

Appendix H

Business Planning 2022/23

Cumulative Equalities Impact Assessment (CEqIA)

2022/23

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 2022/23 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

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 2022/2023, 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 always taken a long-term and proactive approach to financial planning in difficult circumstances. We have saved over £205million between 2010 and 2021 and protected frontline services as far as possible. However, with the continuing challenges presented by the COVID-19 pandemic, reduced funding and increases in the demand and cost of services, the next few years still present further challenges.

Our five-year Medium-term Financial Strategy (MTFS) shows an anticipated budget gap of just over £79 million to 2025/26 (excluding money for schools and local housing). With savings of over £19 million having been identified, this leaves a budget gap of over £60 million to be identified. Going forward, the council will need to make some tough decisions about priorities and how we spend our limited resources.

Despite these challenges we remain ambitious for the borough. Our [Barnet Plan 2021-2025](#) sets out 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 plan is divided into the following four key themes which the council and its partners will focus on over the next four years:

- **Clean, safe and well run:** a place where our streets are clean and anti-social behaviour is dealt with, so residents feel safe. Providing good quality, customer friendly services in all that we do
- **Family Friendly:** creating a Family Friendly Barnet, enabling opportunities for our children and young people to achieve their best
- **Healthy:** a place with fantastic facilities for all ages, enabling people to live happy and healthy lives
- **Thriving:** a place fit for the future, where all residents, businesses and visitors benefit from improved sustainable infrastructure and opportunity.

The plan also redefines the council's approach to delivering its priorities and commits to an overall approach which includes:

- a focus on equality in everything we do, ensuring equality of opportunity for everyone in the borough, celebrating our diverse population and fostering community cohesion
- working in a preventative way wherever possible. Getting ahead of problems and providing support at an earlier stage, so that people's needs do not increase, and they are able to enjoy greater independence and wellbeing

As part of this commitment to equalities, last year we also published an updated [Equalities, Diversity and Inclusion Policy 2021-2025](#), which sets out our vision for equalities:

“Every person has unique differences. With the support of our partners, community groups and residents the council will build Barnet into a strong cohesive community, where diversity is celebrated, and everyone has equal opportunity regardless of their background. A borough where every person can live, work, play, pray and study in an inclusive and safe environment, free from harassment, discrimination and any structural inequalities that could hold them back. We want to create a community where people support each other to take control of their own lives, optimise their independence, and make a difference in their areas and local services.”

The updated policy also includes a new Strategic Equalities Objective (SEO): *All our communities will be treated equally, with understanding and respect. Both our council and our borough will be places where diversity is celebrated, and inequality is actively tackled, where people have equal opportunities and equal 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 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.

6. 2022/23 Savings Proposals with EqIAs

The table on the following page summarises the 2022/23 budget savings proposals which have EqIAs.

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

Summary of 2022/23 savings proposals which have EqIAs

Budget Ref	Description of proposals	Overall Outcome of EQIA including mitigation	Age	Disability	Gender reassignment	Pregnancy and maternity	Race / Ethnicity	Religion or belief	Sex	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. In 2022/23, this saving includes potential savings from reviews of Direct Payment packages, where needs can be met at lower cost,	Positive	+	+	o	o	o	o	+	o	o	+ (Carers)

Budget Ref	Description of proposals	Overall Outcome of EQIA including mitigation	Age	Disability	Gender reassignment	Pregnancy and maternity	Race / Ethnicity	Religion or belief	Sex	Sexual orientation	Marital status	Other key groups
	<p>and changes to services that are currently being provided for people without assessed, eligible needs.</p> <p>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 hospitals. The full EqIA can be found here.</p>											
A&S22	<p>Progression for people with a Learning Disability: This is a continuation of a saving 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). These are:</p> <ul style="list-style-type: none"> Continuing to review support packages and develop support plans to increase independence, improve wellbeing and reduce costs. Some people will require less support in their current accommodation, while others may move to a different type of accommodation to promote independence and progression. There will also be a focus on supporting individuals to gain and maintain employment. 	Positive	+	+	0	0	0	0	0	0	0	+ (Carers, unemployed, people on low income)

Budget Ref	Description of proposals	Overall Outcome of EQIA including mitigation	Age	Disability	Gender reassignment	Pregnancy and maternity	Race / Ethnicity	Religion or belief	Sex	Sexual orientation	Marital status	Other key groups
	<ul style="list-style-type: none"> Expanding the Shared Lives (https://sharedlivesplus.org.uk/) service within LBB and increasing the number of referrals and placements Working closely with providers to ensure that their models of support promote independence and progression Utilising technology to promote independence and ensure appropriate levels of care and support. This will include the use of Electronic Call Monitoring (ECM) systems in Supported Living settings <p>The full EqIA can be found here.</p>											
A&S27	<p>Increasing breadth of enablement offer¹ This is a continuation of the previous business planning initiative (A&S 27), to increase the number of these clients who receive enablement services and ensure that we are maximising the impact of our enablement offer (this is most likely to be older adults, people with a physical disability and people with mental health conditions). 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. The full EqIA can be found here.</p>	Positive	+	+	0	0	+	0	+	0	0	+ (Carers)

¹Enablement is a service that provides tailored short term rehabilitation support to meet a person’s identified goals, to improve skills and confidence in living independently in their own home and allow them to access their community

Budget Ref	Description of proposals	Overall Outcome of EQIA including mitigation	Age	Disability	Gender reassignment	Pregnancy and maternity	Race / Ethnicity	Religion or belief	Sex	Sexual orientation	Marital status	Other key groups
A&S32	Strength based reviews of people with mental health conditions Following completion of transformation work in mental health services, working with people who use care and support services to be more independent and where appropriate to 'step down' into less intensive forms of support. The full EqIA can be found here .	Positive	+	+	0	0	0	0	+	0	0	+ (Carers and people on low income).

