

Appendix I

Business Planning 2020/21

Cumulative Equalities Impact Assessment (CEqIA)

2020/21

Consultation, Strategy Team

1. Introduction and scope of assessment

Barnet Council, in line with its statutory responsibilities, undertakes Equality Impact Assessments (EqIAs). EqIAs provide a systematic way of assessing the impact of decision making on different equality groups. During the council's annual budget cycle, EqIAs are completed for all proposals identified as requiring them to inform decision making. An EqIA should be completed if a proposal affects residents or staff with protected characteristics; these characteristics are set out on page two of this appendix.

This document summarises the Equality Impact Assessment for the budget proposals for the financial year 2020/21 and also takes account of previous CEqIA reports. Budget decisions can have different impacts on different groups of people, either through changes to individual services or changes to a range of services, which have an impact cumulatively on a particular group. This report highlights:

- the key impacts of potential budget decisions for legally protected groups
- where a series of decisions might have a greater negative impact on a specific group
- ways in which negative effects across the council may be minimised or avoided, and where positive impacts can be maximised or created.

2. Legal duties

Decision makers should have due regard to the public sector equality duty in making their decisions. The equalities duties are continuing duties they are not duties to secure a particular outcome. The equalities impact will be revisited on each of the proposals as they are developed. Consideration of the duties should precede the decision. It is important that Policy and Resources committee has regard to the statutory grounds in the light of all available material such as consultation responses. The statutory grounds of the public sector equality duty are found at section 149 of the Equality Act 2010 and are as follows:

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
- 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
- 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, to the need to:

- a. tackle prejudice
- 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
- sexual orientation
- marriage and civil partnership.

The Equality Duty does not impose a legal requirement to conduct an Equality Impact Assessment, rather it requires public bodies to demonstrate their consideration of the Equality Duty and the conscious thought of the Equality Duty as part of the process of decision-making. This entails an understanding of the potential effect the organisation's activities could have on different people and a record of how decisions were reached.

In addition to the protected characteristics identified within the Equality Duty, Barnet Council also considers the impact of decision making on other groups who may be considered disadvantaged and/or vulnerable. This includes carers, unemployed people, families on low wage, and people with a particular disability such as a learning disability or a mental health condition which might mean that our proposals will impact more heavily on them.

3. Our approach

In Barnet we use the EqIA process to identify the main potential impacts on groups covered by legislation (the protected characteristics in the Equality Act 2010). The budget savings report includes a line for each savings proposal, indicating whether or not an EqIA is required. An EqIA is required for any proposal which alters service delivery and is assessed to impact those with protected characteristics.

This report identifies areas where there is a risk that changes resulting from individual budget proposals for 2020/2120, may have, when considered together, a negative impact on particular groups.

It is important to note this is an ongoing process. As individual budget proposals are developed and implemented, they will be subject to further assessment. This assessment also describes mitigating actions that are being put in place.

4. Context

We have big ambitions for Barnet, but like all councils we're in a difficult financial situation, with over £71.9m to save over the next five years. This is in the context of more and more people needing our services, increasing costs, and uncertainty about our future funding.

So far, Barnet has been innovative in its approach to tackling this financial challenge by being open to new ways of doing things, finding ways to become even more efficient and working closely with partners across the public, private and voluntary sectors. But having already made a significant amount of reductions, the process of finding further savings is getting increasingly more difficult.

Going forward, the council will need to make some tough decisions about priorities and how we spend our limited resources, and it is important for us to ensure we get residents views and feedback on what matters to them and how we should approach this. The Corporate Plan for 2019-24 sets out our vision and strategy for the next five years. This includes the outcomes we want to achieve for the borough, the priorities we will focus resources on, and our approach for how we will deliver this.

The Corporate Plan 2019-2024 also includes the Council's updated Strategic Equalities Objective: Ensuring that residents are treated equally, with understanding and respect, and all have access to quality services.

5. Findings from previous years

The CEqIA for 20019/20 showed that the Budget proposals would have positive and neutral benefits on Barnet residents and businesses including the protected characteristics. However, minimal negative impacts were identified in the following areas, where mitigating actions would need to be introduced:

- overall it was identified that there may be a cumulative negative impact on residents with disabilities, on those within certain age groups and on individuals based on their marital status
- there are also some cumulative positive impacts, with young people, those of working age and those with disabilities being positive impacted by the proposed changes
- in addition to those with protected characteristics, the following groups may be negatively impacted by the 19/20 budget: carers, people on a low income, those unemployed and young people who are NEET.

