

## **Appendix H**

### **Business Planning 2023/24**

### **Cumulative Equalities Impact Assessment (CEqIA)**

**2023/24**

**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 2023/24 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 2023/2024, 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 £213million between 2010 and 2022 and protected frontline services as far as possible. However, with reduced funding and increases in the demand and cost of services, the next few years still present further challenges.

This year we've seen an unprecedented rise in the cost of living, impacting on everyone in Barnet. As everything is becoming more expensive, we also have higher costs. At the same time, demand for our services continues to grow. Our population is growing, people are generally living longer and the type of services that people need is changing. This comes at a time where we are still recovering from the financial costs of supporting and protecting our residents during the Covid pandemic. As a council, we have continued to respond flexibly to these challenges, working with our local partners to maintain support for those that need it most.

We have taken a leading role working with our health, education and voluntary sector partners and communities to help support our most vulnerable residents during the cost-of-living crisis.

The five-year Medium-Term Financial Strategy (MTFS) presented to [Policy & Resources Committee](#) in December 2022 showed that we faced an anticipated budget gap of just over £30million to 2026/27 (excluding money for schools and local housing). This included a budget gap of £1.7million for 2023/24.

Our approach to equality, diversity and inclusion is integral to everything including our MTFS, how we work with our residents and communities and the services we provide. Our commitment goes beyond complying with our statutory duties as laid out in the Equality Act 2010. We know that not everyone's experience is equal. Recognising that it is easier for some to access services and to take advantage of opportunities we know there is more we need to do to ensure that we care for people according to their individual needs and circumstances to address inequalities within our communities.

Our new [Draft Corporate Plan 2023 – 2026](#) will set out our priorities and ambitions for a borough where all residents can fulfil their potential and access the services they need in Barnet. Our aim is to tackle inequalities by proactively listening to and considering different perspectives in decision-making. We want to create a place where people feel they belong and where they are respected. As part of delivering this ambition we are refreshing our Equalities, Diversity and Inclusion Policy which was last updated in 2021. Despite these challenges we remain ambitious for the borough.

With people of many cultural backgrounds, faiths and life experiences living side by side, one of Barnet's biggest strengths is its richness of diversity. We want to create a place where people feel they belong, are respected, and accepted. Where we have fun together, share our cultures and build an understanding amongst one another.

## 5. Findings from previous year

The CEqIA for 2022/23 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 was 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 also identified some cumulative positive impacts. These were on older people, those with disabilities and gender being positively impacted by the proposed changes.

## 6. 2023/24 Savings Proposals with EqlAs

The table on the following page summarises the 2023/24 budget savings proposals which have EqlAs.

<b>Key:</b> <b>Positive +</b> <b>Major Negative - -</b> <b>Minor Impact -</b> <b>No Impact/ Neutral o</b> <b>Unknown u</b>
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### Summary of 2023/24 savings proposals which have EqlAs

Budget Ref	Description of saving	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
<b>Adults and Safeguarding Committee</b>												
A&S13	<p><b>Procurement of care and support at Atholl House Extra Care Housing Scheme in Burnt Oak:</b></p> <p>Extra Care development of fully integrated service for older people to rent, offering a wide range of services as an alternative to more expensive residential care.</p> <p>Proposed scheme of 50 units based with 50% high needs, 25% medium needs and 25% low needs. Saving is modelled on a 10K saving per person per year, based on the</p>	Positive	+	+	o	o	+	+	+	o	+	+
												(Carers, People with mental health issues, People on low income)

Budget Ref	Description of saving	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>difference between the costs of residential care and extra-care. Saving will be achieved if the scheme is targeted at those who would otherwise have their needs met by residential care.</p> <p>The full EqIA can be found <a href="#">here</a>.</p>											
A&S22	<p><b>Progression for people with a Learning Disability</b></p> <p>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.</p> <p>Working with people who use care and support services to be more independent and where appropriate to be supported with less intensive forms of support. This includes using more evidence-based approaches to commissioning placements and assistive technology to support adults in supported living settings.</p> <p>The full EqIA can be found <a href="#">here</a>.</p>	Positive	+	+	0	0	0	0	+	0	0	+ (Carers,)
A&S31	<p><b>Enhanced Prevention Offer:</b></p>	Positive	+	+	0	0	0	0	+	0	0	+ (Carers,)

Budget Ref	Description of saving	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>This saving is based on Prevention Co-coordinators 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.</p> <p>The full EqIA can be found <a href="#">here</a>.</p>											
A&S32	<p><b>Progression for people with a Mental Health support need</b></p> <p>This saving is based on the principle of 'progression', which is that each person with a Mental Health need has the potential to increase independence if they are given the appropriate care and support. Working with people who use care and support services to be more independent and where appropriate to be supported with less intensive forms of support. This includes using more evidence-based approaches to commissioning placements.</p> <p>The full EqIA can be found <a href="#">here</a>.</p>	Positive	+	+	0	0	0	0	+	0	0	+ (Carers).
A&S35	<p><b>Adult Social Care Debt Project</b></p> <p>The work of the debt project will support residents to increase recovery rates, including through default direct debit set up to make payment easier.</p>	Minor negative	-	-	0	0	0	0	+	0	0	0



