires have been completed of which:
 - 489 questionnaires were completed by the Citizens' Panel. The Citizens' Panel response was weighted to ensure the achieved sample was representative of the borough's population. More information can be found in the Budget Report at Chart 2: Citizens' Panel Sample profile – key demographics
 - 108 questionnaires were completed by the public. However, due to the low completion rate of the diversity monitoring questions to the public consultation, the response cannot be compared to the borough's population in its entirety and it is therefore difficult to say how representative it is of the borough's population. More information can be found in the Budget Report at Chart 1: Public Consultation Sample profile – key demographics

The 2018/19 general budget consultation sought views from Citizen's Panel and public on:

i) The council's proposal to apply a 3% social care precept to Council Tax next year

The majority of Citizens' Panel members (63%) and the public respondents (57%, 61 out of 108 respondents) **support** the proposal to apply a further 3% social care precept in 2018/19.

The most frequently mentioned reasons why respondents **oppose** the proposal to apply a further 3% social care precept increase in 2018/19 was around **affordability**, with living costs going up and wages not increasing; there was also a reference to pensioners not being able to afford this increase. Some respondents indicated they could afford but they were concerned about the burden it would put on **low income families**.

The analysis of the Citizens' Panel shows some differences by demographic sub-groups as follows:

- Respondents aged between 45 – 54, living in the Finchley and Golders Green constituency, of Jewish faith or of white ethnicity are **more likely to support** the proposal to apply a 3% social care precept.
- Residents who are retired, aged 65+ are **more likely to support** and **less likely to oppose** the 3% social care precept.
- Respondents of a non-white (Asian, black or other) ethnicity are **less likely to support** the proposal to apply a 3% social care precept.

ii) **Proposals for closing the remaining budget gap of £6.7 million by 2020**

Citizens' Panel and respondents from the public consultation were asked to indicate support or opposition to the following three proposals for closing the remaining budget gap of £6.7million by 2020 and to rank to rank each proposal in order of their preference:

- The council should exercise its flexibility to raise general Council Tax by up to 1.99% in 2018/19
- The council should reduce the level of investment in infrastructure in 2018/19
- The council should find further savings within the Theme Committees in 2019/20

The consultation was live prior to the Local Government Settlement on 15 December 2017, which enabled councils to increase general Council Tax by up to 2.99%.

Both the Citizens' Panel and respondents from the public consultation gave two options equal support. These were to: 'raising general Council Tax by up to 1.99% in 2018/2019', and 'find further savings within the Theme Committees in 2019/2020'. Just over half of both samples (53%) supported these two options.

However, the Citizens' Panel were less likely to indicate they opposed raising Council Tax (29%) compared to the general public consultation (39%), and conversely the panel were more likely to say they 'neither support or oppose' (16%) compared to the general public (4%).

A further 3 % of the Citizens Panel and the public consultation respondents indicated they 'don't know/not sure'

In terms of 'making further savings within Theme Committees in 2019/2020' around a quarter opposed this option (Citizens' Panel 24%, and the general public consultation 28%). The remainder indicated they 'neither support or oppose (Citizens' Panel 18%, and the general public consultation 14%) or they 'don't know or were not sure' (Citizens' Panel 6%, and the general public consultation 5%).

Both samples were much less supportive of the option 'reducing the level of investment in infrastructure in 2018/19'. The panel was slightly more likely to oppose this option compared to respondents from the general public consultation:

Only 23% of the panel supported this option, with the majority opposing it (61%).

Just slightly more respondents from the public consultation supported this option (34%) compared to the panel. However, their views were more mixed, with only 44% opposing this option and the remainder indicated they were either neutral (13%) or indicated they 'don't know /not sure'.

Analysis of demographic sub-groups on who are more likely to support or oppose raising the general Council Tax by up to 1.99%.

- Respondents who are owner occupiers or have a Jewish faith are **more likely to support** the option of raising the general Council Tax by up to 1.99% in 2018/19.
- Residents from Chipping Barnet constituency, Finchley and Golders Green constituency, aged 45-54, aged 65+, white ethnicity or retired are **more likely to support** and **less likely to oppose** raising general Council Tax by up to 1.99%.
- Residents from Hendon constituency or non-white ethnicity (Asian, black or other) are **less likely to support** and **more likely to oppose** raising general Council Tax by up to 1.99%.
- Male respondents are **less likely to oppose** raising general Council Tax by up to 1.99%.