6. 2020/21 Savings Proposals with EqIAs

The table on the following page summarises the 2020/21 budget savings proposals which have EqIAs. One saving proposal for 2020/21 does not have an EqIA: Adults and Safeguarding: AS10 Changes to Fees and Charges. The service specific consultation findings and updated EqIA will be presented to Adults and Safeguarding Committee in February 2020 before incorporating into this CEqIA.

Key:
Positive +
Negative –
No Impact o
Unknown x

Summary of 20 20/21 savings proposals

Budget Ref	Description of proposals	Overall Outcome of EQIA including mitigation	Age	Disability	Gender reassignment	Pregnancy and maternity	Race / Ethnicity	Religion or belief	Gender	Sexual orientation	Marital status	Other key groups
Adults and Safeguarding Committee												
A&S 1	Transformation of Your Choice Barnet Contract supported living and day-care services (the EqIA can be found here)	Positive	+	+	o	o	o	o	+	o	o	+ Carers
A&S 5	Increasing block nursing care placements (the EqIA can be found here)	Positive	+	+	o	o	+	+	+	o	o	+ In receipt of Care
A&S 7	Implementing a pre-paid card solution and transitioning 80% of direct payment clients to it (the EqIA can be found here).	Negative	-	-	o	o	o	o	-	o	o	- (Carers, People with mental health conditions, some families and lone families, those on a low income, unemployed, Young people NEET
A&S13	Increasing the independence of older adults / clients with physical disabilities through supporting older people in alternative ways, through a community offer of support, instead of high cost care packages and residential placements (the EqIA can be found here).	Positive / Neutral ¹	-	-	o	o	-	o	o	o	o	- (Carers)

¹ The negative impact may affect *some* older people, people with disabilities or those from specific religious backgrounds however, it will not negatively impact all of those identified therefore the overall impact has remained positive / neutral.

Budget Ref	Description of proposals	Overall Outcome of EqIA	Age	Disability	Gender reassignment	Pregnancy and maternity	Race / Ethnicity	Religion or belief	Gender	Sexual orientation	Marital status	Other key groups
A&S14	Increased use of assistive technology (e.g. sensors, alarms, monitoring systems) both in individuals' homes and in residential and nursing care (the EqIA can be found here).	Positive	+	+	0	0	0	0	+	0	0	+ (Carers)
A&S15	Support for working age adults: Review support packages and develop support plans to increase independence, improve wellbeing and reduce costs. This is likely to include the following: step down accommodation setting to less intensive option, step up setting where there is a risk of carer breakdown, support individuals in gaining and maintaining employment, utilise care technologies to improve independence and reduce intrusiveness of care, develop the shared lives offering within LBB and increase the number of referrals (the full EqIA can be found here).	Positive	+	+	0	0	0	0	0	0	0	+ (Carers, unemployed, people on low income, unemployed people)
A&S16	Strength based reviews of people with mental health conditions: Several activities are being planned to support this proposal (the EqIA can be found here).	Positive	+	+	0	0	0	0	+	0	0	+ (People with mental health problems living in poverty are reliant on

													publicly funded social care)
Environment Committee													
Budget Ref	Description of proposals	Overall Outcome of EqIA	Age	Disability	Gender reassignment	Pregnancy and maternity	Race / Ethnicity	Religion or belief	Gender	Sexual orientation	Marital status	Other key groups	
ENV1	Proposal to introduce an annual charge for the collection of garden waste from households. The existing service is provided with no direct charge made to service users, however this is not a statutory service, and a charge can be made for this service. The saving will encourage more residents to compost at home and will reduce collection costs and vehicle emissions (the EqIA can be found here),	Minor negative	-	-	0	0	0	0	0	0	0	0	- (Residents living in area of higher deprivation, unemployed)
ENV3	Advertising: Review and re-procurement of the current bus shelter advertising contract. New provision of advertising and sponsorship across the public realm; including new developments, highways, parks and open spaces, town centres, and additional Council assets and infrastructure (e.g. bridges and roundabouts). (The EqIA can be found here).	No Impact on Bus shelters	0	0	0	0	0	0	0	0	0	0	0
ENV 3	Street Lighting: Proposed LED retrofit of street lighting across the borough to improve energy efficiency, light quality, and value for money ((the EqIA can be found here).	Minor negative	0	-	0	0	0	0	0	0	0	0	0