Budget Ref	Description of saving	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>Provisions of a legal framework for ALL debt recovery already exist under the Council Debt Management Policy, to enable legal enforcement (where necessary and appropriate) to recover debts.</p> <p>This proposal is for a high-level Policy statement for how adults social care debt will be pursued, ensuring staff and customers are clear how LBB take a fair and firm approach to the recovery of the monies owed to the council for the provisions of adult's social care debt services. This policy sets out to formalise best practice and includes guidance to ensure that we have a transparent, consistent, and proportionate approach to recovery of monies owed to the council. Taking into consideration the vulnerability of the customers and not causing any undue hardship because of any recovery actions.</p> <p>Implementing the policy will mitigate the risk of non-recovery of current and new adults social care debt by ensuring there is a common understanding of our approach to debt collection.</p> <p>The full EqIA can be found <a href="#">here</a>.</p>											
A&S38	<b>Employment and day opportunities</b>	Positive	+	+	0	0	+	0	+	0	0	+ (Carers).

Budget Ref	Description of saving	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>A new Council wide carved employment scheme to provide a useful step on the work undertaken by BOOST. Promotes independence and reduces need for more traditional day services and their associated costs. DEPENDENCY – Creation of a council wide carved employment scheme which provides 15 job opportunities over first two years. We are ambitious about this and want to bring this to the Barnet Partnership Board to roll out across partnership organisations.</p> <p>This is a cost avoidance saving based on lower use of day services as a result of employment.</p> <p>The full EqIA can be found <a href="#">here</a>.</p>											
A&S39	<p><b>Increased joint working with housing to increase access to social housing.</b></p> <p>Increased joint working with housing to increase access to settled social housing tenancies for adults who require care and support. This is a cost avoidance saving.</p> <p>The aim would be to support more people to continue to live independently in their own accommodation, preventing breakdown of Private Rented Sector Tenancies related to periods of time spent away from the property due to care and support needs.</p>	Positive	0	+	0	0	+	+	+	0	0	+ (Carers).

Budget Ref	Description of saving	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
	The full EqIA can be found <a href="#">here</a>											

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
H&GS8	<p><b>Development of affordable housing supply</b></p> <p>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.</p> <p>The full EqIA can be found <a href="#">here</a>.</p>	Positive impact	+	+	0	0	0	0	0	0	0	0

All Fees & Charges												
	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
All Fees and charges	<p><b>All Fees and Charges</b> This EqIA has been conducted on a proposed increase to fees and charges (F&amp;C) from January 2023. This EqIA covers all relevant fees and charges for all services apart from Leisure Services. There is a separate EqIA for Leisure services fees and charges which is included in the table below.</p> <p>Fees and charges are reviewed on an annual basis to ensure that the costs of chargeable services are covered, and the council is achieving value for money.</p>	Minor Negative impact	-	--	0	-	0	-	0	0	-	- (Lone parents)