Analysis of demographic sub-groups on who are more likely to support or oppose finding further savings within the Theme Committees

- Respondents who are female or Asian ethnicity are **more likely to support** and **less likely to oppose** finding further savings within the Theme Committees in 2020.
- Residents who are of Christian faith are **less likely to support** finding further savings within the Theme Committees.

- Respondents who are male, aged 35 -44 or aged 45 -54 are **less likely to support** and **more likely to oppose** finding further savings within the Theme Committees.
- Residents who have a white ethnicity, owner occupiers or no religion are **more likely to oppose** finding further savings within the Theme Committees.
- Resident who are of a non-white ethnicity are **less likely to oppose** finding further savings within the Theme Committees.

Analysis of demographic sub-groups on who are more likely to support or oppose reducing the level of investment in infrastructure

- Respondents from Hendon constituency or rent from a private landlord are **more likely to support** and **less likely to oppose** reducing the level of investment in infrastructure.
- Residents in Chipping Barnet constituency are **less likely to support** and **more likely to oppose** reducing the level of investment in infrastructure.
- Respondents with a white ethnicity are **more likely to oppose** reducing the level of investment in infrastructure.
- Residents from a non-white ethnicity or a Christian faith are **less likely to oppose** reducing the level of investment in infrastructure.

iii) Overall budget and savings for 2018/19

The Citizens' Panel were not asked questions on the overall budget and savings proposals for 2018/19. The consultation findings are therefore from the 108 public consultations only. Due to the low completion rate of the diversity monitoring questions to the public consultation, the response cannot be compared to the borough's population in its entirety and it is therefore difficult to say how representative it is of the borough's population.

iv) Theme Committee Savings Proposals 2018/19

The Citizens' Panel were not asked questions on the overall budget and savings proposals for 2018/19. The consultation findings are therefore from the 108 public consultations only. Due to the low completion rate of the diversity monitoring questions to the public consultation, the response cannot be compared to the borough's population in its entirety and it is therefore difficult to say how representative it is of the borough's population.

MTFS Proposals 2019/20

35. For proposed savings planned up to 2019/20 services are required to undertake preliminary analysis of the equalities impacts of their proposals and to review these at the relevant stages of decision making in Theme Committee and Policy and Resources Committee.

Options to balance the MTFS

36. As outlined at paragraphs 33 and 34 above, the Budget consultation included 3 options to bridge the £6.7m gap in MTFs savings required by 2020. The 3 options have been briefly assessed for equality impact and further work will be undertaken once decisions are made and before any option is implemented.

i) Increase in General Council Tax

Although an increase of 1.99% in general council tax will affect every household in the borough it is anticipated that there may be a disproportionate impact on those on low and fixed income.

Each year the council aims to set a fair level of council tax as part of the balance between supporting people who are more frequent users of local services, or who require more targeted support, and local taxpayers more generally.

While the cost of living has gone up year on year since 2010, residents' Council Tax bills did not increase between 2010/11 and 2016/17. Council Tax was frozen, from 2010/11 to 2013/14 and it was cut by 1% in 2014/15 and frozen in 2015/16. In 2016/17 the Council applied a 1.7% social care precept council tax increase to spend exclusively on adult social care, including care for the elderly following national government introduction of the Social Care Precept which allowed councils to increase their council tax by up to 2%.

The 2015/16 budget included a reduction in the level of Council Tax Support to 80%. This was initially assessed as having a minimum negative impact and it has been monitored throughout the implementation of this decision. In 2016, Care for London indicated that in the UK, Council Tax accounted for a larger proportion of income for those less well off. Taking into account increases in the cost of living, the Government decision to freeze most in and out of work benefits for the 4-year period 16/17 to 19/20, and the mitigations to make more widely available discretionary grants and funds in the event of hardship and encouraging people into work, we are satisfied that the any impact of an increase in Council Tax is likely to remain at minimum negative impact for recipients and this will continue to be monitored.

ii) Reductions in Capital Programme

The impact of specific savings from any reductions in capital programme will be considered and brought to the attention of decision makers.

iii) Additional Theme Committee Savings from 2019/20

Any further savings identified by Theme Committees will be assessed and brought to the attention of decision makers once decisions are made and before any option is implemented.