Budget Ref	Description of proposals	Overall Outcome of EqIA	Age	Disability	Gender reassignment	Pregnancy and maternity	Race / Ethnicity	Religion or belief	Gender	Sexual orientation	Marital status	Other key groups
Public Health												
PH5	Healthy Child Programme - redesigning support for pregnant teenage parents (the EqIA can be found here).	Minor negative impact	-	-	0	-	0	0	-	0	0	- Lone female parents
Housing and Growth												
H7	Development of affordable housing supply: The proposal involves the delivery of 52 homes on Hermitage Lane, of which 15 will be affordable and available for letting to Barnet housing applicants. The council has approved the investment of £1m, of which £0.25m is already committed. Provision of this affordable supply would result in increased temporary accommodation cost avoidance (the EqIA can be found here).	Positive impact	+	+	0	0	0	0	0	0	0	+
H8	Acquisition of affordable housing from the open market: The proposal involves the delivery of 250 homes across 3 schemes. Units will be funded through HRA borrowing and delivered in 2023/24 and 2024/25. Provision of this affordable supply would result in increased temporary accommodation cost avoidance (the EqIA can be found here).	Positive impact	+	+	0	0	0	0	0	0	0	+

7. Analysis of the cumulative equalities impact

For the 20/21 budget there are 13 savings proposals for which EQIAs have been conducted. Of these overall: eight have forecasted the outcome of a positive or neutral impact; one with a negative impact; three with a minor negative impact; and one with no impact.

It is anticipated that there could be a cumulative equalities impact on two of the protected characteristics – age and disability – alongside a cumulative impact on some of the other identified key groups. This includes carers, people on a low income, those unemployed and young people who are NEET. Further detail on these impacts and any identified mitigating actions can be found below.

It is important to note that there are also continuations of savings proposals from previous years that may add to any potential cumulative impacts, as discussed in Section 5. People with protected characteristics that were negatively impacted by the 19/20 budget included residents with disabilities, on those within certain age groups and on individuals based on their marital status. In addition to those with protected characteristics, the following groups may be negatively impacted by the 19/20 budget: carers, people on a low income, those unemployed and young people who are NEET.

Age

Seven of the 13 EqlAs completed show a positive impact on specific age groups (young people, older people, and people of working age), details of which can be found in Table One below.

Two of the 13 EqlAs completed a possible negative impact on older service users these are due to the changes to the way in which Adult Social Care services are delivered.

Two out of the 13 EqlAs completed showed a possible a minor negative impact, these are relating to:

- the introduction of charging for Garden Waste and the possible impact on older people paying for the service online.
- the redesign the Health Child Programme and the possible impact on women under 20 years of age.

These impacts have been thoroughly considered and the following mitigations have been identified. It is anticipated that further mitigations will be put in place as and when proposals and projects develop.

Table one below illustrates the impacts on age and the mitigating actions where there is a possible negative impact

Table one: Age - Positive, negative impacts and mitigations		
Ref.	Impact	Mitigation
A&S1: Transformation of Your Choice Barnet Contract for supported living and day-care services	Positive impact: For young and working-age adults as changes to services will enable them to have services that better meets their aspirations for greater choice, inclusion and employment.	None required
A & S 5: Increasing block nursing care placements	Positive impact: This should have a positive impact on older people’s quality of life as ensuring that there is enough supply of nursing care should help to avoid people unnecessarily escalating to hospital service and speed up their discharge from hospital.	None required
A & S 7: Implementing a pre-paid card solution	Negative impact: When it comes to older clients, moving from a DP bank account to a prepaid card account could create a disproportionate impact, particularly as prepaid card accounts rely heavily on clients being able to access and use services on-line to a proficient level.	Support and guidance offered for any services switching online, alongside alternative options where required
A & S 13: Increasing the independence of older adults / clients with physical disabilities	Negative impact: Some very elderly & frail adults may prefer and feel safer living within a residential placement rather than in the community with support. Elderly people supported using equipment and adaptations as opposed to home care visits may feel more socially isolated Increasing social isolation for older adults if more home adaptations lead to less physical visits	Full consultation and engagement with individuals on their care plans and any changes being made, including considering social needs and identifying other ways these can be met. Practice from providers to be monitored by our Commissioning and Care Quality functions