<p>All fees and charges should be full cost recovery where the legislative framework allows with:</p> <ul style="list-style-type: none"> <li>• consideration being given to how the fees and charges increases will be prioritised.</li> <li>• noting that some are driven by inflation so should be increased by the August inflation rate (Consumer Price Index (CPI) at around 10.1%.</li> <li>• noting that others are driven by demand, statutory prescription, and other factors; and</li> <li>• consideration being given to consultation/ Equalities Impact Assessment (EQIA) requirements.</li> </ul> <p>Fees and Charges have been reviewed by theme committee:</p> <p><u>Adults &amp; Safeguarding Committee</u></p> <p>The Fees and Charges for Adult Social Care have been frozen at 2022/23 levels where practically possible, if at the discretion of the Committee. One fee has increased and this was partially set by statute and any discretion the council had to increase it was kept to a minimum of . an increase of 2.61%. As such there is not deemed to be any negative impacts across all characteristics.</p>											
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	<p>The Fees and Charges for Leisure Services have been subject to a full EQIA owing to the fee changes and this is appended to the report.</p> <p><u>Children, Education &amp; Safeguarding Committee</u></p> <p>The fees and charges for Family Resource centre are charged to external clients who need a supervised contact service i.e. other local authorities with CIC placed in our area and families going through private law proceedings. There is not deemed to be any negative impacts on individual residents across all characteristics.</p> <p>The fees for 0-19 traded services are increasing by 6%, so below inflation (10.1%)</p> <p>Early Help 0-19 Children’s Centres has an impact, and this is detailed within this document.</p> <p><u>Community Leadership and Libraries Committee</u></p> <p>Fees and charges for registrars; where prescribed by statute have remained at the same level as 2022/23, discretionary charges have increased by CPI. There would be an impact on those wanting to get married which may include certain religious groups.</p> <p>Library fees are to increase by a mixture of inflation (10.1%), market competitive prices, those directly</p>											
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<p>set by the British library, or no change from 2022/23. The fees which are increasing by inflation are for advertising within the library. The majority of fees which impact upon an individual have no change from 2022/23 as such there is not deemed to be any negative impacts across all characteristics.</p> <p><u>Environment and Climate Change Committee</u></p> <p>There is an impact within parking fees and charges, and this is detailed in this document.</p> <p>For Greenspaces there is an impact on age and this is detailed in this document.</p> <p>Street Scene have an average proposed increase of 4%, there is not deemed to be any negative impacts across all characteristics.</p> <p>Street Lighting (advertising), EV Charging: no impact is expected on any protected characteristic.</p> <p>Cemetery and Crematorium: There is an impact and this is detailed in this document.</p> <p>Highways: no impact is expected on any protected characteristic.</p> <p>Trading Standards and Licensing: no impact is expected on any protected characteristic.</p> <p>Environmental Health: no impact is expected on any protected characteristic.</p> <p><u>Housing and Growth Committee</u></p>											
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	<p>Hendon Town Hall/Colindale Office: no impact is expected on any protected characteristic. This change to a more flexible booking may have a positive impact on those wishing to book rooms for a shorter time saving them money on a day or half days booking.</p> <p>Land Charges: no impact is expected on any protected characteristic.</p> <p>Strategic Planning and Regeneration: no impact is expected on any protected characteristic.</p> <p>Private Sector Housing: no impact is expected on any protected characteristic.</p> <p><u>Policy and Resources Committee</u></p> <p>Planning: no impact is expected on any protected characteristic.</p> <p>Building Control: no impact is expected on any protected characteristic.</p> <p>Electoral register: no impact is expected on any protected characteristic.</p> <p>The full EqIA can be found <a href="#">here</a>.</p>											
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	Description of proposals	Overall Outcome of EQIA	Age	Disability	Gender	Pregnancy and	Race / Ethnicity	Religion or belief	Sex	Sexual orientation	Marital status	Other key groups
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		including mitigation										
Leisure Services Fees and charges	<p>An EqIA has been conducted on a proposed increase to leisure pay and play fees and charges (F&amp;C) from January 2023. This is an exercise that is conducted annually in partnership with GLL (London Borough of Barnet's contracted leisure operator), which is ratified by Policy and Resources Committee and subsequently approved by the Adults &amp; Safeguarding Committee.</p> <p>This F&amp;C review has been based on a maximum percentage increase of up to 10.1% (CPI July 2022). Establishing a maximum percentage increase provides flexibility for pricing points to be increased within a range - averaged at 6.6% - 10.1% within the appended F&amp;C 2023 spreadsheet. This subsequently safeguards and supports continued access to leisure provision for residents, especially those from protected characteristic groups.</p> <p>The Fit &amp; Active Barnet (FAB) Card provides discounts to leisure-based activities in the borough, and these are further enhanced for residents who meet the concessionary criteria e.g., older people (55+), full time students, those in receipt of benefits, disabled, carers (including foster), looked after children and young people, and those who are care experienced.</p> <p>It is proposed that casual swimming is increased by 10.1%. The rationale for this is a result of increased energy prices and subsequent operational costs to operate pools across the boroughs leisure portfolio (with an estimated subsidy of c.£5.54 per head). It is</p>	Minor Negative impact	-	-	0	-	-	0	0	0	0	0

<p>further proposed that racket sports and hire of a sports hall, pitch and multi-use games area are also increased up to 10.1%. These facilities are typically used by two to 14 players (activity dependant), therefore an increase of up to 10.1% will subsequently result in a share of any price inflation, thus keeping access to leisure services affordable.</p> <p>Any resulting negative impact in price increases will be alleviated by discounts related to the FAB Card (as detailed above).</p> <p>To further mitigate any negative cost impact, monthly (direct debit) membership options are available across leisure facilities operated by GLL which offer value for money for regular leisure centre use. This is in addition to GLL delivering subsidised/free health and community-based activities that are accessible to Barnet residents.</p> <p>The Full EqIA can be found <a href="#">here</a>.</p>											
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## 7. Analysis of the cumulative equalities impact

For the 2023/24 budget there are ten savings and income proposals for which EqlAs have been conducted; three of these are continuation of a previous business planning initiative. Overall, seven EqlAs have forecasted the outcome of a positive impact and three are forecast to give a minor negative impact.

It is anticipated that there could be cumulative equalities impact on three protected characteristics -age, disability, and pregnancy and maternity leave -this due to accumulation of impact on these groups in terms the Fees and Charges EqlAs and the Adult Social Care Debt Project. However, there are some cumulative positive impacts. Alongside the protected characteristics carers may be positively impacted have been identified.

Further details on 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 ten 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.

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

- the introduction to the of the Adults Social Dare Debt Recovery Policy
- the impact of increasing Fees and Charges and the possible impact on dependants (children and young people)' when increasing Fees and charges in Children Centres and Green Spaces sports facilities in our parks, and older resident in on older residents in terms of increase of fees and charges in Cemeteries and Crematoriums with increases fees
- the impact of increasing Leisure Services Fees and Charges on different age groups, specifically dependents (children and young people) and older people with limited income/pensioners.

