

**EXECUTIVE BOARD – 20 February 2018**

<b>Subject:</b>	<b>MEDIUM TERM FINANCIAL PLAN (MTFP)</b>
<b>Corporate Director(s)/Director(s):</b>	Laura Pattman, Strategic Director for Finance
<b>Portfolio Holder(s):</b>	Councillor Graham Chapman, Deputy Leader/Portfolio Holder for Resources and Neighbourhood Regeneration
<b>Report author and contact details:</b>	Theresa Channell, Head of Strategic Finance 0115 8763649 <a href="mailto:theresa.channell@nottinghamcity.gov.uk">theresa.channell@nottinghamcity.gov.uk</a>
<b>Subject to call-in:</b>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
<b>Key Decision:</b>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
<b>Criteria for Key Decision:</b>	
<b>(a)</b> <input checked="" type="checkbox"/> Expenditure <input checked="" type="checkbox"/> Income <input type="checkbox"/> Savings of £1,000,000 or more taking account of the overall impact of the decision	
<b>and/or</b>	
<b>(b)</b> Significant impact on communities living or working in two or more wards in the City <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
<b>Type of expenditure:</b>	<input checked="" type="checkbox"/> Revenue <input checked="" type="checkbox"/> Capital
<b>Total value of the decision:</b>	<b>£125.651m</b>
<b>Wards affected:</b>	All
<b>Date of consultation with Portfolio Holder(s):</b> Throughout the budget process	
<b>Relevant Council Plan Key Theme:</b>	
Strategic Regeneration and Development	<input checked="" type="checkbox"/>
Schools	<input checked="" type="checkbox"/>
Planning and Housing	<input checked="" type="checkbox"/>
Community Services	<input checked="" type="checkbox"/>
Energy, Sustainability and Customer	<input checked="" type="checkbox"/>
Jobs, Growth and Transport	<input checked="" type="checkbox"/>
Adults, Health and Community Sector	<input checked="" type="checkbox"/>
Children, Early Intervention and Early Years	<input checked="" type="checkbox"/>
Leisure and Culture	<input checked="" type="checkbox"/>
Resources and Neighbourhood Regeneration	<input checked="" type="checkbox"/>
<b>Summary of issues (including benefits to citizens/service users):</b>	
<p>This report presents the Council's Medium Term Financial Plan (MTFP) and comprises revenue and capital programme for both the General Fund and Housing Revenue Account (HRA). The MTFP report contains a large amount of important information. In order to make this accessible, the report comprises 6 annexes as follows:</p> <ol style="list-style-type: none"> <li><b>Annex 1</b> – 2017/18 forecast outturn for all 4 elements of the MTFP.</li> <li><b>Annex 2</b> - General Fund revenue MTFP for 2018/19 – 2020/21.</li> <li><b>Annex 3</b> - Capital Programme for 2017/18 – 2022/23.</li> <li><b>Annex 4</b> - HRA MTFP for revenue and capital</li> <li><b>Annex 5</b> - Robustness of the Budget, this is required under The Local Government Act (Part II) 2003.</li> <li><b>Annex 6</b> - Budget Consultation 2018/19.</li> </ol> <p>This information enables Executive Board to:</p> <ul style="list-style-type: none"> <li>• make recommendations to City Council in respect of the MTFP for the capital programme and General Fund which includes setting the Council Tax</li> <li>• set HRA rent levels and service charges for 2018/19 and continue the tenant reward scheme.</li> </ul> <p>The final settlement was announced on 6 February and figures are based on the final Local Government Finance Settlement.</p> <p>As is usual, public consultation has been undertaken in relation to the budget proposals.</p>	

Feedback from the consultation process has been taken into account in making these final recommendations to City Council.

The decision is not subject to call in as Councillor Brian Parbutt, Chair of the Overview and Scrutiny Committee, has agreed that the decision is reasonable in all the circumstances and should be treated as a matter of urgency as the Council's budget has to be approved at the Full Council meeting on 5 March 2018 (report despatch date is before the call-in period has ended).

**Exempt information: State 'None' or complete the following**

None.

**Recommendation(s):**

**1 2017/18 Forecast Outturn (Annex 1)**

- a. To note the current forecast outturn for the 2017/18 General Fund and HRA revenue budgets and capital programmes.
- b. To endorse the allocations from Contingency as set out in **Table 3**.
- c. To approve the budget virements and reserve movements set out in **Table 4** and **Appendices B and C**.

