

Summary of Budget Proposals 2021-22 Cumulative Equality Impact Assessment

1. **Purpose of the Council Budget Proposals 2021-22**

The proposals made within the proposed Council budget for 2021-22 have been prepared to support the Bradford District for recovery from the social and economic impacts of COVID by:

* supporting people who are struggling to acquire new skills and get jobs,
* helping children catch up on what they have missed through schools being closed
* promoting social and economic participation
* providing investment to sustain vital Council services in the face of increasing demand.

Alongside progress against the investments made in this year’s budget the intention is to build a sustainable, green and inclusive future and a capital programme designed to secure the transformation of our city and town centres, the plan will help to position the District as a place of opportunity for investment with a diverse and growing economy in which culture plays a central role.

1. **Cumulative disproportionate negative impacts of the proposals on shared protected characteristics**

The cumulative negative impact of the proposals for which equality impact assessed have had to be prepared has been assessed as low across all protected characteristics. Where impacts have been identified, mitigation has also been identified that could reduce or remove those impacts.

The highest cumulative disproportionate impact has been identified against those people who share the local protected characteristic of ‘low income’, scoring three across ‘low impacts’ and one against ‘high’ impact.

An increase in Council Tax and the levying of a Social Care Precept will result in higher Council Tax bills for all residents who pay Council Tax. However, whilst this was assessed to have a medium/low impact on residents on low income, the mitigation available to offset this is the Council Tax Discount Scheme that people on low income can apply to for help in paying their Council Tax.

The Skills House proposal identified that those on low income might be negatively impacted through the scheme not reaching or being able to fully engage all those on low income who could benefit from support around their employment. Mitigations have been identified that would reduce this risk.

The removal of the Vacant post - delete vacant Housing Technician post was assessed as having a low negative impact across all the protected characteristics except ‘low income’ where it was considered the impact would be high. The migration suggested is the removal of the proposal.

1. **Positive impacts of the proposals**

The number of positive impacts identified against the proposals outweigh the negative impacts identified across each protected characteristics.

The positives identified have been cited in the equality impact assessments undertaken against individual proposals that required an equality impact assessment.

1. **Negative and positive impacts identified through the equality assessment process**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Protected Characteristic** | **Negative Impact Levels** | | | | **Positive impacts** |
| **High** | **Medium** | **Low** | **TOTAL** | **TOTAL** |
| Age | 0 | 0 | 3 | 3 | 20 |
| Disability | 0 | 1 | 2 | 3 | 14 |
| Gender reassignment | 0 | 0 | 2 | 2 | 8 |
| Race | 0 | 0 | 2 | 2 | 9 |
| Religion/belief | 0 | 0 | 2 | 2 | 9 |
| Pregnancy/Maternity | 0 | 0 | 2 | 2 | 8 |
| Sexual Orientation | 0 | 0 | 2 | 2 | 8 |
| Sex | 0 | 0 | 2 | 3 | 8 |
| Marriage & Civil Partnership | 0 | 0 | 1 | 1 | 8 |
| Low Income/Low Wage | 1 | 0 | 3 | 4 | 11 |

Appendix 1 to this document provides the full cumulative equality impact assessment against the Council Budget Proposals 2021-22.

Appendix 1

Budget Proposals 2021-22 Cumulative Equality Impact Assessment

|  |  |  |  |
| --- | --- | --- | --- |
| **Department** | Office of the Chief Executive | **Version no** | V0 00 |
| **Assessed by** | Helen Johnston | **Date created** | 16/2/21 |
| **Approved by** |  | **Date approved** |  |
| **Updated by** |  | **Date updated** |  |
| **Final approval** |  | **Date signed off** |  |

The Equality Act 2010 requires the Council to have due regard to the need to:

* eliminate unlawful discrimination, harassment and victimisation;
* advance equality of opportunity between different groups; and
* foster good relations between different groups

# Section 1: What is being assessed?

**1.1 Name of proposal to be assessed.**

Budget Proposals 2021-21 – CUMULATIVE Equality Impact Assessment

* 1. **Describe the proposal under assessment and what change it would result in if implemented.**

The Council budget proposals for 2021-22. The series ofproposals have been prepared to support the Bradford District for recovery from the social and economic impacts of COVID by:

* supporting people who are struggling to acquire new skills and get jobs,
* helping children catch up on what they have missed through schools being closed
* promoting social and economic participation
* providing investment to sustain vital Council services in the face of increasing demand.