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 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
<p>A&amp;S 13:  <a href="#">Procurement of care and support at Atholl House Extra Care Housing Scheme in Burnt Oak</a></p>	<p><b>Positive impact:</b> Overall, this should have a positive impact on older adults' quality of life.</p> <p>The majority of scheme residents will be older people (a significant proportion of whom will have dementia). For this age group, the scheme will have a significant positive impact in that it will:</p> <ul style="list-style-type: none"> <li>• maximise choice, offering an independent living option which is alternative to residential care</li> <li>• maximise independence, with residents being able to live in their own home, experience reduced social isolation and increased wellbeing.</li> <li>• provide a home for life, with flexibility in care and support to meet changing need.</li> <li>• enable couples to remain living together, whereas this can be difficult in residential care.</li> </ul>	<p>None required</p>
<p>A&amp;S 22:  <a href="#">Progression for people with a Learning Disability</a></p>	<p><b>Positive impact:</b> Overall, this should have a positive impact on 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 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 initially 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 will be 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. Any negative impacts are minimised by our person-centred approach to</p>

Table one: Age - Positive, negative impacts and mitigations		
Ref.	Impact	Mitigation
		social work, with assessments considering of people's goals and wishes.
A&S 31: <a href="#">Enhanced Prevention Offer</a>	<p><b>Positive impact:</b> Overall, this should have a positive impact on adults 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-focused support, overall, this should have a positive impact on people's quality of life.</p>	Any negative impacts will be minimised by our person-centred approach to social work, with assessments considering of people's goals and wishes. .
A&S32 <a href="#">Progression for people with a Mental Health support</a>	<p><b>Positive impact:</b> Overall, this should have a positive impact on 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. There are more</p>	Any negative impacts will be 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
	<p>'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>	
<p>A&amp;S35  <a href="#">Adult Social Care Debt Recovery</a></p>	<p><b>Minor Negative Impact:</b> Overall Adults of all ages may have some 'minor' impact by this proposal, although based on the current demographic of adults, it is likely that this will affect a disproportionate number of '65+' Adults. This is not expected to have a negative impact on service delivery but may impact on customer satisfaction.</p> <p>Older adults, particularly frail people receiving care services can find financial transactions and communication confusing and may not act on them appropriately, causing potential financial difficulties. Older adults sometimes have a legal representative (POA/LPOA, Appointee ship / Deputyship) or unofficial person helping them manage their financial affairs.</p> <p>The Care Act 2014, set out how LA can charge for the cost incurred in meeting social care and support needs. It sets out a framework when not to make a charge and that a financial assessment of the person's resources must be undertaken to determine what they can afford to contribute towards the cost of their care. It sets out the</p>	<p>Evidence has shown that the main reason why older adults have ended up in debt, was not because of their vulnerability or their ability/affordability to pay, but because their financial representative had chosen not to pay. This policy goes some way to mitigate against this risk. Where a representative fails to make three consecutive payments, the invoice would be readdressed back to the service user and an officer will make contact to establish the best way forward. This will include, where necessary a Mental Capacity Assessment and exploration of other formal route to managing service user's financial affair.</p>

Table one: Age - Positive, negative impacts and mitigations		
Ref.	Impact	Mitigation
	detail with regards to financial assessments and how to calculate what a person can afford.	
A&S38 <a href="#">Employment and Day Opportunities</a>	<p><b>Positive impact:</b> All adults of working age accessing services will have the opportunity to benefit from the proposal as it aims to provide new day services and employment opportunities for this group.</p> <p>Young adults Feedback from young adults and their families have identified that younger adults would like to be able to do activities and develop networks with people of a similar age. Person-centred services will enable younger adults to better tailor their support to meet their specific needs. Young adults (aged 18-25 years) who may have either low needs or very complex needs will benefit from having a menu of person-centred options to support them to progress to greater independence by: developing their skills and confidence; supporting them to access education and employment; developing their social networks and supporting them to be an active part of their local community.</p>	<p>To mitigate any negative impact the council has consulted and worked with autistic people to identify the types of roles young people would like to access and are now working to identify job roles across Education, Health, Care and the Voluntary Sector and supporting employers with training and advice. We have also worked with autistic adults to identify challenges they may face in entering or staying in employment, they want face to face local holistic support covering employment, welfare rights and housing and we are working with to address some of these challenges through increased awareness of duties under equalities legislation to make reasonable adjustments. This dialogue is ongoing and helping to shape our commissioning plan for employment and day opportunities.</p> <p>Bright Futures includes an employment service and works alongside the Autism Advisors service funded by NHS North Central London ICB</p>
H&G8: <a href="#">Acquisition of affordable housing from the open market</a>	<p><b>Positive Impact:</b> This proposal will have a positive impact on older residents.</p> <p>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