The Bigger Picture

37. As in previous years the CEIA recognises that protected characteristics cannot be viewed in isolation from broader socio-economic trends which can bring additional sources of disadvantage. Latest figures from Joseph Rowntree report, UK Poverty 2017, and Trust for London indicate that:

- Approximately 20 % of UK population, 14 million people, live in poverty in the UK – many of whom have problem debt. This is made up of eight million working-age adults, four million children and 1.9 million pensioners.
- Poverty among children and pensioners has risen in the last few years. 30% of children and 16% of pensioners now live in poverty.
- 30% of people living in a family with a disabled member live in poverty, compared to 19% of those who do not.
- One in eight workers in the UK live in poverty – 3.7 million
- 25% of employed residents in Barnet are low-paid.
- 47% of UK working-age adults on low incomes spend more than a third of their income (including Housing Benefit) on housing costs. More than a third of working-age adults receiving Housing Benefit now have to top it up out of their other income to cover their rent¹.
- Nearly a quarter of adults in the poorest fifth of the population experience depression or anxiety.
- More than one in 10 working-age adults in the poorest two fifths, and around one in six pensioners in the poorest fifth, are socially isolated.
- 70% of people in work are not contributing to a pension.
- A reducing number of the working-age population are buying their own home and this may mean that in future more older people are likely to rent and have higher housing costs in retirement.
- CACI data 2017 shows that 23% of households in Barnet are living in poverty.

38. The CEIA underlines that, as the council takes some difficult decisions about service provision, we identify and take practical steps to mitigate, wherever possible, any negative impacts of specific proposals for our residents including the protected characteristics and other vulnerable groups.

39. The CEIA also takes account of state Pension increase of 3.0% in April 2018 and increases in pension credit which is a useful source of support to older residents. Most other Government benefits have been frozen for 4-year period 16/17 to 19/20 including in and out of work benefit which will impact on those on low income.

40. Benefit reform through Universal Credit was introduced in 2013 to replace six means-tested benefits and tax credits: income based Jobseeker's Allowance, Housing Benefit, Working Tax Credit, Child Tax Credit, income based Employment and Support Allowance, and Income Support. Implementation so far has been limited to new single claimants. Further roll out in L B Barnet to all new claimants of Universal Credit Full Service is now expected to be implemented from May 2018.

Building a Stronger Britain Together

41. The links between social and economic disadvantage, community resilience and cohesion continue to be tracked and taken into account in the CEIA. Barnet's approach is to address this in an integrated manner to service provision and to strengthen community resilience and cohesion through community participation and engagement. The Casey Review, published in December 2016, highlighted the links between social and economic disadvantage and the protected characteristics, and the need to address these in an integrated manner to strengthen community resilience and cohesion. The council is working with the Home office to secure

funding through Building a Stronger Britain Together, to explore improving community collaboration and cohesion by addressing socio-economic disadvantage which impact particularly on some communities in the UK, including Muslim women and children.

Findings in previous years

42. In previous years the CEIA has shown some negative impacts for protected characteristics on grounds of youth and age, ethnic origin, religion and belief, gender, lone parents, mental health and people with learning disabilities. Last year showed negative impacts for better off older residents, ethnic minorities, and people with mental health issues because of a changed service delivery model. The Libraries project was showing minimum negative impact for young people, pregnant women and people with disabilities due to non supervised hours of opening and access to toilet facilities.