Alongside progress against the investments made in this year’s budget the intention is to build a sustainable, green and inclusive future and a capital programme designed to secure the transformation of our city and town centres, the plan will help to position the District as a place of opportunity for investment with a diverse and growing economy in which culture plays a central role.

# Section 2: What the impact of the proposal is likely to be

* 1. **Will this proposal advance equality of opportunity for people who share a protected characteristic and/or foster good relations between people who share a protected characteristic and those that do not? If yes, please explain further.**

Yes, the proposed Council Budget 2021-22 is aimed at advancing equality of opportunity and fostering good relations across all protected characteristics. Please see Table 1 below for details of how proposals support this.

* 1. **Will this proposal have a positive impact and help to eliminate discrimination and harassment against, or the victimisation of people who share a protected characteristic? If yes, please explain further.**

Yes, a number of proposals are aimed at eliminating discrimination. Please see Table 1 below for details of how proposals support this.

**Table 1:**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | | **Revenue budget strategy 2021-22 (Section 6)** | | | |
| **Ref** | **Proposal** | | **Groups positively impacted** | **Groups negatively impacted** | **Mitigations** | |
|  | **Increase in council tax 1.99%**  The funding raised through the proposed increase is required to enable the Council to provide services across the District. Some of the funds raised through this proposal will be used to support services aimed at our most vulnerable residents. | | Use of the funds raised through this proposal may have a positive impact on people from across all protected characteristics. | Unmitigated there would be a medium/low impact on people on low incomes | **Council Discount Scheme –** one eligibility criteria for the scheme is low income. For pensioners on low income up to 100% and working age people up to 70% discount.  **Single person discount** of 25%  **Care Leavers** exempt from Council Tax up to age 21 and disregarded up to the end of the year they turn 25 when calculating number of adults in a household.  **Other discounts** are available dependent on circumstances | |
|  | **Social care precept 3%**  Funding raised through the precept is ring fenced to support social care. | | Vulnerable adults supported through social care | Unmitigated there would be a medium/low impact on people on low incomes | **Council Discount Scheme –** one eligibility criteria for the scheme is lowincome. For pensioners on low income up to 100% and working age people up to 70% discount.  **Single person discount** of 25%  **Care Leavers** exempt from Council Tax up to age 21 and disregarded up to the end of the year they turn 25 when calculating number of adults in a household.  **Other discounts** are available dependent on circumstances | |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Proposed Recurring Investments for 2021-22 for Consultation (Section 8-14)** | | | |
| **Ref** | **Proposal** | **Groups positively impacted** | **Groups negatively impacted** | **Mitigations** | |
| CHR8.1 | **Children’s Services demand pressures & improvement**  Provides capacity to implement and sustain required improvements as part of the Council’s Ofsted improvement journey at a good pace; enabling the reduction of staff turnover; ensuring sufficient placement capacity to cope with the rising numbers of children in care; and supporting healthier and safer working cultures and environments to improve the quality of practice and more manageable workloads. | Children and young people receiving social care services. | None identified at this stage | N/A | |
| CHR8.3 | **Skills House - Investment**  Expansion of the current Skills House offer to achieve the following:   * Support jobseekers and underemployed residents to connect to sustained work and rewarding careers, particularly for those who are most vulnerable in our communities; * Develop on-going relationships with employers to identify and support their hiring and workforce development needs; * Bringing together and mobilising our strong local employment and training partners to offer a unified offer to employers and jobseekers alike and maximise our local resources. | The proposal is expected to enhance equality of opportunity to all those seeking employment. Covid-19 has had a greater impact on the employment of those on low incomes, women and young people. | Some groups may not be fully supported by all the schemes on offer – such as those currently digitally excluded who may be older people, people with disabilities or those on low incomes. | The programme will include outreach provision, take-up will be monitored by protected characteristic as well as locality so that adjustments can be made and bespoke provision offered to ensure all our people and communities can access and benefit from Skills House. | |
| PR8.1 | **Waste Services demand & lower recycling income**  The proposal is to cover both the rising costs of waste disposal and of recyclate processing.  Increased demand (extra waste) and contamination levels (non-recyclable material) presented by residents and business poses a significant increase in processing and disposal costs for the Council each year. | All residents across the District and for areas which may have a high population of people on low incomes and potentially from the BAME community. This is mainly due to high occupancy housing which has a direct impact on the amount of waste produced. Inability to deliver additional waste/bulky waste to Household Waste sites also increases the kerbside demand | None identified at this stage | N/A | |
| CR8.1 | **Learning & Development and equalities**  Enabling the investment in additional courses, programmes, qualifications and development for Council staff, with some resource to broker, manage, sustain and provide rigorous challenge and support to deliver the outcomes of both the Council’s Workforce Development Strategy and Equality Plan. | People and communities across all the protected characteristics. There are actions to address inequality of opportunity in terms of employment, training and promotion and access to services and support experienced by people who share specific protected characteristics and the local characteristic of ‘low income’. | None identified at this stage | N/A | |