**2 MTFP 2018/19 – 2020/21 Revenue Element (Annex 2)**

- a. To note:
  - i. The General Fund revenue aspects of the MTFP.
- b. To note, endorse and release:
  - i. phase one updated, phase two and Targeted Intervention consultation proposals as set out in **Tables 9 & 10** and detailed within **Appendices A & B** of the report for formal public consultation
- c. To note, endorse and recommend to City Council:
  - i. The General Fund net budget requirement for 2018/19 of **£246.363m** including the net movement in earmarked reserves as set out in **Table 5**
  - ii. A basic amount of Council Tax level (Band D) of **£1,688.45** that will raise a total of **£110.406m** (an increase of **5.99%** consisting of **2.99%** basic increase and **3.00%** Adult Social Care Precept)
  - iii. Delegated authority to the appropriate Director to implement all proposals after undertaking necessary consultation

**3 MTFP 2018/19 – 2022/23 Capital Programme Element (Annex 3)**

Executive Board to note, endorse and recommend to City Council:

- a. The Capital Programme as detailed in **Appendix D**
- b. The additional key principle for the governance and management of the capital programme as set out in **Section 5** and **Section 8**
- c. The extension of the rolling programmes as set out in revised General Fund Capital Programme **Table 3**
- d. The revised Local Transport Programme as set out in **Appendix C**

**4 MTFP 2018/19 – 2020/21 HRA Element (Annex 4)**

- a. To note the following changes that impact on the HRA's financial sustainability include:
  - i. Reduction of social housing rents by 1% for four years from April 2016
  - ii. Implementation of Universal Credit in October 2018
  - iii. Addition of fire safety works to Public Sector Housing Capital Programme
- b. To approve the:
  - i. Proposed rent decrease of **1.0%** for 2018/19
  - ii. Continuation of the tenant incentive scheme of up to **£100** per annum
  - iii. A proposed increase in general services charges of **2.9%**
  - iv. Proposed increase to estate & block maintenance service charges **£0.97** and **£0.47/week** respectively
  - v. A working balance of **£7.727m** to provide for the effects of Universal Credit
  - vi. Delegation of authority to Nottingham City Homes (NCH) to award capital contracts up to the value of the scheme/programme as set out in **Appendix B of Annex 4** of the report

c. To note, endorse and recommend to City Council the 2018/19 HRA budget

#### **5 Robustness of the Budget (Annex 5)**

To note and endorse the recommendations of the Chief Finance Officer (CFO) in respect of the robustness of the estimates within the budget and the adequacy of reserves.

#### **6 Budget Consultation 2018/19 (Annex 6)**

To note the outcomes of the budget consultation and communication.

**7** To delegate authority to the Director of Strategic Finance, in consultation with the Deputy Leader, to finalise the MTFP for publication following approval of the relevant elements of the budget by City Council.

## **1 REASONS FOR RECOMMENDATIONS**

1.1 This report presents and seeks endorsement for the MTFP to enable Executive Board to approve rent reductions and make recommendations to City Council for consideration on 5 March 2018 when they meet to set the budget and council tax for 2018/19.

## **2 BACKGROUND (INCLUDING OUTCOMES OF PHASE ONE CONSULTATION)**

2.1 The MTFP is directed by the Medium Term Financial Strategy (MTFS) and this document was the basis for the Efficiency Plan submission to DCLG in October 2016 with approval granted in November 2016. The Efficiency Plan was a requirement in securing the multi-year settlement covering 2016/17 to 2019/20. The MTFP aligns to the remaining two years of this settlement.

2.2 The December Executive Board reported a 2018/19 budget gap of **£5.903m**. Since the December report further proposals have been developed and these are detailed in this report to present a balanced position for 2018/19. Portfolio proposals of **£23.076m** are categorised as:

- phase one proposals of **£19.582m** for 2018/19, as detailed in the December Executive Report
- updates to phase one of **£0.955m** for 2018/19, this is where the proposals have been extended
- new phase two proposals of **£2.540m** for 2018/19

Individual portfolio proposals are detailed within **Appendix A of Annex 2**

The December Executive Board report assumed **£6.000m** in 2018/19 for Targeted Intervention, the assumption for 2018/19 has been revised to **£5.299m** and the individual proposals are contained within **Appendix B of Annex 2**.

2.3 The draft MTFP reflects the culmination of the extensive work of councillors, colleagues and other stakeholders which has been scrutinised throughout the process to fulfil a legal obligation to enable the setting of a balanced budget for 2018/19 in the context of a three year MTFP to fund provision of a wide range of services; many of them statutory.

2.4 The MTFP process is supported by extensive consultation and the Council is committed to maintaining and developing this participation.

Pre-budget consultation was carried out in October and November 2017 and **1,828** responses were received. Citizens were asked which services are important; issues of concern in the current economic climate and how the Council could make further savings or generate additional income. Further

consultation has been undertaken from December 2017 with citizens, colleagues, businesses and the voluntary sector to consider the budget proposals set out in the draft Medium Term Financial Plan. A total of **166** surveys have been completed. Full details of the consultation outcomes can be found in **Annex 6**.

So far there have been no significant changes to phase one of the budget proposals published in December. The consultation period will continue to run until the Council meeting in March 2018 or until appropriate consultation has been undertaken.