Mitigations

43. The CEIA underlines that, as the council takes some difficult decisions about service provision, we identify and take practical steps to mitigate, wherever possible, any negative impacts of specific proposals for our residents including the protected characteristics and other vulnerable groups since 2013 Barnet's key mitigation to address fairness and reduce any avoidable negative impact on any of the protected characteristics has been to adopt a strategic and inclusive approach based on equal life chances for all to enable everyone to achieve and share the benefits of growth and everyone has the opportunity to be involved in keeping Barnet a great place to live, work, and study. The CEIA acknowledges that the move towards strengths based assessment which promote independence and integrated health social care employment and education services (see JSNA) will lead to the continuing development of different ways to deliver our services in borough services for example, integrated adult health and social care services, education, family services, and different ways of working with a different skill set for front line staff to ensure they have the skills acknowledge understand and respond to the diversity of need.

Key mitigations include:

- An inclusive, evidence based and planned approach to service delivery in the Borough through the Corporate plan and Strategic Equalities Objective. See detail and update at Appendix Three to this report.
- Working with all our Voluntary Charity and Faith communities through Council and VCF Forums, our infrastructure partners and Barnet Multi Faith Forum.
- Promoting the benefits of work and encouraging people to remain and return to work especially longer term unemployed.
- Supporting people into employment is a priority for the council and has resulted in such initiatives as the Welfare Reform Task Force, which has brought together the council's housing officers, Jobcentre staff and health advisers into a single team to work with those impacted by Welfare Reform. This integrated team has engaged with 96% of residents affected by the Benefit Cap and helped over a third of them into work.

- Barnet is also working with the Greater London Authority and other London Boroughs in the West London Alliance to lead on the London devolution deal on skills to develop a strategic vision for skills needed in the capital and to ensure that young people (and other residents from 16) have access to training opportunities.
- The CEIA also takes account of state Pension increase of 3.0% in April 2018 and increases in pension credit which are a useful source of support to older residents.
- Mitigations for any negative impacts from the individual proposals are also outlined in the relevant EIAs.

Summary

44. Each year, as theme committees work more strategically, in an inclusive and holistic manner to deliver Corporate Plan priorities, the CEIA shows more neutral /positive impacts than negative impacts. This is due to the approach outlined in the Corporate Plan including service delivery through locality hubs and teams, a strength based approach to service delivery and the involvement of the rich diversity of Barnet's communities in service design and delivery. The CEIA shows that the savings proposals for 2018/18 have no new negative for the protected characteristics:

- Age
- Disability
- Gender reassignment
- Marriage/civil partnership
- Pregnancy and maternity
- Race and ethnicity
- Religion or belief
- Sex
- Sexual orientation.

However, the following minimum negative impacts have been noted:

- Continuing minimum negative impact from Library services (as outlined at paragraph 29 -minimum negative impact for young people under 16, pregnant women and people with disabilities during unsupervised hours of opening and toilet closure during that time. This will continue to be monitored as the proposals are implemented.
- Broader socio-economic trends indicate a continuing minimum negative impact for disadvantaged groups in low pay, including some of the protected characteristics.
- Government policy has resulted in people on in work and out of work benefits seeing those benefits frozen for four years until 2020.
- The impact of any increase in Council Tax increase is likely to impact disproportionately on those with low income, those in debt and those in receipt of council tax benefit including lone parents.

45. The CEIA underlines that, as the council takes some difficult decisions about service provision, we identify and take practical steps to mitigate, wherever possible, any negative impacts of specific proposals for our residents including the protected

characteristics and other vulnerable groups. The Council is satisfied that this CEIA demonstrates how we have paid due regard to equalities, analysed the individual and cumulative impacts of our proposals, taking account of any negative impact from previous years and making every effort to avoid, minimise and mitigate any negative impacts wherever possible (as outlined in the individual EIAs). However, given the scale of savings the council is obliged to make, change is inevitable.

Looking Forward

46. Barnet is set to continue to be a successful and thriving borough protecting the things that residents love about the borough, such as good schools, our parks and open spaces. There are significant opportunities for residents and businesses, as we grow and retain a strong focus on investment in infrastructure and a responsible approach to regeneration. However, Council budgets will continue to face further reductions, and, with pressure on services continuing to increase due to a growing population and changing demographics, we must address a £40 million budget gap by 2020, when demand for our services will have doubled and our spending power will almost have halved compared to 2010. As Budget proposals are implemented, they will be kept under review and further equalities analysis will be undertaken and individual EIAs updated as proposals develop.