| CR8.2 | **IT requirements to support Children’s Services**  To support provision of efficient and effective services | Supports the provision of services to children. | Staff with specific disabilities or conditions, and those who may find it difficult to embrace change | Reasonable adjustments, training, and other support identified. | |
| CR8.3 | **SEND Transport Demographic Growth**  The proposal addresses the demographic growth of children with complex special educational needs and disabilities in Bradford to ensure eligible children with special educational needs, a disability or mobility problems, are not disadvantaged and that their right to an education appropriate to their needs is not compromised. | Children with special education needs, a disability or mobility issues.  Parents/Carers/Guardians of children with special education needs, a disability or mobility issues - especially if on a low income. | None identified at this stage | N/A | |
|  | **Adult Social Care Demographic Pressures**  The proposal will see an investment made to Adult Social Care to support and address demand pressures arising from population growth, while also supporting other related pressures which include;   * Meeting the more complex needs of older people, those with disabilities and mental health issues * Increasing cost of care packages for growing numbers of people, both older and younger adults with complex needs, and their families. * Additional demand arising from Covid related hospital discharge and long Covid support needs for those who already have significant health and social care support requirements. * Recruit and retain a skilled and caring workforce to meet existing and potential spikes in demand. * Meeting our statutory duties to provide good quality of care. | The additional funding will enable the service to provide support to vulnerable people who share protected characteristics to retain their independence within their own home (or supported living), while enabling them to continue to actively engage in their wider community. | None identified at this stage | N/A | |
| HWR8.1 | **Adults Commissioning Team expansion**  To resource delivery of the Commissioning Team’s contribution of the Adult Social Care Commissioning Strategy and Intentions Plan and ensure the Council meets it statutory duties and support more joint and collaborative commissioning with the CCG. | Delivering an effective and high quality commissioning, contracts and quality function will ensure well designed and coproduced adult social care services for people with social care needs.  social inclusion outcomes and addressing inequalities are considered a high priority in adult social care commissioning. | None identified at this stage | N/A | |
| PR8.2 | **Stronger Communities Team** Investment in the delivery of the five year Stronger Communities strategy. The strategy sets out its vision where people work, learn and socialise together, based on shared rights, responsibilities and opportunities, understand each other, and have equal opportunities to all living in Britain. | The proposals within the strategy and delivery plan will make a positive contribution and impact on many protected characteristic groups | None identified at this stage | N/A | |
| CRR8.4 | **Legal Services, to support children service demands**  Enabling the provision of necessary additional staff for the legal social care team to provide essential legal advice, representation and support in the specialist and critical area of child protection and welfare. The need arises from a substantial and continuing rise in referrals from Children’s Social Care since the Ofsted inspection in September 2018. The number of children in care proceedings has increased by 118%, and the number of pre-proceeding has increased by c150%. The legal capacity problems have now been exacerbated by the impact of Covid 19 on the court process and increases in discharge of care order referrals. | Children supported by Children’s Social Care, some of whom will have a protected characteristic | None identified at this stage | N/A | |
| PR8.3 | **Culture investment**  To maintain and develop the cultural offer in Bradford which will also support the City of Culture 2025 bid.  Aims to support pathways and projects that will lead to a more equitable cultural sector that is representative of our communities. This in turn to enable better understanding and education of the difference in cultures. | Communities currently under represented in the cultural sector. | None identified at this stage | N/A | |
| PR8.4 | **Housing First**  To continue provision of the service that supports people with complex needs to remain in their own accommodation. | All of the service’s beneficiaries have a protected characteristic alongside multiple, complex support needs and are often from marginalised groups. | None identified at this stage | N/A | |
| CRR8.6 | **Continuing support for Community Asset Transfers**  To provide staffing support for Community Asset Transfers, making one temporary role in Estates & Property a permanent role and continuing temporary staffing in Legal & Democratic Services | The service covers the whole community. | None identified at this stage | N/A | |
| HWR8.1 | **Financial Inclusion**  To provide funding to the Bradford & District Credit Union to further develop their work on financial inclusion and accessible credit. | Those on a low income and others who may be unable to access saving accounts or bank accounts due to their religious beliefs. | None identified at this stage | N/A | |
| CRR8.7 | **Microsoft licences**  Renewal of the Council’s Microsoft licencing needed to support its use of Microsoft products across the Council to support delivery of its services. | This will provide better enablement for some Council staff who have certain disabilities over and above that enabled by the current licence suite. | None identified at this stage | N/A | |