Table one: Age - Positive, negative impacts and mitigations		
Ref.	Impact	Mitigation
<a href="#">All Fees and charges</a> excluding Leisure Services	<p><b>Minor negative impact:</b></p> <p><u>Children’s Centres</u></p> <p>There may be a minor impact to age groups, specifically dependents (children and young people). The increase is 6%, which is below inflation. There is a holiday activity fund in place to support vulnerable families.</p> <p><u>Greenspaces</u></p> <p>There is an increase on fees and charges in relation to sport e.g. football, cricket. This is deemed to have a negative impact on younger age groups. However, the increase is below inflation and capped at 3.5%.</p> <p><u>Cemeteries and Crematoriums</u></p> <p>There is likely to be an impact on older age groups.</p>	<p>The council has recently launched the Barnet Resident Support Fund, where residents can apply for financial support to help with the rising cost of living.</p> <p>To help mitigate any negative impact individual services will also monitor any impact on service users.</p>
<a href="#">Leisure Services Fees and charges</a>	<p><b>Minor negative impact</b></p> <p>An increase in fees and charges may have a minor impact to age groups, specifically dependents (children and young people) and older people with limited income/pensioners</p>	<p>Applying a variable increase to pricing points provides the flexibility to reduce the negative impact to age groups where cost may be a barrier to participation.</p> <p>The FAB Card is a free membership available to all residents that provides discounts on base prices for adults, juniors, and <a href="#">concessions</a>.</p> <p>Free swimming is available for U8’s and £1 swimming for 8 – 15-year-olds (Mon – Sat during public swim sessions). U5’s swim for free. Carers (including foster carers), children and young people that are looked after, and those that are care experienced have access to free swimming at all times during public swim sessions.</p>



## Disabilities

Seven out of the ten EqlAs completed show a positive impact on people with disabilities, details of which can be found in Table two below.

Three out of the ten EqlAs completed showed a possible a minor negative impact people with disabilities, these are relating to:

- the introduction to the of the Adults Social Dare Debt Recovery Policy
- increasing Fees and Charges in parking
- increasing Leisure Services Fees and Charges.

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&S 13: <a href="#">Procurement of care and support at Atholl House Extra Care Housing Scheme in Burnt Oak</a>	<p><b>Positive impact:</b> The scheme is designed for older people with various health conditions and frailty, and for younger adults with disabilities (for whom living in an older people setting would be appropriate).</p> <p>The whole scheme is fully accessible to wheelchair users with:</p> <ul style="list-style-type: none"> <li>• 100% wet-room bathrooms with shower only</li> <li>• two lifts to facilitate emergency exit</li> <li>• strengthened ceilings in bedrooms for hoists as required</li> <li>• other facilities compliant with lifetime homes.</li> </ul>	None required

Table two: Disabilities - Positive, negative impacts and mitigations		
Ref.	Impact	Mitigation
	<p>There are a number of flats that have been specifically allocated for wheelchair users. The flats allocated for wheelchair users will have kitchens that allow for the surfaces to be lowered and raised, plug sockets at a height appropriate for wheelchair users and hallway space for electronic wheel chairs to be charged.</p> <p>For disabled people, the scheme will have significant positive impact in that it will:</p> <ul style="list-style-type: none"> <li>• maximise choice, offering an independent living option which is alternative to residential care</li> <li>• maximise independence, with residents being able to live in their own home, experience reduced social isolation and increased wellbeing.</li> <li>• provide a home for life, with flexibility in care and support to meet changing need.</li> <li>• enable couples to remain living together, whereas this can be difficult in residential care.</li> </ul>	
<p>A&amp;S 22:  <a href="#">Progression for people with a Learning Disability</a></p>	<p><b>Positive impact:</b> 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 impacted by this proposal will have some form of disability. While some service users may be initially less satisfied if they receive lower levels of support / more independence-focussed</p>	<p>Any negative impacts will be 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 discussion 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</p>

<b>Table two: Disabilities - Positive, negative impacts and mitigations</b>		
<b>Ref.</b>	<b>Impact</b>	<b>Mitigation</b>
	support, overall, this should have a positive impact on people's quality of life.	will consider social needs and identify other ways in which these needs can be met
A&S 31: <a href="#">Enhanced Prevention Offer</a>	<p><b>Positive impact:</b> Overall, this should have a positive impact on people with a disability quality of life.</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 will be minimised by our person-centred approach to social work, with assessments considering of people's goals and wishes. one required
A & S32 <a href="#">Progression for people with a Mental Health support</a>	<p><b>Positive impact:</b> 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 will be minimised by our person-centred approach to social work, with assessments considering of people's goals and wishes

<p>A&amp;S35 <a href="#">Adult Social Care Debt Recovery</a></p>	<p><b>Minor Negative Impact:</b> Not expected to have a negative impact on service delivery but may impact on customer satisfaction.</p> <p>Many disability groups may be disproportionately affected as they do not have access to and use of bank account making it harder for them to manage their money effectively. Similarly, some disabilities may lead to general difficulties in managing financial affairs and/or in understanding financial transactions and communication. Those with hearing or visual impairment may also have other requirements.</p> <p>It is the Care Act 2014, that sets out how LA can charge for the cost incurred in meeting social care and support needs. It sets out a framework when not to make a charge and that a financial assessment of the person's resources must be undertaken to determine what they can afford to contribute towards the cost of their care. It sets out the detail with regards to financial assessments and how to calculate what a person can afford.</p>	<p>The council have evidence that highlights the main reason why adults with some disabilities have ended up in debt, was not because of their vulnerability or their ability/affordability to pay, but rather their financial representative had chosen not to pay.</p> <p>This policy goes some way to mitigate against this risk. Where a representative fails to make three consecutive payments, the invoice would be readdressed back to the service user and an officer will make contact to establish the best way forward. This will include, where necessary an MCA and exploration of other formal route to managing service user's financial affair.</p> <p>As part of the ASC debt recovery Policy, we have set out an MDT Panel that looks at individual cases, and the ability and personal circumstances of everyone to pay. Each service user will have their case individually reviewed and decision made based on ALL evidence available.</p>
<p>A&amp;S38 <a href="#">Employment and Day Opportunities</a></p>	<p><b>Positive Impact:</b> The proposal will have a positive impact on disabled people: People with learning disabilities will benefit from having a range of person-centred options that will enable them to have greater choice about how they spend their day. They will benefit from there being a tailored and bespoke carved employment offer that will support their skills and knowledge, enabling them to increase their independence, support them to have an active role in the community, support</p>	<p>None required</p>