The Future

47. The council will publish this report and bring it to the attention of our Strategic Partners. As we continue to transform and make hard choices, we will ensure that equalities are mainstreamed in to all core business processes and programmes. We will promote equalities and good relations between our different communities to deliver the following outcomes for the Borough:

- Successful Places
- Great Outcomes
- Quality services
- Resilient Communities

Appendix 1 to Cumulative Equalities Impact 2018/19

Summary Table of Equality Impacts of Theme Committee Savings for 2018/19

Theme Committee savings templates giving detail of the proposed approach by Theme Committee for 2018/19 and 2019/20 were submitted to Barnet Council Policy and Resources Committee on 5th December 2018. The templates can be found at pages 107 – 123 of the Business Planning paper at the following link

[https://barnet.moderngov.co.uk/documents/g8739/Public%20reports%20pack%2005th-Dec-](https://barnet.moderngov.co.uk/documents/g8739/Public%20reports%20pack%2005th-Dec-2017%2019.00%20Policy%20and%20Resources%20Committee.pdf?T=10)

[2017%2019.00%20Policy%20and%20Resources%20Committee.pdf?T=10](https://barnet.moderngov.co.uk/documents/g8739/Public%20reports%20pack%2005th-Dec-2017%2019.00%20Policy%20and%20Resources%20Committee.pdf?T=10). Excerpts from the templates are given below to show preliminary EIA analysis and publication details where full EIAs have been developed to support proposals:

Theme Committee	EIA Title/Description of saving and Savings reference	EIA commentary and Publication Details	Positive Impact	Negative Impact	Neutral/Unknown Impact	EIA not required
Adults and Safeguarding	E1 3 rd Party Spend	No EIA required				X
	E3 Transformation of Your Choice Barnet	Initial equalities analysis has been undertaken and indicates there is positive or neutral impact on service users, service users with learning disabilities and their carers, as changes to services will enable them to have services that better meets their aspirations for greater choice, inclusion and employment. The EIA has been reviewed and the impact remains unchanged. The EIA will be kept under review as proposals develop http://barnet.moderngov.co.uk/documents/s32576/Your%20Choice%20Barnet%20Agreement%20-%20FINAL.pdf	X		X	

Theme Committee	EIA Title/Description of saving and Savings reference	EIA commentary and Publication Details	Positive Impact	Negative Impact	Neutral/Unknown Impact	EIA not required
Adults and Safeguarding	I1 Better Care Fund	No EIA required			X	X
	R1 Supporting people in the community	<p>EIA/s for service user impact were undertaken in 2013 and showed a positive/neutral impact on service users. EIA updated in October 2015 and impact on service users (older adults, service users with physical disabilities and learning disabilities and mental health needs) remains positive/neutral. This will be reviewed and updated if required prior to implementation of future savings.</p> <p>Cases will be assessed & reviewed on a case by case basis.</p> <p>EIA included with last year's CEIA</p>	X		X	
	R2 Carers intervention	<p>Positive. The impact of this service is positive and expands support for carers in Barnet and should result in more adults with dementia to remain in their own homes. Feedback from couples going through the programme is positive. The EIA has been revisited and the impact remains positive.</p> <p>EIA included with last year's CEIA</p>	X			
	R3 Extra care Moreton Place	<p>Equalities impact analysis has been undertaken and indicates there is a potential positive impact on service users over 65. The positive impact is highly likely based on outcomes from national ECH research / best practice.</p> <p>EIA included with last year's CEIA</p>	X			

Theme Committee	EIA Title/Description of saving and Savings reference	EIA commentary and Publication Details	Positive Impact	Negative Impact	Neutral/Unknown Impact	EIA not required
Adults and Safeguarding	R4 Independence of Young people	<p>https://barnet.moderngov.co.uk/documents/s22214/0-25%20Disability%20service.pdf</p> <p>Initial equalities analysis has been undertaken and indicates there is a potential positive impact on service users with disabilities.</p> <p>EIA included with last year's CEIA</p>				
	R5 Assistive technology	<p>Initial equalities analysis has been undertaken and indicates there is a potential positive /neutral impact on staff and service users (older people, LD, PD, MH). The EIA has been reviewed and the impact remains positive. This will be kept under review as proposals develop.</p> <p>EIA included with last year's CEIA</p>	X		X	
	R6 Older Adults DFG	EIA included with last year's CEIA	X			
	R7 Personal assistants	<p>EIA for service user impact has been undertaken and is currently showing positive impact on service users (older adults, people with physical disabilities and learning disabilities and people with mental health needs). The EIA has been revisited and the impact remains positive.</p> <p>EIA included with last year's CEIA</p>	X			