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|  | **Proposed Non Recurring (Time limited) Investments for 2021-22 for Consultation (section 8-14)** | | | |
| **Ref** | **Proposal** | **Groups positively impacted** | **Groups negatively impacted** | **Mitigations** | |
| CHNR8.1 | **Raising Attainment in schools**  Attainment in Bradford in all key stages is below the national average and, although some aspects have improved, the gap between the national average attainment and Bradford remains the same year on year. Investment in narrowing this gap by more rapid improvement is the intention of this proposal. This will lead to improvements in outcomes for pupils at all key stages and consequently improvements in movement to further and higher education and employability. | All children with a focus on Black, mixed ethnicity and other minority ethnicity pupils. | None identified at this stage | N/A | |

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|  | **New budget proposals for consultation  (Section 15)** | | | | |
| **Ref** | | **Proposal** | **Groups positively impacted** | **Groups negatively impacted** | **Mitigations** |
| 8P3 | | **Vacant post - delete vacant Housing Technician post** | None | Those groups and individuals who suffer multiple disadvantages associated with poor quality and inadequate housing through the loss of the housing technician post.  Low impact identified across all protected characteristics expect ‘low income’ where the impact was considered to be high. | Appropriate investment in officer capacity would enable the service to respond to service demands and undertake the necessary enforcement to ensure compliance with housing standards in a timely manner. |