- 2.5 The Capital Programme element of the MTFP continues the Council's focus on regeneration and growth by investing in infrastructure and assets to create the right conditions for businesses to grow and for creation of jobs.

### **3 OTHER OPTIONS CONSIDERED IN MAKING RECOMMENDATIONS**

- 3.1 Throughout the budget process, a large number of individual cost reduction, income and investment options are considered. These in turn impact on the level of reserves. This is a complex process with many iterations and possibilities too numerous to present as discrete options. This report presents the final overall package of detailed proposals which together seek to balance levels of investment, cost reduction and an appropriate level of income.

### **4 FINANCE COLLEAGUE COMMENTS (INCLUDING IMPLICATIONS AND VALUE FOR MONEY/VAT)**

- 4.1 The City Council's MTFP forms the cornerstone of financial management and control and service delivery within the organisation. Below is a summary of the key headlines for each of the four elements of the MTFP, individual annexes will contain further details to support these headlines:

#### **General Fund revenue budget (Annex 1 and 2)**

- A forecast overspend in 2017/18 of **£2.788m** prior to further management action of **£2.266m** which reduces the projected overspend to **£0.522m**. However the Council is committed to delivering an outturn on budget and continues to work to identify in year savings. The MTFP for 2018/19 is predicated on this assumption
- A 2018/19 net revenue budget requirement of **£246.363m** and a Band D council tax of **£1,688.45**.
- Potential overspend risks of **£4.424m** in 2018/19
- Total proposals of **£28.375m**, **£23.076m** of new budget reduction and income generation proposals and **£5.299m** of Targeted Intervention proposals

#### **General Fund Capital Programme (Annex 3)**

- An overall programme of **£516.995m**, of which **£112.984m** relates to 2018/19
- **£340.609m** from prudential borrowing
- **£137.477m** funded from specific grants and contributions
- **£38.909m** from capital receipts and other internal contributions, this represents a balanced position for the capital programme

#### **HRA Revenue Budget (Annex 4)**

- An HRA expenditure budget **£101.909m** in 2018/19

- A **1%** decrease in rents, year three of a four year 1% reduction in Social Housing Rents
- A CPI based increase in service charges of **2.9%** except Estate and Block Maintenance charges which will increase by **£0.97 and £0.47 pence** per week respectively and together this will generate an additional income of **£1.388m**
- A closing working balance in 2018/19 of **£7.727m**

#### **HRA Capital Programme (Annex 4)**

- An overall programme of **£212.048m** of which **£59.303m** relates to 2018/19
- **£27.633m** is funded from the Major Repairs Allowance, **£16.350m** relates to resources brought forward, **£11.223m** from prudential borrowing, **£1.875m** from capital receipts, and **£2.222m** from specific grants and contributions.

Reporting financial performance against budget is an integral part of the annual calendar and Executive Board will continue to receive quarterly monitoring reports in 2018/19.

The Audit Committee has responsibility for the scrutiny and challenge of the financial and performance framework and its implementation.

#### 4.2 Council Tax Requirement

The Localism Act 2011 has made significant changes to the Local Government Finance Act 1992. As a result, the billing authority is required to calculate a Council Tax Requirement for the year rather than the previous Budget Requirement.

### **5 LEGAL AND PROCUREMENT COLLEAGUE COMMENTS (INCLUDING RISK MANAGEMENT ISSUES, AND LEGAL, CRIME AND DISORDER ACT AND PROCUREMENT IMPLICATIONS)**

- 5.1 The City Council is required to set a balanced budget for 2018/19 before 10 March 2018;
- 5.2 A detailed and comprehensive risk assessment has been undertaken in order to inform the CFO's assessment of the affordability of these budget plans and the consequent recommended levels of reserves and contingencies. This is summarised in **Annex 5**.

The Council has a duty under the Equality Act 2010 to have due regard to the need to eliminate discrimination, advance equality of opportunity and foster good relations between protected groups (such as disabled people or ethnic minority groups) when considering proposed new or changing policies, services or functions, including decisions on funding for services, and decisions on implementation of policies developed outside the Council.

### **6 STRATEGIC ASSETS & PROPERTY COLLEAGUE COMMENTS (FOR DECISIONS RELATING TO ALL PROPERTY ASSETS AND ASSOCIATED INFRASTRUCTURE)**

- 6.1 None.

## 7 **SOCIAL VALUE CONSIDERATIONS**

7.1 None.

## 8 **REGARD TO THE NHS CONSTITUTION**

8.1 Not applicable.

## 9 **EQUALITY IMPACT ASSESSMENT (EIA)**

9.1 Has the equality impact of the proposals in this report been assessed?

No

An EIA is not required because:  
(Please explain why an EIA is not necessary)

Yes

Attached as **Appendix A**, and due regard will be given to any implications identified in it.