Housing and Growth												
Budget Ref	Description of proposals	Overall Outcome of EQIA including mitigation	Age	Disability	Gender reassignment	Pregnancy and maternity	Race / Ethnicity	Religion or belief	Sex	Sexual orientation	Marital status	Other key groups
G&CS10	Acquisition of affordable housing from the open market: This is a continuation of the previous business planning initiative. 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	Positive impact	+	+	0	0	0	0	0	0	0	+

	investment of £1m, of which £0.25m is already committed. Provision of this affordable supply would result in increased temporary accommodation cost avoidance (the EqlA can be found here).												
G&CS4	Development of affordable housing supply This is a continuation of the previous business planning initiative. 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 EqlA can be found here).	Positive impact	+	+	o	o	o	o	o	o	o	o	+

7. Analysis of the cumulative equalities impact

For the 2022/23 budget there are six savings and income proposals for which EqlAs have been conducted and all are continuation of a previous business planning initiative. Overall, all six EqlAs have forecasted the outcome of a positive 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 positively 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

All six 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	Positive impact: Overall, this should have a positive impact on older adults' quality of life. 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	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 /

Table one: Age - Positive, negative impacts and mitigations		
Ref.	Impact	Mitigation
	levels of support / more independence-focussed support, overall, this should have a positive impact on people's quality of life.	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.
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>Adults of all ages may be impacted by this proposal, although based on the current demographic of adults with a learning disability in receipt of services, it is likely that this will affect a disproportionate number of 'working age' Adults. 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 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. .
A & S32 Strength based reviews of people with	<p>Positive impact: 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.</p>	Any negative impacts are minimised by our person-centred approach to social work, with assessments considering of people's goals and wishes.

Table one: Age - Positive, negative impacts and mitigations		
Ref.	Impact	Mitigation
mental health conditions	<p>There are more 'working age' than 'older adults' receiving Mental Health Services.</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.</p> <p>.</p>	
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

All six completed EqIAs 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
<p>A&S 21: Strength based reviews of Older Adults and people with Physical Disabilities</p>	<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.</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>
<p>A & S 22: Progression for people with a Learning Disability (formerly: 'Support for Working age adults')</p>	<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>While some service users may be less satisfied if they receive lower levels of support / more</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>

Table two: Disabilities - Positive, negative impacts and mitigations		
Ref.	Impact	Mitigation
	independence-focussed support, overall, this should have a positive impact on people's quality of life.	
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 & S32 Strength based reviews of people with mental health conditions	<p>Positive impact: Overall, this should have a positive impact on people with a disability quality of life. Whilst not all people in receipt of mental health services will be registered as disabled, we can assume that almost all have a "mental impairment that has a substantial and long-term adverse effect on [their] ability to carry out normal day-to-day activities". 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

Sex

Four out of the six EqIAs show a possible positive impact on sex, 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 sex and the mitigating actions where there is a possible negative impact.

Table three: Sex – 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 sex 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 /</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: Sex – Positive and negative impacts and Mitigations		
Ref.	Impact	Mitigation
	more independence-focussed support, overall, this should have a positive impact on people’s quality of life.	
A & S 22: Progression for people with a Learning Disability (formerly: ‘Support for Working age adults’)	<p>Positive impact: Overall, this should have a positive impact on both genders’ quality of life.</p> <p>Adults of both sex may be impacted by this proposal, however there is a greater proportion of males 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.
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 & S32 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>	Any negative impacts are minimised by our person-centred approach to social work, with assessments considering of people’s goals and wishes.

Table three: Sex – Positive and negative impacts and Mitigations		
Ref.	Impact	Mitigation
	<p>Adults of both genders may be impacted by this proposal, however there is a greater proportion of males in this cohort. Proportionately more males will be subject to regular</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 review and strengths-based provision of care.</p>	

Race /Ethnicity

One of the six EqIAs showed 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 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
<p>A & 27</p> <p>Increasing breadth of enablement offer</p>	<p>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>	<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</p>

Table Five: Race and ethnicity – Positive, negative impacts and mitigations		
Ref.	Impact	Mitigation
		home carers who understand their cultural background and are able if needed to speak their language if English is not their first language.

Other key groups

There are four other key identified groups that may experience positive impact from the 2022/23 saving and income proposals. These include Carers, people with a low income, and unemployed.

Further details are provided below:

Positive impact:

- A&S 21, Strength based reviews of Older Adults and people with Physical Disabilities: Carers, may experience a positive impact
- A&S 22, Progression for people with a Learning Disability: those Carers, unemployed, people on low income may experience a positive impact.
- A&S 27, Increasing breadth of enablement offer: Carers, may experience a positive impact.
- A&S 32 Strength based reviews of people with mental health conditions (A&S32): Carers and people on low income, may experience a positive impact

8. Results from the budget consultation

The council consulted on its 22/22 budget between 21 December 2021 and 1 February 2022. A total of 81 individuals responded to the Budget Consultation survey, with one written response 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.

9. Conclusions

For the 2022/23 budget, six saving / income proposals carried out EqlAs. Overall, all six EqlAs have forecasted an outcome of a positive 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 22/23 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 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 these proposals develop.