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|  | **Amended prior year budget savings for Consultation (Section 16)** | | | |
| **Ref** | **Amendments** | **Groups positively impacted** | **Groups negatively impacted** | **Mitigations** |
| 4E8 | **Events and Festivals Saving** - review to develop a more sustainable and balanced events programme – **Delete** **saving as part of investment in City of Culture bid** | All residents across the District | None identified at this stage | N/A |
| 6X1 | **Welfare Advice & Customer Service** - Fundamental change to the way the Council and its partners deliver customer facing Services, focussed on customers getting the ‘right support at the right time’. - **Delay the full implementation of the £844k approved saving to 2022-23 as these services are critical to the on-going response to Covid and continue to review their approach to delivery** | It will advance and support a range of protected characteristic groups and also target households on low incomes. | None identified at this stage | N/A |
| 5E2 | Youth Services Saving – **delay the £513k saving to 2022/23 at a cost of £513k as response to Covid has been critical** | Young people, young people who are vulnerable, young people who have disabilities, young people from different communities such as those who are from the Roma Community.  The service will continue to identify new and emerging needs and seek to secure external funding to support any additional provision required to address those needs. | None identified at this stage | N/A |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Capital Investment Plan (Section 21)** | | | |
| **Proposed scheme Ref** | **Description/Benefit** | **Groups positively impacted** | **Groups negatively impacted** | **Mitigations** |
| **PCS1** BACES | **BACES**  Additional Investment in Bradford & Airedale Community Equipment Service (BACES) is required beyond the currently approved funding period. The capital budget is an essential part of the BACES requirement for small and minor adaptations to people’s homes that are not Disabled Facilities Grant eligible or for larger items of equipment such as Stair lifts and Hoists. It is intended that there will be a future requirement of £350k for Learning Disability service users and £400k for more general BACES capital items. | Provides support to vulnerable people who share a protected characteristic to retain their independence within their own home (or supported living), while enabling them to continue to actively engage in their wider community in particular: adults with learning disabilities, and adults with physical disabilities | None identified at this stage | N/A |
| **PCS2** Great Places to Grow Old – Saltaire Residential Care Home | **Great Places to Grow Old – Saltaire Residential Care Home**  The Scheme is already in the CIP for the construction of a new 50 bed short stay residential home on the site of Neville Grange in Saltaire.  The scheme will support adults to maintain independence in the community, avoiding both long term admission into residential care and avoiding hospital admissions. It is intended to respond to the changing needs and demographic profile of older people, adults with learning difficulties, physical disabilities and mental health needs.  The accommodation will provide facilities that are fit for purpose, designed to a dementia friendly standard. | Older people from across all communities and protected characteristics,  Adults with learning disabilities,  Adults with physical disabilities,  Adults with mental health needs | None identified at this stage | N/A |
| **PCS3** Marley Playing Field | **Works to riverbank next to the playing field.**  Restoration of the riverbank and embankment supporting the upper playing fields at Marley in Keighley. | All people accessing and using the playing fields | None identified at this stage | N/A |
| **PCS5** SEND Expansion | **SEND Expansion**  Increasing Specialist Provision for children and young people with special educational needs and disabilities (SEND) across the district by:  Increasing and developing specialist places in Resourced Provision led by the Local authority (RP-LA) in Bradford schools for primary and secondary aged children.  Developing and increasing special school places for primary and secondary aged children and young people | Children and young people with special educational needs,  Children and young people with disabilities | None identified at this stage | N/A |
| **PCS6** IT Processes and Systems – End to End Review | **Children’s IT Processes and Systems End to End Programme**  A planned programme of work to systems and processes. The improvements to the systems are designed to promote better practice including facilitating improvements in the quality of analysis and the extent to which the child’s lived experience is captured. This in turn will contribute to enhanced planning and review, helping us to ensure that progress towards clear targets is monitored. | All children and young people within the district who require Children’s Services input into their lives, regardless of their protected characteristics.  Specific projects that contribute to the delivery of this programme will undertake detailed equality impact assessments to ensure mitigation is considered for any disproportionate negative impacts identified. | None identified at this stage | N/A |
| **PCS7** Laptops for Children | **Laptops for Children**  Investment programme for raising attainment across the District (CHNR8.1). It includes continuing to invest capital funding in Digital Inclusion for Disadvantaged Children & Young People by investing in an infrastructure to support the programme.  Bradford’s disadvantaged children and young people will be empowered to actively participate in education through the use of technology provided to them as individuals. It is important that digital inclusion forms part of the raising attainment strategy, as access to digital devices and the internet is something that children from more affluent backgrounds enjoy. This proposal will ensure that no child is technologically disadvantaged | Disadvantaged children and young people including children who are refugees and asylum seekers. | None identified at this stage | N/A |

