

Appendix H

Business Planning 2021/22

**Cumulative
Equalities Impact Assessment (CEqIA)**

2021/22

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 2021/22 and 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 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 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 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 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 2021/2220, may have, when considered together, a negative impact on 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 £55 m save over the next four 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.

Also, in 2020 we have responded to the global coronavirus (COVID-19) pandemic. All councils are facing unprecedented difficulties in coping with the combined challenges of COVID-19's impact on service demand, the economic consequences of COVID-19 and the on-going pressures of rising demand for social care. The ability to encourage growth in the economy, the number of businesses operating in Barnet plus the level of employment within the area impact upon the finances of the council. The uncertainty from COVID-19 creates complexities for the council's financial planning.

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. We are currently drafting new Barnet Plan in consultation with our partners which will set out our new 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 new Barnet Plan will also include an updated Strategic Equalities Objective which currently states: Ensuring that residents are treated equally, with understanding and respect, and all have access to quality services.

5. Findings from previous year

The CEqIA for 2020/21 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 identified that there may be a cumulative negative impact on residents with disabilities, on those within a certain age groups, ethnicity, and religion.
- There were 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.

6. 2021/22 Savings Proposals with EqlAs

The table on the following page summarises the 2021/22 budget savings proposals which have EqlAs.

Key:
Positive +
Negative –
No Impact/ Neutral
Unknown x

Summary of 20 20/21 savings proposals

Budget Ref	Description of proposals	Overall Outcome of EQIA including mitigation	Age	Disability	Gender	Pregnancy and	Race / Ethnicity	Religion or belief	Gender	Sexual orientation	Marital status	Other key groups
Adults and Safeguarding Committee												
.A&S21	Strength based reviews of Older Adults and people with Physical Disabilities: This saving is a continuation and evolution of the previous savings in older adults. We will be continuing to apply a strengths-based approach to care reviews for older adults and people with physical disabilities, ensuring that social care needs are met in a way that maximises independence and utilises people's strengths and assets within their communities. Evidence to date that this reduces the cost of formal care and support. We will be continuing to apply this approach with people in the community, including those recently discharged from hospital. (the EqIA can be found here).	Positive	+	+	0	0	0	0	+	0	0	+ (Carers)

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
A&S22	Progression for people with a Learning Disability: This saving is a continuation and evolution of the previous savings line "R8: Support for Working age adults". The work is based on the principle of 'progression', which is that each person with a learning disability has the potential to increase independence if they are given the appropriate care and support. There are several strands of work to achieve this saving, which will include work with people known to the adult social care learning disabilities service and those who are due to transition into that service at the age of 25 (from Families Services). The full EqIA can be found here .	Positive	+	+	0	0	0	0	0	0	0	+ (Carers, unemployed, people on low income, unemployed people)
A&S25	Changes to Adult Social Care fees and charges: Increasing the hourly charge for homecare for those who contribute to the cost of their care, from £17.00 to £18.39. £18.39 is the average cost per hour of homecare that the Council pays to its providers. (The full EqIA can be found here .)	Neutral	0	0	0	0	0	0	0	0	0	0 Carers

Budget Ref	Description of proposals	Overall Outcome of EQIA including mitigation	Age	Disability	Gender	Pregnancy	Race /	Religion or	Gender	Sexual orientation	Marital status	Other key groups
A&S27	Increasing breadth of enablement offer As part of the response to the Covid-19 pandemic, the council and NHS colleagues have created an integrated team to ensure that people can be discharged (with the necessary care and support) more quickly from hospital, once they are medically fit to do so. Following on from this, we are now planning to increase the number of these clients (and also those who are referred for social care from their community) who receive enablement services, and ensure that we are maximising the impact of our enablement offer. A saving will be realised when the additional people receiving enablement services become more independent and require less ongoing care and support than they otherwise would have needed. We will also develop enablement services, and increase the use of rehabilitation beds, for those with cognitive or mental health conditions. The full impact of this will be seen in 2022/23. (The EqIA can be found here).	Positive	+	+	0	0	+	0	+	0	0	+ Carer
A&S31	Use of preventative services: The saving from 21/22 onwards is based on Prevention Co-ordinators working with more people at the first point of contact for adults requesting care and support (the 'Front Door'), to delay the development of care needs and ensure that preventative / alternative options to formal care are fully considered and utilised. (The EqIA can be found here).	Positive	+	+	0	0	0	0	+	0	0	+ As the proposal focuses on an increase of more independence-focussed support this should have a positive impact on all groups.