Table one: Age - Positive, negative impacts and mitigations		
Ref.	Impact	Mitigation
A & S14: Increased use of assistive technology	Positive impact: Demographic data indicates that 85% of service users are over 65 and this group will be impacted by the proposal. However, the survey evidence suggests that the impact will be positive given the benefits that have already been realised by the introduction of Assistive Technology to the current user group.at	None required
A & S 15: Support for working age adults	Positive impact: This work is focused on adults of working age receiving social care support. The work is anticipated to impact clients positively by improving independence, supporting individuals in gaining and maintaining employment, and reducing the intrusiveness of care.	All social worker reviews will continue to be completed in line with the Care Act. They will involve the service user, their carer and families and existing providers. They will continue to take the views of the service user and their carers/families into account and ensure that eligible needs are identified and met where appropriate through the support plan.
A&S 16: Strength based reviews of people with mental health conditions	Positive impact: Overall this should have a positive impact on people's quality of life. Negative impacts are minimised by our person-centred approach to social work, with assessments considering of people's goals and wishes.	None required
ENV1: Proposal to introduce an annual charge for the collection of garden waste from households.	Minor negative impact: Consultation data suggests older respondents are less likely to be able to sign up online, however they were more likely to consider paying for the service. Consultation data shows respondents aged 35-44 and 45-54 were more likely to be against the idea of charging, however data indicates they would be able to sign up online.	Accessibility functionality on website and online webforms. The council will investigate options for subscriptions to be made via telephone where this is specifically required by some residents and can be done so in line with current card payment regulations.

Table one: Age - Positive, negative impacts and mitigations		
Ref.	Impact	Mitigation
PH 5: Healthy Child Programme - redesigning support for teenage parents.	Minor negative impact: Women under 20 years of age will be impacted by the change however, because they will all receive alternative interventions, consulted women were receptive of the changes.	Alternative, evidence-based service Maternal Early Childhood Sustained Home-visiting has been introduced before FNP was phased out. Teenage pregnancy rates will continue to be monitored as well as child health and wellbeing up to the age of 2. MECSH data will be monitored as per the programme metrics in service contract meetings.
H7: Development of affordable housing supply	Positive Impact: With the Council acquiring units itself, it is better able to ensure a type and quality of homes to meet the requirements of those in housing needs, specifically properties suitable for older people..	None required
H8: Acquisition of affordable housing from the open market	Positive Impact: With the Council acquiring units itself, it is better able to ensure a type and quality of homes to meet the requirements of those in housing needs, specifically suitable for older people.	None required

Disabilities

Seven of the 13 EqlAs show a possible positive impact on those with disabilities, details of which can be found in Table Two below.

Two of the 13 EqlAs completed show a possible negative impact on those with disabilities. These are again due to the changes to the way in which Adult Social Care services are delivered.

Three out of the 13 EqlAs completed show a possible minor negative impact, these are relating to:

- the introduction of charging for Garden Waste and the possible impact on residents with learning disabilities in their capability to sign up to the online service.
- the proposed LED retrofit of street lighting and the possible impact on residents who might be impacted by lighting with high coloured temperatures
- the redesign the Health Child Programme and the possible impact on women with a disability or special needs.

These impacts have been thoroughly considered and the following mitigations have been identified. It is anticipated that further mitigations will be put in place as and when proposals and projects develop.

Table two below illustrates the impacts on people with disabilities and the mitigating actions where there is a possible negative impact.

Table two: Disabilities - Positive, negative impacts and mitigations		
Ref.	Impact	Mitigation
A&S1: Transformation of Your Choice Barnet Contract for supported living and day-care services	<p>Positive impact: All people using YCB services will have a learning disability and/or autism spectrum condition.</p> <p>This is an on-going positive change as the model was implemented in 2016. Individual discussions continue to had with the individuals using the service users to agree and update their person centred support plans.</p>	None required