* 1. **Will this proposal potentially have a negative or disproportionate impact on people who share a protected characteristic? If yes, please explain further**

Table 1 above and Table 2 below show that some disproportionate negative impacts have been identified across five of the proposals.

* 1. **Please indicate the level of negative impact on each of the protected characteristics?**

(Please indicate high (H), medium (M), low (L), no effect (N) for each)

Table 2 below shows the number of disproportionate negative impacts identified against the proposals following consultation, and provides a cumulative total for each protected characteristic and across all protected characteristics,

Table 2

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Protected Characteristic** | **Negative Impact Levels** | | | |
| **High** | **Medium** | **Low** | **TOTAL** |
| Age | 0 | 0 | 3 | 3 |
| Disability | 0 | 1 | 2 | 3 |
| Gender reassignment | 0 | 0 | 2 | 2 |
| Race | 0 | 0 | 2 | 2 |
| Religion/belief | 0 | 0 | 2 | 2 |
| Pregnancy/Maternity | 0 | 0 | 2 | 2 |
| Sexual Orientation | 0 | 0 | 2 | 2 |
| Sex | 0 | 0 | 2 | 3 |
| Marriage & Civil Partnership | 0 | 0 | 1 | 1 |
| Low Income/Low Wage | 1 | 0 | 3 | 4 |

* 1. **How could the disproportionate negative impacts be mitigated or eliminated?**

(Note: Legislation and best practice require mitigations to be considered, but need only be put in place if it is possible.)

Of the disproportionate negative impacts identified, as detailed in Table 1 above, with the exemption of proposal **8P3 - Vacant Post – delete vacant Housing Technician Post**, mitigations have been identified that will reduce or remove the negative impact in the event the proposal is implemented. Mitigation to remove the impacts of 8P3 is to remove the proposal.

# Section 3: Dependencies from other proposals

* 1. **Please consider which other services would need to know about your proposal and the impacts you have identified. Identify below which services you have consulted, and any consequent additional equality impacts that have been identified.**

The whole proposed budget is dependent on the proposals to increase Council Tax and raise a Social Care Precept.

Dependencies for individual proposals are noted in the respective Equality Impact Assessments.

# Section 4: What evidence you have used?

**4.1 What evidence do you hold to back up this assessment?**

The Equality Impact Assessments for each Council Budget proposal 2021-22 and feedback from the Budget Proposals consultation with the public, businesses and other interested parties.

**4.2 Do you need further evidence?**

No

# Section 5: Consultation Feedback

* 1. **Results from any previous consultations prior to the proposal development.**

N/A

* 1. **The departmental feedback you provided on the previous consultation (as at 5.1).**

N/A

**5.3 Feedback from current consultation following the proposal development (e.g. following approval by Executive for budget consultation).**

Feedback received through the Council budget proposals consultation 2021/22 has been used in this assessment.

**5.4 Your departmental response to the feedback on the current consultation (as at 5.3) – include any changes made to the proposal as a result of the feedback.**

Departmental responses have been made to equality feedback received through the consultation and is contained in the Equality Impact Assessments published on the Council web site here: [Budget Proposals 2021-22 EIAs](https://www.bradford.gov.uk/your-council/council-budgets-and-spending/budget-eias-2021-22/)

Council Executive will consider this cumulative assessment alongside the assessments made against each budget proposal in making their Budget recommendations to Full Council.