Budget Ref	Description of proposals	Overall Outcome of EQIA including mitigation	Age	Disability	Gender	Pregnancy	Race /	Religion or	Gender	Sexual orientation	Marital status	Other key groups
Children, Education & Safeguarding												
CES 32	Transferring the Education and Skills Service into the Barnet Education and Learning Service (BELS) , which delivered management savings. Further savings being delivered by BELS through further efficiencies and income generation (the EqIA can be found here).	Neutral	o	o	o	o	o	o	o	o	o	o Schools and therefore children and parents are indirectly impacted, as well as children with SEND and their parents
Housing and Growth												
G&CS10	Acquisition of affordable housing from the open market: 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	+	+	o	o	o	o	o	o	o	+
G&CS4	Development of affordable housing supply 500 additional acquisitions of properties for use as affordable temporary accommodation by Open Door Homes supported by Loan from Council, as a cheaper alternative to existing temporary arrangements which utilise the private rented sector. Savings also enhanced by premium of 1.24% interest on loans made by the council to Open Door Homes.(the EqIA can be found here).	Positive impact	+	+	o	o	o	o	o	o	o	+

7. Analysis of the cumulative equalities impact

For the 20/21 budget there are eight savings proposals for which EqlAs have been conducted. Overall, all eight EqlAs have forecasted the outcome of a positive/neutral impact.

It is anticipated that there will be no cumulative equalities impact on the protected characteristics, however there are some cumulative positive impacts. Alongside the protected characteristics some of the other key groups who may be negatively impacted have been identified. These include Carers, people with a low income, and unemployed.

Further details on of all the EqlAs and their impacts and any identified mitigating actions can be found in the following tables in this section, and in the conclusions under section 9 of this report.

Age

Six out of the eight EqlAs completed show a positive impact on specific age groups. Details can be found in Table One on the next page. There were no negative impacts on specific age groups.

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

Table one over the page 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&S 21: Strength based reviews of Older Adults and people with Physical Disabilities	<p>Positive impact: Overall, this should have a positive impact on older adults' quality of life.</p> <p>Adults of all ages may be impacted by this proposal, although based on the current demographic of adults with mental health conditions in receipt of services, it is likely that this will affect a disproportionate number of Adults aged 65+. 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.</p>	<p>Any Negative impacts are minimised by our person-centred approach to social work, with assessments considering of people's goals and wishes.</p> <p>Each service user will have their case individually reviewed and assessed as to their needs. Changes to support plans will only be made following negotiation and agreement with the service user and relevant family / carers. Risk assessments will be carried out to mitigate all risks. Those carrying out assessments and support planning will consider social needs and identify other ways in which these needs can be met.</p>
A & S 22: Progression for people with a Learning Disability (formerly: 'Support for Working age adults')	<p>Positive impact: Overall, this work is anticipated to impact clients of working age positively by improving independence, supporting individuals in gaining and maintaining employment, and reducing the intrusiveness of care.</p> <p>This work focusses mainly on clients of a working age (18-64 years old) with Learning Difficulties. Overall, this work is anticipated to impact clients positively by improving independence, supporting individuals in gaining and maintaining employment, and reducing the intrusiveness of care.</p> <p>There may be some disruption, mainly in the short term, to clients and their families, where changes to care packages are agreed. There may also be some dissatisfaction for clients and carers / families where they would prefer to use more traditional forms of care.</p>	<p>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.</p>