Table two: Disabilities - Positive, negative impacts and mitigations		
Ref.	Impact	Mitigation
A&S 5: Increasing block nursing care placements	Positive impact: All people living in nursing care will have some level of disability. This should have a positive impact on people's quality of life as ensuring that there is enough supply of nursing care should help to avoid people unnecessarily escalating to hospital service and speed up their discharge from hospital.	None required
A & S 7: Implementing a pre-paid card solution	Negative Impact: For all people transferring to a prepaid card, there are likely to be both positive and negative impacts. A significant number of adults receiving the cards (851), can be classed as having a disability, so the implementation of prepaid cards will have a disproportionate impact on this group, particularly where the disability affects mental capacity.	There will be communication with current direct payment clients to provide information, advice, and support on the shift, to ease and alleviate fears. Clients can opt out of using prepaid cards, and instead choose to continue using Direct Payment.
A&S13: Increasing the independence of older adults / clients with physical disabilities	Negative: Service user with physical disability, learning disability or mental health problems who have special needs may need additional support to live in the community. People remaining in their own homes supported through the use of equipment and adaptations as opposed to home care visits may feel more isolated	Full consultation and engagement with individuals on their care plans and any changes being made, including considering social needs and identifying other ways these can be met.

Table two: Disabilities - Positive, negative impacts and mitigations		
Ref.	Impact	Mitigation
A&S 14: Increased use of assistive technology	Positive impact: This proposal is anticipated to impact clients positively by improving independence, supporting individuals in gaining and maintaining employment, and reducing the intrusiveness of care.	None required
A&S15: Support for working age adults	Positive impact: Overall the proposal is anticipated to impact clients positively by improving independence, supporting individuals in gaining and maintaining employment, and reducing the intrusiveness of care.	All social worker reviews will continue to be completed in line with the Care Act. They will involve the service user, their carer and families and existing providers. They will continue to take the views of the service user and their carers/families into account and ensure that eligible needs are identified and met where appropriate through the support
A&S16 Strength based reviews of people with mental health conditions	Positive impact: Overall this should have a positive impact on people's quality of life. Negative impacts are minimised by our person-centred approach to social work, with assessments considering of people's goals and wishes.	None required
ENV 1: Proposal to introduce an annual charge for the collection of garden waste from households.	Minor negative impact: Based on JSNA evidence, some impact may be made on those with learning disabilities in their capability to sign up to the service. Consultation data shows there is some impact on respondents who stated they have a disability being able to sign up online, where a slightly higher percentage confirmed they may not be able to, compared to the percentage of respondents who stated they did not have a disability.	Accessibility functionality on website and online webforms. The council will investigate options for subscriptions to be made via telephone where this is specifically required by some residents and can be done so in line with current card payment regulations.

Table two: Disabilities - Positive, negative impacts and mitigations		
Ref.	Impact	Mitigation
ENV3: Street Lighting	Minor negative impact: Changes to LED street lighting affecting those who have sensitivities to high colour temperature lighting	Researching best practice and putting a limit on the colour temperature for any change in street lighting Limit the colour temperature to no more than 4000K
PH 5: Healthy Child Programme - redesigning support for teenage parents.	Minor negative impact: The impact on service users with a disability will be that they will receive an alternative intervention of a lesser intensity. However, further support is available, if residents expressed special needs.	The alternative, evidence-based service Maternal Early Childhood Sustained Home-visiting has been introduced before FNP was phased out. Teenage pregnancy rates will continue to be monitored as well as child health and wellbeing up to the age of 2. MECSH data will be monitored as per the programme metrics in service contract meetings.
H7: Development of affordable housing supply	Positive Impact: With the Council acquiring units itself, it is better able to ensure a type and quality of homes to meet the requirements of those in housing needs, specifically properties suitable disabled (including wheelchair adapted) homes.	None required
H8: Development of affordable housing supply	Positive Impact: With the Council acquiring units itself, it is better able to ensure a type and quality of homes to meet the requirements of those in housing needs, specifically properties suitable for disabled (including wheelchair adapted) homes.	None required

Gender

Four of the 13 EqlAs show a possible positive impact on gender, details of which can be found in Table Three below.

One out of the 13 EqlAs completed show a possible minor negative impact on women, this is relating to the redesign the Health Child Programme and the possible impact on women under 20 years of age.

The impact has been thoroughly considered and the following mitigations have been identified.

Table three below illustrates the impacts on gender and the mitigating actions where there is a possible negative impact.