## 10 **LIST OF BACKGROUND PAPERS RELIED UPON IN WRITING THIS REPORT (NOT INCLUDING PUBLISHED DOCUMENTS OR CONFIDENTIAL OR EXEMPT INFORMATION)**

10.1 None.

## 11 **PUBLISHED DOCUMENTS REFERRED TO IN THIS REPORT**

11.1 Budget Consultation 2018/19 – Approved by Executive Board December 2017  
<http://committee.nottinghamcity.gov.uk/ieListDocuments.aspx?CId=177&MId=6599>

Efficiency Plan 2016/17- 2019/20 – Approved by Executive Board October 2016  
<http://committee.nottinghamcity.gov.uk/ieListDocuments.aspx?CId=177&MId=5770>

## 12 **OTHER COLLEAGUES WHO HAVE PROVIDED INPUT**

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## Equality Impact Assessment Form

## Appendix A

**Title of EIA/ DDM:** Budget 2018/19 Community Impact Assessment

**Name of Author:** Jo Worster/Imogeen Denton/Gareth Sayers

**Department:** Strategy and Resources

**Service Area:** Various

**Author (assigned to Covalent):**

**Director:** Laura Pattman

**Strategic Budget EIA** Y/N (please underline)

### **Brief description of proposal / policy / service being assessed:**

#### 2018/19 Budget Proposals

This document provides an overview of equality issues associated with the Council's Medium Term Financial Plan (MTFP). It summarises the potential equality impacts and the steps taken to minimise impact on protected groups during the development of the MTFP.

The Budget Consultation 2018/19 report approved at December 2017 Executive Board contains details of phase one of the budget proposals, updates to phase one proposals and phase two budget proposals as contained within Annex 2 of this report. These two reports form the basis of the MTFP and this assessment should be read in conjunction with those reports.

Public consultation began on 19 December and is ongoing, various events for Citizens and interested groups have been held as part of this process in addition to the consultation pages and survey on the Council's website. The Budget will be presented to Full Council on 5 March for approval.

Budget proposals cover all Portfolios and span various services across the Council, an assessment as to the proposals that require an Equality Impact Assessment (EIA) has been carried out, initial screenings and where appropriate individual EIA's have been completed and these are available on request. The Equality Duty 2010 is a continuing duty, therefore it will be necessary to monitor the effects of the decision after implementation.

#### Context

Nottingham City Council, like all other local authorities across the country, has seen a substantial and sustained reduction in Government funding because of austerity policies. In the period from 2010/11 to 2017/18 the Council has had to make savings totalling **£232.7m** and will continue to have to make difficult decisions about the services it provides in order to close the initial projected budget gap.

In order to respond to the funding cuts and manage the increasing pressures the Council has built its MTFP on the following principles:

- take account of the Council's priorities within the Council Plan 2015-2019 agreed by Council on 9 November 2015;
- address demographic and service pressures;
- reflect the significant reductions in external funding (especially general and specific Government grants) by reducing expenditure on those

activities;

- support the Council's determination to be efficient, improve performance and modernise the organisation;
- minimise the impact of service reductions and changes on vulnerable citizens by protecting frontline services;
- to pursue commercialisation opportunities to generate income for the Council.

The Council's equality objectives are to:

- ensure our workforce reflects the communities we serve;
- create economic growth for the benefit of all communities;
- provide inclusive and accessible services for our citizens; and
- lead the City in tackling discrimination and promoting equality

#### Council Tax

The proposed MTFP assumes a **2.99%** Council Tax increase in 2018/19; in addition a 2018/19 Social Care Precept of **3.00%** to fund Adult Social Care. Council Tax, including the Social Care Precept will therefore increase by **5.99%** in 2018/19.

#### Adult Social Care

Potential overspend risks continue in Adult Social Care and these risks have been reflected in the MTFP, the reasons for these include:

- increased life expectancy and the associated additional care needs this presents;
- increased disability life expectancy;

These potential overspend risks in Adult Social Care exceed the funds raised through the Social Care Precept.

#### Portfolio Consultation Proposals

**Table 1** below shows the value by year of the individual proposals by phase.

<b>TABLE 1: CONSULTATION PHASES FOR PORTFOLIO PROPOSALS</b>			
<b>PHASE</b>	<b>2018/19 £m</b>	<b>2019/20 £m</b>	<b>2020/21 £m</b>
Phase 1 ( <i>December report</i> )	(19.582)	(19.916)	(20.061)
Update to Phase 1 proposals	(0.955)	(1.058)	(1.230)
Phase 2	(2.540)	(1.994)	(2.020)
<b>TOTAL</b>	<b>(23.076)</b>	<b>(22.968)</b>	<b>(23.311)</b>