	<p>them to access training and volunteering opportunities and to retain employment</p> <p>People with learning disabilities will benefit from having employment support through close work with employers to carve out identify sustainable employment opportunities.</p> <p>People with profound and multiple learning and physical disabilities (PMLD) who also have additional complex needs could benefit from having specialist skilled support to support their physical and emotional wellbeing, to give them greater choice in how they spend their day, enabling them to access the community. They will benefit from being supported by providers who are experienced in using assistive technology and sensory programmes to improve outcomes for people with complex needs. There will be learning (PMLD)</p> <p>Autism People with autism will benefit from having providers that have the skills and knowledge to enable them to increase their independence, support them to have an active role in the community and to gain employment, training or volunteering opportunities.</p> <p>Physical disability and sensory impairment People with physical disabilities and will benefit from having providers that have the skills and knowledge to enable them to increase their independence, support their physical and emotional wellbeing, support them to remain well and to have an active</p>	
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	<p>role in the community and to gain employment, training or volunteering opportunities.</p> <p>Mental health Adults with severe and enduring mental illness face considerable social exclusion. This is evidenced through high rates of unemployment, social isolation, poorer physical health and insecure housing arrangement.</p> <p>Retaining employment, securing a job, managing debt and having a secure home are key parts of recovery for adults with mental health conditions.<sup>1</sup> However, employment rates for individuals with mental health</p> <p>People with mental health conditions who require a period of additional support beyond the mainstream offer and the enablement offer provided by the mental health social care teams, will benefit from having access to intensive employment support services that can respond to people’s individual needs and supported them to gain or retain employment.</p>	
<p>A&amp;S39 <a href="#">Increased joint working with housing to increase access to social housing</a></p>	<p><b>Positive Impact:</b> The proposal will have a positive impact on disabled people, who are more likely to access care and support services than the non-disabled population. Disabled people are also at greater risk of homelessness.</p> <p>Greater opportunities to access housing tenancies will give people more options to live independently.</p>	<p>None required</p>

	People with learning disabilities are more likely to be living independently in Barnet compared to the national and regional averages, however there are still opportunities to support more people to do so.	
H&G8: <a href="#">Acquisition of affordable housing from the open market</a>	<b>Positive Impact:</b> The proposal will have a positive impact on disabled people, wWith 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
<a href="#">All Fees and charges</a> excluding Leisure Services	<b>Minor negative impact:</b>  <u>Parking</u>  There may be a minor impact to people with a disability and/or long-term health conditions, especially those on low income/in receipt of benefits. This is mitigated by subsidised or free parking for blue badge holders.	The Council has recently launched the Barnet Resident Support Fund, where residents can apply for financial support to help with the rising cost of living.  To help mitigate any negative impact individual services will also monitor any impact on service users.
Leisure Services Fees and charges	<b>Minor negative impact</b> An increase fees and charges may have a minor impact to people with a disability and/or long-term health conditions, especially those on low income/in receipt of benefits.	Applying a variable increase to pricing points provides the flexibility to reduce the negative impact to people with a disability and/or long-term health condition where cost may be a barrier to participation.  The FAB Card is a free membership available to all residents that provides discounts on base prices for adults, juniors, and <a href="#">concessions</a> .

## Marriage and Civil Partnership

One out of the ten EqlAs completed showed a possible minor negative impact on Marriage and Civil Partnership due to the terms of the increased charges in registrars and the possible negative impact this may have on people who want to get married.

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: Marriage and Civil Partnership – Positive and negative impacts and mitigations		
Ref.	Impact	Mitigation
<a href="#">All Fees and charges</a> excluding Leisure Services	<b>Minor negative impact:</b>  <u>Registrars</u> There may be a minor negative impact on people wanting to get married.	The Council has recently launched the Barnet Resident Support Fund, where residents can apply for financial support to help with the rising cost of living.  To help mitigate any negative impact individual services will also monitor any impact on service users.

## Pregnancy and maternity leave

Two out of the ten EqlAs completed showed a possible minor negative impact on people who are Pregnancy and maternity leave due to increased Fees and charges in parking Leisure services. The impacts have been thoroughly considered and the following mitigations have been identified.

Table four below illustrates the impacts on Pregnancy and maternity leave and the mitigating actions where there is a possible negative impact.