Table three: Gender – Positive and negative impacts and Mitigations		
Ref.	Impact	Mitigation
A & S1: Transformation of Your Choice Barnet supported living and day-care services	Positive impact: Adults of both genders will benefit from this proposal and the person-centred approach the service will take to supporting people, where appropriate, to progress to greater independence.	None required
A&S 5: Increasing block nursing care placements	<p>Positive impact: Adults of both genders may be positively impacted by this proposal, however there is a greater proportion of females in this cohort than the wider Barnet / national population.</p> <p>This should have a positive impact on people’s quality of life as ensuring that there is enough supply of nursing care should help to avoid people unnecessarily escalating to hospital service and speed up their discharge from hospital. Increasing the block arrangements with nursing care providers will give the council a more formalized relationship with providers giving the council increased leverage to work with providers to improve the quality of provision.</p>	None required

Table three: Gender – Positive and negative impacts and Mitigations		
Ref.	Impact	Mitigation
A & S 14: Increased use of assistive technology	Positive impact: The evidence shows that the majority of current Telecare service users are female (63%). Although this group are in the majority within this protected group the proposal is likely to lead to positive impacts for users of Assistive Technology. This proposal is anticipated to impact clients positively by improving independence, supporting individuals in gaining and maintaining employment, and reducing the intrusiveness of care.	None required
A & S 16: Strength based reviews of people with mental health conditions	<p>Positive impact: Overall this should have a positive impact on people’s quality of life. Negative impacts are minimised by our person-centred approach to social work, with assessments taking into account of people’s goals and wishes.</p> <p>Adults of both genders may be impacted by this proposal, however there is a greater proportion of males in this cohort than the wider Barnet / national population. Proportionately more males will be subject to regular review and strengths-based provision of care.</p> <p>While some service users may be less satisfied if they receive lower levels of support / more independence-focussed support, overall this should have a positive impact on people’s quality of life. Negative impacts are minimised by our person-centred approach to social work, with assessments taking into account of people’s goals and wishes.</p>	None required
PH 5: Healthy Child Programme - redesigning support for teenage parents.	Minor negative impact: Women under 20 years of age will be impacted by the change however, because they will all receive alternative interventions, consulted women were receptive of the changes.	The alternative, evidence-based service Maternal Early Childhood Sustained Home-visiting has been introduced before FNP was phased out. Teenage pregnancy rates will continue to be

Table three: Gender – Positive and negative impacts and Mitigations		
Ref.	Impact	Mitigation
		monitored as well as child health and wellbeing up to the age of 2. MECSH data will be monitored as per the programme metrics in service contract meetings.

Pregnancy and maternity leave

One out of the 13 EqIAs completed shows a possible minor negative impact on pregnancy and/or on maternity leave, this is relating to the redesign the Healthy Child Programme and the possible impact on residents who are pregnancy and/or on maternity leave.

The impact has been thoroughly considered and the following mitigations have been identified.

Table four illustrates the impacts on pregnancy and maternity leave and the mitigating action where there is a possible negative impact.

Table four: Pregnancy and maternity leave – Positive, negative impacts and mitigations		
Ref.	Impact	Mitigation
PH 5: Healthy Child Programme - redesigning support for teenage parents.	Minor negative impact: The impact for pregnant service users will be that, if they are identified with an additional vulnerability, then they will receive an alternative service that is proven to be effective and proven to increase residents and staff satisfaction.	The alternative, evidence-based service Maternal Early Childhood Sustained Home-visiting has been introduced before FNP was phased out. Teenage pregnancy rates will continue to be monitored as well as child health and wellbeing up to the age of 2.

Race /Ethnicity

One of the 13 EqIAs show a possible positive impact on people depending on their race or their ethnicity, details of which can be found in Table Three below.

One out of the 13 EqIAs completed show a possible minor negative impact, this is relating to A & S I3: Increasing the independence of older adults / clients with physical disabilities which could possibly have an impact on service users who have different cultural background.

These impacts have been thoroughly considered and the following mitigations have been identified.

Table five below illustrates the impacts on people from different ethnic back grounds and the mitigating actions where there is a possible negative impact.

Table Five: Race and ethnicity – Positive, negative impacts and mitigations		
Ref.	Impact	Mitigation
A&S 5: Increasing block nursing care placements	<p>Positive impact: Adults of all religions or beliefs may benefit from this proposal.</p> <p>This should have a positive impact on people’s quality of life as ensuring that there is enough supply of nursing care should help to avoid people unnecessarily escalating to hospital service and speed up their discharge from hospital.</p>	None required
A & S I3: Increasing the independence of older adults / clients with physical disabilities	<p>Minor negative impact: Service users will need assurance that culturally appropriate community support and care services are available -for example home carers who understand their cultural background and are able if needed to speak their language if English is not their first language.</p>	<p>Contract monitoring with home care providers will ensure that equalities issues are addressed.</p> <p>The assessment and support planning process, which fully involves the service user, will identify particular needs.</p> <p>Staff workforce development and training arrangements will ensure that staff understand and are able to respond to diverse needs.</p>

Religion or belief

One of the 13 EqIAs show a possible positive impact on people depending on their race or their religion or belief, details of which can be found in Table Three below.