Table 2 below details the value of these proposals by lead portfolio

<b>TABLE 2: CONSULTATION PROPOSALS</b>			
<b>LEAD PORTFOLIO</b>	<b>2018/19 £m</b>	<b>2019/20 £m</b>	<b>2020/21 £m</b>
Adults & Health	(4.701)	(6.750)	(7.269)
Business, Education & Skills	(0.951)	(1.052)	(1.128)
Community & Customer Services	(3.108)	(2.552)	(2.552)
Early Intervention & Early Years	(3.246)	(3.094)	(2.982)
Energy & Sustainability	(1.767)	(0.767)	(0.767)
Leisure & Culture	(1.089)	(1.089)	(1.089)
Neighbourhood Services & Local Transport	(2.269)	(2.289)	(2.169)
Planning, Housing & Heritage	(0.742)	(0.742)	(0.742)
Resources & Neighbourhood Regeneration	(4.402)	(4.132)	(4.112)
Strategic Infrastructure & Communications	(0.801)	(0.501)	(0.501)
<b>TOTAL</b>	<b>(23.076)</b>	<b>(22.968)</b>	<b>(23.311)</b>

#### Targeted Intervention Proposals

As referred to in the December Executive Board report, Targeted Intervention is a commissioning review of non-statutory preventative services; the principles of this review are to:

- Align services to the priorities of the city;
- Mitigate grant reductions;
- Remove system duplication and;
- Maximise value for money on services being delivered

The December Executive Board report included an assumption of **£6.000m** for 2018/19; the commissioning review has identified **£5.299m** of proposals and this revised assumption is reflected within the updated MTFP.

**Table 3** below details the lead portfolio for these proposals and individual proposals by lead portfolio

<b>TABLE 3: TARGETED INTERVENTION PROPOSALS</b>			
<b>LEAD PORTFOLIO</b>	<b>2018/19 £m</b>	<b>2019/20 £m</b>	<b>2020/21 £m</b>
Adults & Health	(2.691)	(2.583)	(2.583)
Business, Education & Skills	(0.177)	(0.177)	(0.177)
Community & Customer Services	(1.577)	(1.577)	(1.577)
Early Intervention & Early Years	(0.412)	(0.412)	(0.412)
Energy & Sustainability	0.000	0.000	0.000
Leisure & Culture	(0.149)	(0.149)	(0.149)
Neighbourhood Services & Local Transport	0.000	0.000	0.000
Planning, Housing & Heritage	(0.055)	(0.055)	(0.055)
Resources & Neighbourhood Regeneration	(0.099)	(0.099)	(0.099)
Strategic Infrastructure & Communications	(0.140)	(0.140)	(0.140)
<b>TOTAL</b>	<b>(5.299)</b>	<b>(5.191)</b>	<b>(5.191)</b>

#### **Information used to analyse the effects on equality:**

This assessment is based on a process of consultation and equality impact assessment (EIA) built into the Council's overall budget development process. This has included:

- screening of all proposals to identify potential equality impact;
- EIA's for specific budget proposals where a potential equality impact has been identified;
- ongoing discussions between Officers and Executive Councillors;
- regular budget development meetings for Councillors to approve, amend, or reject budget proposals, taking into account their potential equality impact;
- additional consideration of cumulative equality and wider community impact of the proposals;
- meetings with Voluntary and Community Sector (VCS) and business representatives;
- consultation on the Council's budget priorities;
- consideration of the impact of welfare reform and previous efficiency measures.

Statistical information and research such as demographic and workforce data, and independent reports have been referenced where appropriate. Other information has informed EIA's for specific proposals where appropriate.

<p style="text-align: center;"><b>How different groups could be affected</b> (Summary of impacts)</p>	<p style="text-align: center;"><b>Details of actions to reduce negative or increase positive impact</b> (or why action isn't possible)</p>
<p>What follows is a summary of the people and communities who are most likely to be affected by the budget proposals outlined in this report. Related Equality Impact Assessments can be accessed here:</p> <p><a href="https://www.nottinghamcity.gov.uk/about-the-council/budget-consultation-201819/">https://www.nottinghamcity.gov.uk/about-the-council/budget-consultation-201819/</a></p> <p><b><u>People from different ethnic groups</u></b></p> <p>Diversity monitoring data currently available is not sophisticated enough to enable analysis between individual ethnic groups, however data on the life chances of minority groups measured in terms of health, life expectancy, educational achievement and economics suggest poorer outcomes will be experienced by minority communities with regard to poverty and inequality when resources are stretched. This is likely to be further exacerbated by increasing health and social care costs. New and emerging communities may face greater marginalisation as all communities compete for scarce resources.</p> <p>Black and Minority Ethnic (BME) communities may rely on voluntary sector organisations to provide services and specialist advice sensitive to their cultural needs, in a way that mainstream services can struggle to match. This is particularly relevant where people have multiple or complex needs and where there is a reduction in face to face contact when accessing services.</p> <p>In addition to the above factors, the proposed reductions in funding detailed in this report could result in people also experiencing some of the following issues i.e. difficulty accessing services, struggling to navigate processes that are unfamiliar. People could be placed at risk of isolation, which can lead to various mental health conditions. In terms of wider health and social care, people may face a worsening of symptoms linked to illness and/or disease due to delayed access to medical attention where individuals present late for diagnosis/treatment.</p>	<p><b><u>Equality Action Plans &amp; Impact Assessments</u></b></p> <p>Measures are being taken to manage all changes in a planned way, and to minimise adverse impacts where possible. Each department of the Council has developed an equality action plan detailing specific activities that will be undertaken to advance equality in order to meet the Council's equality objectives. With regard to these budget proposals, individual equality impact assessments have been conducted for specific proposals, and will be reviewed and updated as necessary. Further consultation with stakeholders is required for some of the proposals, and individual impact assessments will be amended in response to new information received.</p> <p><b><u>Fees &amp; Charges</u></b></p> <p>Care will be taken to ensure that information provided is made available in accessible formats. Where people are affected by fees and charges, only those who can afford to pay will do so and those on the lowest incomes are protected.</p> <p>Where appropriate, individual consultation letters will be sent to affected citizens or their carers where appropriate, detailing proposals. A helpline will be established to answer questions and to allay fears</p> <p>Citizens will be made aware of their right to a financial assessment, and the offer of support to find alternative more cost effective support.</p> <p>A comprehensive package of discounts and concession rates is in place where possible to support people who are on low incomes, disabled people and carers in relation to proposed changes to fees and charges, which includes discounts of up to</p>