Table four: Pregnancy and maternity leave – Positive and negative impacts and mitigations		
Ref.	Impact	Mitigation
<a href="#">All Fees and charges</a> excluding Leisure Services	<b>Minor negative impact:</b>  <u>Parking</u> May have an adverse disproportionate effect people who are Pregnant or on maternity leave, ability to use alternatives methods of transport is hampered.	The council has recently launched the Barnet Resident Support Fund, where residents can apply for financial support to help with the rising cost of living.



Table four: Pregnancy and maternity leave – Positive and negative impacts and mitigations		
Ref.	Impact	Mitigation
		To help mitigate any negative impact individual services will also monitor any impact on service users.
Leisure Services Fees and charges	<b>Minor negative impact</b> An increase fees and charges may have a minor impact to people who are pregnant or on maternity leave.	The FAB Card is a free membership available to all residents that provides discounts on base prices for adults, juniors, and <a href="#">concessions</a> .

### Race /Ethnicity

Three out of the ten EqlAs completed show a positive impact on Race /Ethnicity, details of which can be found in Table five below.

One out of the ten EqlAs completed showed a possible a minor negative impact, this was in relation to the impact of increasing Leisure Services Fees and Charges.

The impact has 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 five below 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&S 13: <a href="#">Procurement of care and support at Atholl House Extra Care Housing</a>	<b>Positive impact:</b> The service specification will require personalised care and support to be provided in a culturally appropriately manner to meet the needs of Barnet’s diverse communities.	None required

Table Five: Race and ethnicity – Positive, negative impacts and mitigations		
Ref.	Impact	Mitigation
<a href="#">Scheme in Burnt Oak</a>	People of all ethnic groups will be admitted to the scheme, and this will be reflected in the allocations policy. Places will be allocated on the basis of need, and not on the basis of race / ethnicity.	
A&S38 <a href="#">Employment and Day Opportunities</a>	<p><b>Positive impact:</b> Adults of all racial and ethnic background may be impacted by this proposal and based on current demographics of service users compared to the overall makeup of the Barnet population, no disproportionate impact is expected.</p> <p>The proposal supports the council’s Equalities, Diversity and Inclusion principle of an inclusive and cohesive borough and the development of inclusive communities</p>	<p>Negative impacts will be minimised by our person-centred approach to social work, with assessments considering people’s goals and wishes.</p> <p>Person centred support plans will also enable service users to specify any specific support requirements they need to enable them to meet cultural needs.</p>
A&S39 <a href="#">Increased joint working with housing to increase access to social housing</a>	<p><b>Positive Impact:</b></p> <p>Adults of all racial and ethnic background may be impacted by this proposal and based on current demographics of service users compared to the overall makeup of the Barnet population, no disproportionate impact is expected.</p>	<p>Any negative impacts will be are minimised by our person-centred approach to social work, with assessments considering people’s goals and wishes.</p> <p>Person centred support plans will also enable service users to specify any specific support requirements they need to enable them to meet cultural needs.</p>
<a href="#">Leisure Services Fees and charges</a>	<p><b>Minor negative impact:</b></p> <p>An increase in fees and charges may have a minor impact to Black, Asian, and Minority Ethnic residents, specifically if from LESG.</p>	<p>Applying a variable increase to pricing points provides the flexibility to reduce the negative impact to Black, Asian, and Minority Ethnic groups where cost may be a barrier to participation.</p> <p>The FAB Card is a free membership available to all residents that provides discounts on base prices for adults, juniors, and <a href="#">concessions</a>.</p>

## Religion or belief

Two out of the ten EqIAs completed show a positive impact on Religion or belief, details of which can be found in Table six below.

One out of the ten EqIAs completed showed a possible a minor negative impact, this was in relation to the impact of increasing Fees and Charges in Registrars that could impact on those wanting to get married which may include certain religious groups.

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

<b>Table Six: Religion or belief – Positive, negative impacts and mitigations</b>		
<b>Ref.</b>	<b>Impact</b>	<b>Mitigation</b>
<p>A&amp;S 13:  <a href="#">Procurement of care and support at Atholl House Extra Care Housing Scheme in Burnt Oak</a></p>	<p><b>Positive impact:</b> The service specification will require personalised care and support to be delivered in a culturally sensitive way, taking into account each resident’s religion or belief.</p> <p>People of all faiths or none will be admitted to the scheme, and this will be reflected in the allocations policy. Places will be allocated on the basis of need, and not on the basis of religion or belief.</p> <p>It is not possible to determine the proportion of people of different religions / beliefs that will enter the scheme.</p>	<p>None required</p>
<p>A&amp;S39  <a href="#">Increased joint working with housing to increase access</a></p>	<p><b>Positive impact:</b> 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,</p>	<p>While some service users may be less satisfied if they receive lower levels of support / more independence-focused support, Negative impacts are minimised by our person-centred approach to social work, with assessments considering of people’s goals and wishes.</p>

<b>Table Six: Religion or belief – Positive, negative impacts and mitigations</b>		
<b>Ref.</b>	<b>Impact</b>	<b>Mitigation</b>
<a href="#">to social housing</a>	White ethnicity service users are in majority and will be proportionately impacted.	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.
<a href="#">All Fees and charges</a> excluding Leisure Services	<b>Minor negative impact:</b> <u>Registrars</u> There would be an impact on those wanting to get married which may include certain religious groups.	The Council has recently launched the Barnet Resident Support Fund, where residents can apply for financial support to help with the rising cost of living.  To help mitigate any negative impact individual services will also monitor any impact on service users.