Theme Committee	EIA Title/Description of saving and Savings reference	EIA commentary and Publication Details	Positive Impact	Negative Impact	Neutral/Unknown Impact	EIA not required
Adults and Safeguarding	R8 support for working age adults	Equalities impact assessments for service user impact has been undertaken and shows positive /neutral impact on service users. The EIA has been reviewed and the impact remains positive. EIA included with last year's CEIA	X		X	
	R9 Mental health move to independent accommodation	Impact will be assessed on an individual basis. Should be a positive impact for individuals.	X			
Assets Regeneration and Growth	E1 Accommodation Strategy		X			
	G1 Growth in council tax base	No EIA required				X
Children's, Education and Library Services		No EIA required				
	E1 Contract management	Initial analysis indicates that no staff and/or service user Equalities Impact Assessment is required because the proposal does not impact on service delivery or staff. This will be kept under review as the specific proposals develop.				X

Theme Committee	EIA Title/Description of saving and Savings reference	EIA commentary and Publication Details	Positive Impact	Negative Impact	Neutral/Unknown Impact	EIA not required
Children's, Education and Library Services	I1 SEN placements	<p>No EIA required</p> <p>Initial analysis indicates that no staff and/or service user Equalities Impact Assessment is required because the proposal does not impact on service delivery or staff. This will be kept under review as the specific proposals develop.</p>			X	X
	I2 Contributing Care	<p>No EIA required</p> <p>Initial analysis indicates that no staff and/or service user Equalities Impact Assessment is required because the proposal does not impact on service delivery or staff. This will be kept under review as the specific proposals develop.</p>			X	X
	I3 School Improvement	<p>No EIA required</p> <p>Initial analysis indicates that no staff and/or service user Equalities Impact Assessment is required because the proposal does not impact on service delivery or staff. This will be kept under review as the specific proposals develop.</p>			X	X

Theme Committee	EIA Title/Description of saving and Savings reference	EIA commentary and Publication Details	Positive Impact	Negative Impact	Neutral/Unknown Impact	EIA not required
Children's, Education and Library Services	S2 Early Years	<p>A full Equalities Impact Assessment was completed as part of the Early Years business case considered by the Children, Education, Libraries & Safeguarding Committee on the 29th October 2014.</p> <p>There may be an equalities impact related to this proposal and this will be kept under review as the specific proposals develop.</p>			X	
	S3 Libraries	Equality Impact Assessment completed. Strategy agreed in April 16 and now in implementation phase.		X		
	S6 Youth Service	There may be an equalities impact related to this proposal. This will be kept under review as the specific proposals develop.			X	
	S7 Education and Skills Delivery Model	<p>An initial Equalities Impact Assessment formed part of the business case considered by CELS on the 15th September 2014.</p> <p>EIA included with last year's CEIA</p>	X			
	S9 Adoption Regionalisation	There may be an equalities impact related to this proposal. This will be kept under review as the specific proposals develop.			X	

Theme Committee	EIA Title/Description of saving and Savings reference	EIA commentary and Publication Details	Positive Impact	Negative Impact	Neutral/Unknown Impact	EIA not required
Environment	E2 Parking Services	Equalities Impact Assessment has been completed and indicated that the proposal does not impact on service delivery or council staff. This will be kept under review as the proposals develop further and any updated as necessary.			X	
	E3 Alternative Delivery Model	An initial ADM Equalities Impact Assessment for staff and residents has been completed for March 2017 Environment Committee and is available at: https://barnet.moderngov.co.uk/mgChooseDocPack.aspx?ID=8590 Any further potential equalities impact will be reviewed as proposals develop, ahead of implementation of the savings. An equalities impact assessment will be carried out if required.			X	
	E4 Street Cleansing	The need for an EIA will be kept under review and carried out if required			X	
	G2 Commercial Waste	An Equality Impact Assessment will be completed for those services which affect residents prior to implementation of savings proposal.			X	X
	G3 Demand management enforcement and education	An Equality Impact Assessment will be completed following the gathering of data from the trial. This will have kept under review as the specific proposals develop.			X	