Whilst cuts in social care provision affect people from many different backgrounds, research shows that BME women provide proportionately more care than non-BME people. It is also well documented that the health issues and experiences of BME people are different to those of non-BME people, and BME people are less likely to access the care that they need.

Where voluntary sector organisations are unable to provide the level of support some communities require, or where people do not have the right level of support to manage their individual resources, some people may fail to access mainstream service provision.

Access and participation in cultural activities is an essential part of having an inclusive City. It contributes towards promoting social integration, enhancing self-esteem and identity, building skills and confidence, and projects can often lead to employment opportunities. The proposals include a restructuring of the museums and galleries service, affecting amongst others the Asian Arts team, impacting on the delivery of South Asian Cultural activity in the City e.g. celebrations like the Mela, Diwali and other Asian heritage activities.

Included below in the section on Vulnerable Adults and Young people, is a proposal to shift to a 'recovery focused model' for people with mental health conditions to enable people to live as independently as possible. It is worth noting that BME people are overrepresented in this area, Black men are three times more likely to be represented on psychiatric wards and up to six times more likely to be detained under the Mental Health Act. Asylum seekers and Refugees are likely to face challenges in accessing mental health support, and the need for culturally appropriate services has been expressed through consultation and engagement with service users and other stakeholders (see comments relating to potential impact below).

Proposals also include plans to significantly reduce spending on weight management services for Citizens. Data suggests that people from South Asian, African and Caribbean descent are disproportionately affected by obesity and diabetes due to non-modifiable (e.g. age, genetics) and modifiable factors (e.g. diet and physical activity levels). This proposal may also have a disproportionate negative impact on

50% being made available to young people under 18 and for older people aged 60 and above, as well as free bus journeys (at designated times) and tram travel for Blue badge holders. In addition, some services also offer discounted rates for City residents.

Parking information is available on the website, on information boards and ticket machines in all car parks and zoned street parking. A mobile application is available to allow drivers to make payments for parking and to extend their stay.

### **Commercial Growth/Income Generation**

Commercial growth proposals linked to Neighbourhood services, energy and sustainability may create opportunities to advance equality by creating employment and apprenticeships for communities currently underrepresented in the Council's workforce.

In addition to this, the Council will continue to support local people to access employment opportunities through the Nottingham Jobs Hub.

### **Health and Social Care**

With regard to mitigating potential negative impacts linked to health and social provision, work is currently underway to do this through the development of the Sustainability and Transformation Plan (STP). This is a five year plan for the future of health and social in Nottingham and Nottinghamshire that seeks to improve the quality of care; health and wellbeing of local people; and the finances of local services, so that care is delivered in a more joined up way. It is not clear what this means for individual communities, however there may be an opportunity to advance equality through the redesign of local services.

As proposals linked to the integration of health and social care evolve, it is essential that stakeholders are consulted and that participation is accessible, allowing the voices of those who are seldom heard to be included. Equality impact assessments will

other populations such as disabled people and carers as outlined below.

### **Older People/Disabled People/Carers**

A significant proportion of people using social care provision are older and disabled people. Proposals include a review of transport provision currently provided for approximately 639 vulnerable and Disabled people, including people who are learning disabled and people with physical and sensory impairments. The aim of the review is to ensure that the service is being run efficiently and to reduce reliance on specialist transport whilst encouraging more people to use public transport where possible. It must be noted however, that lack of transport can be a significant barrier to people being able to access opportunities fairly.

A review of parking charges will see the provision of free Blue Badge parking removed from Trinity Square carpark, free parking limited to three hours in Sherwood and Bulwell district car parks, and the fee for on street evening parking in some areas of the City increase from £1 to £2. The latter will not affect Blue Badge holders.