Table one: Age - Positive, negative impacts and mitigations

Ref.	Impact	Mitigation
A & S 27: Increasing breadth of enablement offer	<p>Positive impact: Adults of all ages will benefit from this proposal, although based on the current demographics for new service users, a greater proportion of older people will be impacted.</p> <p>While some service users may be less satisfied if they receive less formal / traditional forms of support, overall, this should have a positive impact on people's quality of life and levels of independence.</p>	Any negative impacts are minimised by our person-centred approach to social work, with assessments considering of people's goals and wishes. While some service users may be less satisfied if they receive less formal / traditional forms of support, overall, this should have a positive impact on people's quality of life and levels of independence.
A & S31 Enhanced Prevention Offer	<p>Positive impact: Overall, this should have a positive impact on adults of all age's quality of life.</p> <p>Adults of all ages may be impacted by this proposal, although based on the current demographic of new service users, it is likely that this will affect a disproportionate number of Adults aged 65+. 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 considering of people's goals and wishes.</p>	Any negative impacts are minimised by our person-centred approach to social work, with assessments considering of people's goals and wishes.
H7: Development of affordable housing supply	<p>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.</p>	None required
H8: Acquisition of affordable housing from the open market	<p>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.</p>	None required

Disabilities

Six out of the eight EqlAs show a possible positive impact on people with disabilities, details of which can be found in Table Two over the page. There were no negative impacts on people with disabilities.

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&S 21: Strength based reviews of Older Adults and people with Physical Disabilities	<p>Positive impact: Overall, this should have a positive impact on people with a disability quality of life.</p> <p>Most of the people impacted by this proposal will have some form of disability. 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.</p>	<p>Any negative impacts are minimised by our person-centred approach to social work, with assessments considering of people's goals and wishes. Each service user will have their case individually reviewed and assessed as to their needs. Changes to support plans will only be made following negotiation and agreement with the service user and relevant family / carers. Risk assessments will be carried out to mitigate all risks. Those carrying out assessments and support planning will consider social needs and identify other ways in which these needs can be met.</p>
A & S 22: Progression for people with a Learning Disability (formerly: 'Support for Working age adults')	<p>Positive impact: Overall this work is anticipated to have a positive impact on people with a disability by improving independence, supporting individuals in gaining and maintaining employment, and reducing the intrusiveness of care.</p> <p>All clients affected by this work will have a disability, as they will be a client of the Learning Disability Service.</p> <p>There may be some disruption, mainly in the short term, to clients and their families, where changes to care packages are agreed. There may also be some dissatisfaction for clients and carers / families where they would prefer to use more traditional forms of care.</p>	<p>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.</p>

Table two: Disabilities - Positive, negative impacts and mitigations		
Ref.	Impact	Mitigation
A & S 27: Increasing breadth of enablement offer	<p>Positive impact: Overall, this should have a positive impact on people with a disability quality of life.</p> <p>While some service users may be less satisfied if they receive less formal / traditional forms of support, overall, this should have a positive impact on people's quality of life and levels of independence. Negative impacts are minimised by our person-centred approach to social work, with assessments considering of people's goals and wishes.</p>	Any negative impacts are minimised by our person-centred approach to social work, with assessments considering of people's goals and wishes. one required
A&S 31: Use of preventative services:	<p>Positive impact: Overall, this should have a positive impact on people with a disability quality of life. The proposal is anticipated to impact clients positively by improving independence, supporting individuals in gaining and maintaining employment, and reducing the intrusiveness of care.</p> <p>The majority of new services users have needs for care and support, the highest proportion having physical support needs. 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.</p>	Any negative impacts are minimised by our person-centred approach to social work, with assessments considering of people's goals and wishes

Table two: Disabilities - Positive, negative impacts and mitigations		
Ref.	Impact	Mitigation
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

Three out of the eight EqIAs show a possible positive impact on gender, details of which can be found in Table Three below. There were no negative impacts on gender. The impacts have 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&S 21: Strength based reviews of Older Adults and people with Physical Disabilities	<p>Positive impact: Overall, this should have a positive impact on both genders' quality of life.</p> <p>Adults of both genders may be impacted by this proposal, however there is a greater proportion of females in this cohort. 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.</p>	Any negative impacts are minimised by our person-centred approach to social work, with assessments considering of people's individual goals and wishes.