## Sex

Fiver out of the ten EqIAs show a possible positive impact on sex, details of which can be found in Table seven. Three below. There were no negative impacts on sex. The impacts have been thoroughly considered and the following mitigations have been identified.

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

Table seven: Sex – Positive and negative impacts and mitigations		
Ref.	Impact	Mitigation
A&S 13: <a href="#">Procurement of care and support at Atholl House Extra Care Housing Scheme in Burnt Oak</a>	<p><b>Positive impact:</b> The scheme will have positive impact on all potential residents regardless of sex.</p> <p>Due to the higher proportion of women among Barnet’s older people population, it is likely that there will be a slightly higher proportion of women than men living in the scheme due to the following factors:</p> <ul style="list-style-type: none"> <li>• There are more women than men in the older population in Barnet.</li> <li>• As age increases, the ratio of women to men in the Barnet population increases, and dementia becomes more common with age.</li> <li>• More women than men are affected by health issues and therefore are more likely to have care needs.</li> <li>• Women are more likely to develop dementia than men. This is mostly because women tend to live longer than men and as dementia becomes more common with age, more women develop the condition.</li> </ul>	None required
A & S 22: <a href="#">Progression for people with a Learning Disability (formerly: ‘Support for Working age adults’</a>	<p><b>Positive impact:</b> Overall, this should have a positive impact on both sexes’ quality of life.</p> <p>Adults of both sexes 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.

Table seven: Sex – Positive and negative impacts and mitigations		
Ref.	Impact	Mitigation
A&S 31: <a href="#">Enhanced Prevention Offer</a>	<p><b>Positive impact:</b> Overall, this should have a positive impact on both sexes' quality of life and levels of independence.</p> <p>Adults of both sexes 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 <a href="#">Progression for people with a Mental Health support</a>	<p><b>Positive impact:</b> Overall, this should have a positive impact on both sexes' quality of life.</p> <p>Adults of both sexes 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>	Any negative impacts are minimised by our person-centred approach to social work, with assessments considering of people's goals and wishes.
A&S35 <a href="#">Adult Social Care Debt Recovery</a>	<p><b>Positive impact:</b> Adults of both sexes may be impacted by this proposal, however there is a greater proportion of female in this cohort. This proposal will not have a negative impact on service delivery for this group but may impact on customer satisfaction.</p>	None required

Table seven: Sex – Positive and negative impacts and mitigations		
Ref.	Impact	Mitigation
A&S38 <a href="#">Employment and Day Opportunities</a>	<b>Positive impact:</b> The scheme will have positive impact on all potential residents regardless of sex.	None required
A&S39 <a href="#">Increased joint working with housing to increase access to social housing</a>	<b>Positive impact:</b> The scheme will have positive impact on all potential residents regardless of sex.	None required

### Other key groups

There are four other key identified groups that may experience positive impact from the 2023/24 saving and income proposals. These include Carers, people with a low income, and unemployed.

Further details are provided below:

#### Positive impact:

- A&S 13, Procurement of care and support at Atholl House Extra Care Housing Scheme in Burnt Oak: Carers, People with mental health issues, and people on low income may experience a positive impact
- A&S 22, Progression for people with a Learning Disability: Carers may experience a positive impact.
- A&S 31, Enhanced Prevention Offer: Carers, may experience a positive impact.
- A&S 32, Progression for people with a Mental Health support need:
- A&S 38, Employment and day opportunities: Carers, may experience a positive impact
- A&S 39, Increased joint working with housing to increase access to social housing, Carers, may experience a positive impact.
- A&S 39, Increased joint working with housing to increase access to social housing, Carers, may experience a positive impact.

#### Negative impact

- All Fees and Charges, lone parents, residents who are unemployed or on benefits may experience a minor negative impact.

## 8. Results from the budget consultation

The council consulted on its 23/24 budget between 23 December 2022 and 4 February 2023. A total of 140 individuals responded to the Budget Consultation survey, and one written e mail was received.

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

## 9. Conclusions

For the 2023/24 budget, ten saving / income proposals carried out EqlAs. Overall, seven EqlAs have forecasted the outcome of an outcome of positive impact and three are forecast to give a minor negative impact.

Analysis of the cumulative effect of these EqlAs on residents has been summarised below:

- Overall, it has been identified that there may be some cumulative negative impact on older residents, younger residents, and dependents (children and young people), disabled residents, and residents who are pregnant who are on maternity leave.
- In addition to those with protected characteristics, the following groups may be negatively impacted by the 23/24 budget: lone parents, and residents who are unemployed or on benefits.
- It has also identified some cumulative positive impacts. These were on older people, those with disabilities and sex 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.