The Council currently provides a homecare service throughout the night from 9:00pm to 7:00am which is used by older people, disabled people, and a small number of people under the age of 65 who are coming to the end of their life. It is proposed that this service is no longer continued.

Some of the proposed reductions in funding may impact on the choice and the level of control people have over their daily lives, as well as their ability to cope with national and local changes. An example of this can be seen with regard to the proposal to enable where possible, adults with a learning disability to move from residential care to a supported living environment. This should lead to people moving to a home where they have more choice and control over their lives. 52% of the people affected are aged between 18 – 34, with over 65's being under represented due to lower life expectancy levels in the learning disabled population. This proposal will have an impact on respite care

also need to be developed accordingly.

Stakeholders will be written to as part of the consultation process and invited to share their views. In addition, the services that are accessed by the people affected will be contacted as an additional measure, to allow advocacy and support to be provided by other agencies.

Person centred reviews will be undertaken by social workers in order to balance the risks of implementing recovery programmes alongside independent living. This will involve Citizens, family members and service users. Strengths based progressive outcome assessments and reviews will be undertaken by Social Workers which will be reviewed after six weeks. This will involve family members, service providers, advocates and citizens.

Additional opportunities to advance equality need to be explored through related commissioning and procurement processes, with particular regard being given to the Social Value Act 2012 and how wider social, economic and environmental benefits can be realised through such arrangements.

Organisations that receive funding from the Council are also given support and information, including strategic networking support, information on national trends and funding opportunities. The council will continue to work in partnership with organisations to deliver inclusive targeted events in the City. In addition, service level agreements will be reviewed to ensure that resources are used effectively.

Where services are commissioned, quality monitoring will be undertaken by contract management teams to ensure that benefits are delivered and that remedial action is taken where necessary.

Work is also being done with service providers and partners to work collaboratively to ensure that needs are addressed where

used by approximately 50 Citizens for short breaks and/or emergency respite care, although this provision will continue to be delivered from the current location until alternative short break accommodation can be secured. Related to this proposal are plans to reduce the number of care hours received by people who have a learning disability living in independent and support living arrangements. The aim is to bring services in line with national guidance by promoting independence. In addition, the Council's Adult Social Care division has relocated the majority of social assessment capacity out of hospitals, providing this service in the community to ensure that decision-making and discharge arrangements are 'person centred'.

There is also a proposal to decommission the Housing Safety and Improvement Service, which conducts approximately 450 home safety checks for older people (including people who are disabled) each year. Research shows there are links between a number of health conditions and poor housing e.g. rheumatism, arthritis, respiratory and cardiovascular diseases, risks of accidents and falls, and mental health conditions (this list is not exhaustive).

Reports show that the majority of disabled people and families with disabled children are living in poverty, and are significantly less likely to have an adequate standard of living than non-disabled people. More disabled people have to contribute towards the cost of their care, which affects the financial and practical support received to empower people to live as independently as possible. These proposals may impact on the day-to-day activities that non-disabled people often take for granted and without the right level of support disabled people can be placed at greater risk of avoidable dependency, poverty and isolation.

Proposed changes to the Council's Access Building Control Officer post may also have an adverse impact on Disabled People and Carers. Whilst the role is currently vacant, there is a proposal for the role to provide specialist advice on accessibility on a part-time basis funded via the payment of fees, and to focus on Building Control work for the remaining time. This may impact on the Council's ability to provide advice on access issues. Disabled people fear that access in the City will

there are shared priorities and to ensure that people are signposted to appropriate service providers.

Where relevant, service level agreements will be reviewed with targets being renegotiated to ensure that service delivery is viable and that the needs of key groups are able to be met. Services will continue to be targeted at those who are most in need.

A comprehensive Mental Health and Wellbeing Strategy is in place to support people with mental health conditions. A phased review of Mental Health Supported Accommodation Pathways has been conducted and work is ongoing to look at how pathways can be developed to improve links to social care, NHS treatment services and homeless provision in the City, to improve outcomes for people with complex mental health needs.

With regard to public health, where possible, people will be signposted to community services. Future provision will be developed with stakeholders and public health professionals. Relationships and pathways will be developed with social care providers and referral pathways will be set in place with GP practices.

### **Young People**

The profile of young people affected will be considered as part of the development of future systems, approaches and arrangements which are currently under review. Where possible, awareness raising with regard to alternative provision will be done, for example with regard to accessing sexual health services.

Collaborative work will be undertaken with key partner agencies to deliver early intervention services. Opportunities for colocation will be maximised, and resources used to support key areas of work.

deteriorate as they will be left without a strong advocate who can liaise with the construction sector on new buildings, resulting in even greater decline over time in accessible facilities, the consequence of this being a feeling of greater isolation.