Appendix Two to Cumulative Equalities Impact 2018/19

Valuing Diversity and meeting our legal obligations under Public Sector Equality Duties obligations

A public authority must, in the exercise of its functions, have due regard to the need to: (a) Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act; (b) Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it; and (c) Foster good relations between persons who share a relevant protected characteristic and persons who do not share it. Having due regard to the need to advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it involves having due regard, in particular, to the need to: (a) Remove or minimise disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic; (b) Take steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of persons who do not share it; and (c) Encourage persons who share a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low. The steps involved in meeting the needs of disabled persons that are different from the needs of persons who are not disabled include, in particular, steps to take account of disabled persons' disabilities. Having due regard to the need to foster good relations between persons who share a relevant protected characteristic and persons who do not share it involves having due regard, in particular, the need to: (a) Tackle prejudice, and (b) Promote understanding. Compliance with the duties in this section may involve treating some persons more favourably than others but that is not to be taken as permitting conduct that would otherwise be prohibited by or under this Act. The relevant protected characteristics are: • Age; • Disability; • Gender reassignment; • Pregnancy and maternity; • Race; • Religion or belief; • Sex; and • Sexual orientation.

2. The Cumulative EIA reports the impact of Budget proposals on the nine characteristics protected under the Equality Act 2010 and other groups who may be considered disadvantaged and/or vulnerable. This includes carers, unemployed people, families on low wage, and people with a disability such as a learning disability or a mental health condition, which might mean that our proposals will impact more heavily on them. 3. Decision makers should have due regard to the Public Sector Equality Duty when making their decisions. Equalities duties are on-going duties which should be taken into account before a decision is made. If negative equality impacts resulting from decisions are incurred, then decision makers should consider changing their decisions, after balancing all the factors, including but not limited to equality considerations. It is important that decision makers have regard to the statutory requirements on them and make decisions considering all available material.

Appendix Three to Cumulative Equalities Impact 2018/19

An update on Barnet's Strategic Equality Objective measures

We use the following measures to understand how we are doing against our Strategic Equalities Objective:

- Satisfaction with Barnet remains high and in line with national and London averages - 85% of residents are satisfied with their local area as a place to live. 65% are satisfied with the way things are run in Barnet. (Residents' Perception Survey, Autumn 2017)
- Community cohesion is increasing with 84% of residents agreeing that people from different backgrounds get on well together in the borough. 76% of residents feel there is not a problem or not a very big problem with people not treating each other with respect and consideration. (Residents' Perception Survey, Autumn 2017) 75% Percentage of residents who report feeling they belong to their neighbourhood 75% agree that Barnet is a family friendly borough.
- Overall there have been some health improvements in Barnet - most notably child health outcomes outperform the London average and death amongst those less than 65 years old from cardiovascular disease continues to fall. However, life expectancy is only slightly increasing with a slight decrease in the gap in life expectancy between the richest and the poorest (JSNA and Public Health England, Segment Tool 2015).
- In Barnet, life expectancy at birth in females (85.0 years) is higher than males (81.9) and overall life expectancy for both male and female population in Barnet is higher than the average for England (male =79.4, female =83.1).
- The average household income data for Barnet is £690 pw which is significantly higher than the London rate of £654.60 pw.
- Average incomes in Barnet are increasing at a higher rate than across both London and Great Britain. (+15.6% in Barnet; +6.7% in London; +8.7% in Great Britain (2012 to 2017).
- However, this growth is driven predominantly by more affluent wards, with wage growth in other areas stagnating and even falling in real terms, resulting in higher income inequality between different areas of the borough.
- CACI Pay check 2017 data suggests that in 2017 around 23.0% of Barnet households are living in poverty; lower than the London figure (27.0%) and higher than the Great Britain (21.0%) rate. In comparison to other London Boroughs, Barnet has the eleventh lowest rate of households living below the poverty threshold.
- Although inequalities do exist across Barnet with some of the most deprived areas of the borough (such as Burnt Oak and Colindale) exhibiting much higher rates of household earning below the poverty threshold (42% and 40% respectively), than other areas of the borough (such as Garden Suburb and Finchley Church End, 14% and 18% respectively).
- The proportion of people claiming out of work benefits has remained static and there has been a steady increase in the number of residents claiming Employment Support Allowance (4.1% of all residents) - a sickness related benefit with fewer people claiming JSA which now accounts for 1.0% of residents in Barnet. 5.9% of Barnet residents claim main out of work benefits