One out of the 13 EqIAs completed show a possible minor negative impact, this is relating to A & S I3: Increasing the independence of older adults / clients with physical disabilities which could possibly have a minor negative impact on service users from different religious or faith background.

This impact has been thoroughly considered and the following mitigations have been identified.

Table six below illustrates the impacts on people from different ethnic back grounds and the mitigating actions where there is a possible negative impact.

Table six: Religion or belief - Positive, negative impacts and mitigations		
Ref.	Impact	Mitigation
A&S 5: Increasing block nursing care placements	Positive impact: Adults of all religions or beliefs may benefit from this proposal. This should have a positive impact on people’s quality of life as ensuring that there is enough supply of nursing care should help to avoid people unnecessarily escalating to hospital service and speed up their discharge from hospital. Increasing the block arrangements with nursing care providers will give the council a more formalized relationship with providers giving the council increased leverage to work with providers to improve the quality of provision	
A & S I3: Increasing the independence of older adults / clients with physical disabilities	Minor negative: Service users will need assurance that culturally-appropriate community support and care services are available -for example home carers who understand their cultural background and are able if needed to speak their language if English is not their first language.	Contract monitoring with home care providers will ensure that equalities issues are addressed. The assessment and support planning process, which fully involves the service user, will identify particular needs. Staff workforce development and training arrangements will ensure that staff understand and are able to respond to diverse needs.

Other key groups

There are four other key identified groups that may experience a cumulative negative impact from the 20/2021 saving and income proposals. This includes; carers, people on a low income, those unemployed, and young people who are NEET and lone parents.

Further details are given below:

- A&S 7, Implementing a pre-paid card solution: Carers, People with mental health conditions, some families and lone families, those on a low income, unemployed, Young people NEET may experience a possible negative impact.
- A&S13, Increasing the independence of older adults / clients with physical disabilities: Carers, may experience a possible negative impact.
- ENV1, Proposal to introduce an annual charge for the collection of garden waste from households may have a minor negative impact on residents living in areas of higher deprivation and unemployed)
- PH5, Healthy Child Programme, redesigning support for pregnant teenage parents may have a minor negative effect on lone parents.

8. Results from the budget consultation

The council consulted on its 20/21 budget between 8 January and 3 February 2020y. A total of 185 individuals responded to the Budget Consultation survey, with a further nine written responses received.

A break-down of respondents by protected characteristic is provided in the accompanying Appendix H. Due to the low response rate to questions on protected characteristics, it has not been possible to analyse the survey results by protected characteristics.

Related to the cumulative impacts outlined above, nine respondents (24%²) raised concerns for saving EN3 from Environment Committee: Charging for garden waste services. Respondents reported that they disagreed with the saving line and expressed concerns that charging will divert waste into grey bins or fly tipping.

² Percentages are based on those who answered this question Many respondents gave more than one type of comment so percentages will add up to more than 100%. A total of 60 different types of comments were received from the 37 respondents who answered this question.

9. Conclusion

For the 202021 budget, 13 saving proposals carried out EqlAs. Of these overall: eight have forecasted the outcome of a positive or neutral impact; one with a negative impact; three with a minor negative impact; and one with no impact.

However, within overall positive EqlAs there are also some negative impacts on certain characteristics.

Overall it has been identified that there may be a cumulative negative impact on residents with disabilities, on those within a certain age groups, ethnicity and religion.

There are also some cumulative positive impacts, with older people, those with disabilities, ethnicity and religion being positive impacted by the proposed changes.

In addition to those with protected characteristics, the following groups may be negatively impacted by the 20/21 budget: carers, people on a low income, those unemployed, young people who are NEET and lone parents.

The CEqlA 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 CEqlA 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 EqlAs). However, given the scale of savings the council is obliged to make, change is inevitable.

10. Looking Forward

The EqlA process is an iterative process. As Budget proposals are implemented, they will be kept under review and further equalities analysis will be undertaken and individual EqlAs updated as proposals develop.