Table three: Gender – Positive and negative impacts and Mitigations		
Ref.	Impact	Mitigation
A & S 27 Increasing breadth of enablement offer	<p>Positive impact: Overall, this should have a positive impact on both genders' quality of life and levels of independence.</p> <p>Adults of both genders may be impacted by this proposal, however there is a greater proportion of females in this cohort. While some service users may be less satisfied if they receive less formal / traditional forms of support, overall, this should have a positive impact on people's quality of life and levels of independence</p>	Any negative impacts are minimised by our person-centred approach to social work, with assessments considering of people's goals and wishes.
A & S 31: Strength based reviews of people with mental health conditions	<p>Positive impact: Overall, this should have a positive impact on both genders' quality of life.</p> <p>Adult of both genders may be impacted by this proposal. 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.</p>	Any negative impacts are minimised by our person-centred approach to social work, with assessments considering of people's goals and wishes.

Race /Ethnicity

One of the eight EqIAs shoed a possible positive impact on people depending on their race or their ethnicity, there were no negative impacts on race and ethnicity.

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

Table five over the page illustrates the impacts on people from different ethic 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 & 27 Increasing breadth of enablement offer	Positive impact: Overall, this should have a positive impact on people's quality of life. Adults of all racial and ethnic background may be impacted by this proposal, but based on current demographics of service users, White ethnicity service users are in majority and will be proportionately impacted.	<p>While some service users may be less satisfied if they receive lower levels of support / more independence-focussed support, Negative impacts are minimised by our person-centred approach to social work, with assessments considering of people's goals and wishes.</p> <p>Culturally appropriate community support and care services will continue to be available to all service users - 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>

Other key groups

There are four other key identified groups that may experience a negative impact /minor negative impact from the 2021/2022 saving and income proposals. These include Carers, people with a low income, and unemployed.

Further details are provided below:

Negative impact

- A&S 22, Progression for people with a Learning Disability: Carers, people with a low income, and unemployed may experience a negative impact.

Positive impact:

- A&S 21, Strength based reviews of Older Adults and people with Physical Disabilities: Carers, may experience a positive impact
- A & S 27, Increasing breadth of enablement offer: Carers, may experience a positive impact.

- A &S 31 Strength based reviews of people with mental health conditions: Carers, may experience a positive impact

8. Results from the budget consultation

The council consulted on its 21/22 budget between 21 December 2021 and 18 January 2021. A total of 78 individuals responded to the Budget Consultation survey, with a further three written responses received.

A break-down of respondents by protected characteristic is provided in the accompanying Appendix F 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, two respondents raised concerns for saving A &S27, Increasing breadth of enablement offer, and one respondent raised concern about the saving line A & S 22, Progression for people with a Learning Disability.

9. Conclusion

For the 2021/22 budget, eight saving proposals carried out EqlAs. Overall, all eight EqlAs have forecasted an outcome of a positive or neutral impact. Analysis of the cumulative effect of these EqlAs on residents has been summarised below:

- Overall, it has been identified that there will be no cumulative negative impact on residents by different protected characteristics
- In addition to those with protected characteristics, the following groups may be negatively impacted by the 20/21 budget: carers, people with a low income, and unemployed.
- It has also identified some cumulative positive impacts. These were on older people, those with disabilities and gender being positively impacted by the proposed changes.

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 EqIA 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 EqIAs updated as proposals develop.