in comparison with a London figure of 7.2%. There have been improvements in employment opportunities for young people and only 3.6% are not in employment education and training. This is well below the London figure of 5.3%.

- All data on income and employment has been sourced from the CACI 2017, NOMIS and Local Government NEET figures.

The Council has continued to develop its approach to equalities and meeting the Public Sector Equality Duty in delivering services and the Council's priorities in a proportionate way which relates to the needs of residents and businesses in the borough. The Council:

- Mainstreams equality considerations into policy, strategy and decision making. Equalities Impact Assessments (EIAs) are key to informing activities across the council. With support from the Council's Equalities and Diversity Lead, officers develop robust EIAs and mitigation plans, which take into consideration the results of consultations (where relevant). These EIAs are provided and published for each theme committee, ensuring that committees have access to the analysis before decisions are made. Management agreements with our delivery units have several commitments and reflect the importance of equalities and how the commissioning plans will be achieved. Performance indicators have been set for each delivery unit to measure progress against these commitments and have been published for each delivery unit.

- Identifies Equality Champions Our Lead Member for Equalities is Cllr Richard Cornelius, Chair of Policy and Resources Committee and Leader of the Council. Our Lead Member for Community Cohesion is Cllr Longstaff, Chairman of the Community Leadership Committee. Our Lead Officer for Equalities and Community Cohesion is Stephen Evans Assistant Chief Executive.

- Promotes inclusion in our approach to consultation and community engagement and participation. Guidance on equalities has been incorporated into our consultation and engagement toolkit, to ensure that consultations are accessible and inclusive to different groups. Barnet is building strong community links and partnerships through our Community Participation Strategy and the Communities Together Network (CTN), which aims to foster excellent community relationships and community spirit. CTN is co-facilitated by Barnet Council and CommUNITY Barnet and brings the voluntary, faith and community sector with public sector partners to share information and build an understanding of what really matters to Barnet's communities. CTN is a strategic forum where the Council and other public sector partners can consult and seek input into some of the major decisions which impact on the borough.

In September 2015 Barnet adopted the Covenant on Faith Action which recognises the faith community as an equal and valued community partner to secure good outcomes for Barnet residents and promote community cohesion and the peaceful co-existence of the borough's diverse community and faith

groups. The process was facilitated by the Barnet Multi Faith Forum (BMFF) and enhances the role of BMFF as a local strategic partner, which has led to greater partnership working in areas such as consultation and engagement.

- Uses evidence and data. Barnet uses demographic information to understand differences in our communities, tailor services to need and work with local people and groups to develop community based services which deliver better outcomes. We use evidence to support the delivery of needs led, appropriate and accessible services which reflect the diversity of need at different stages in people's lives. Demographic information about equalities and community cohesion used in this report is the updated JSNA data which is published

- Makes difficult decisions transparently and fairly. Equalities considerations are embedded into the decisions the council makes and fully integrated into our annual business planning process, with support provided by our Equalities Lead. Changes to policies and services are analysed to assess the potential equalities impacts and risks and mitigate them wherever possible. This information is provided to decision makers within an EIA, which provides decision makers with information on the full impact before a decision is made. In addition to producing EIA for individual budget proposals, the Cumulative EIA explores the cumulative impact of Barnet Council's budget proposals on protected groups within the borough. This is provided and published alongside each year's budget proposals.

- Uses our purchasing power to promote equalities Barnet recognises that it can promote equality and diversity through its supply chain.