With regard to older people, many have conditions that limit their activities. Where support is required with things like personal care, spouses, partners and female family members provide much of the informal care required. In addition, a higher proportion of disabled older people are women who rely on social care to live independently in their own homes. Whilst a significant number of older people live in poverty, means tested charges for services are likely to affect the take-up of support, as some people may find the process complicated and some people may feel stigmatised.

Proposals to reduce expenditure on weight management services may have a significant impact on disabled and older people due to higher levels of lifestyle risk factors than those found in the general population. Adults with learning disabilities have a higher prevalence of obesity than people who are non-disabled. Many people may also require specialist support and/or equipment in order to participate in programmes and activities. It should also be noted that Nottingham has high levels of health inequality, resulting in lower levels of life expectancy.

There are additional proposals relating to changes to mental health services detailed in the section on Vulnerable People below. It is anticipated that these proposals will also impact on carers who may face additional anxiety arising from the loss of 24 hour residential care for people with significant mental health conditions.

### **Women**

The impact of the budget proposals on women is likely to be multi-layered and interconnected with other protected characteristics e.g. disabled people and BME groups (as mentioned above). Women are more likely to use public services and to work in the public sector so are therefore at greater risk of being hit by reductions in staffing levels.

Increasing demand for educational support for children and young people with complex needs will see 'fair access' provision brought in-house to support vulnerable primary and secondary pupils.

Youth and Play services have been realigned city-wide to provide an equitable spread of provision across the City.

They are more likely to be paid less than men, and are more likely to live in poverty. Women are more likely to be lone parents, as well as primary carers for children, older and disabled people. Reductions in the funding of adult social care will affect women as direct service users, in addition to affecting those women who will be required to fill the gap as unpaid carers, reducing their ability to work full-time; consequently increasing their reliance on welfare benefits. Increased charges linked to leisure and public transport services in addition to changes to some bus services are also likely to have a disproportionate negative impact on women, as the majority of service users are female. This may lead to isolation and lack of social contact, placing women at greater risk of jeopardising their mental and physical health.

### **Younger People/ Pregnancy and Maternity**

A number of children and young people in the City live in households that will be affected by proposals linked to reductions in staffing levels and those relating to revised models of service delivery. This will have a direct impact on the quality and availability of certain types of provision. There may be opportunities through major service reforms involving health and social care to take a more innovative approach with regard to providing services to young people, with particular regard to mental health services, however there are no details available at this time as to what this might look like. This may create an opportunity to advance equality by increasing opportunities to provide better life chances for young people, and by ensuring that wherever possible, services are tailored to reflect local need. There may also be additional impacts on young people who are carers looking after disabled parents.

Children who are in care will also be impacted on as a result of these proposals. It should be noted that looked after children are significantly overrepresented in the criminal justice system. In addition, boys and young people from BME communities are overrepresented in care services and will therefore be disproportionately affected by these changes. Notwithstanding the potential improvements to support for vulnerable children that these proposals may bring, there is also a



proposal to reduce targeted and specialist youth support, roles that focus on reducing exclusion rates and preventing young people from entering the criminal justice system. As a consequence, this will reduce the number of 'at risk' children who receive support, impacting on their educational attainment and other life chances.

Where there are proposals to increase fees and charges, these may affect the affordability of family outings and day trips, as admission fees and travel can form a substantial part of the cost of a day out. The proposed deletion of 4 vacant Play and Youth Worker posts will result in weekly sessions delivered to young people reducing from 54 to 49 across the City.

Additional proposals affecting young people include reduced funding for sexual health services such as the C-card condom distribution scheme, and GP led level 2 sexual health service at a time when demand for these services is increasing in line with national trends.

### **Lesbian, Gay, Bisexual and Trans people**

The findings from national research show that LGBT organisations are underfunded in comparison to other mainstream organisations. The full impact of funding reductions is not yet known, however it is likely that this will lead to a reduction in services. This may lead to a reduction in staffing levels and the expertise that people bring, and more reliance being placed on volunteers at a time when an increase in demand for services is anticipated with particular regard to housing, mental health, poverty, drug and alcohol abuse as research shows that LGBT communities are considered to be a high risk group.

Amongst the proposals linked to the provision of public health services, are plans to reduce funding for a range of sexual health services, more particularly; integrated sexual health services, integrated needle exchange and sexual health services, and HIV community testing and support (this list is not exhaustive). The communities most likely to be disadvantaged by the proposed changes include young people, looked after children, new and emerging communities, and men who have sex with men. For a more detailed breakdown of the proposals and possible impacts, please refer to the individual EIA for each service.

### **Vulnerable Adults & Young People**

A recovery model for people in receipt of mental health services is amongst the proposals. Rates of poor mental health in Nottingham are above the national average with particular regard to serious mental illness, reflected in the level of demand for Adult Social Care services. 54% of service users are men, and 23% of service users are from BME communities. There are a number of high level risk factors associated with poor mental health conditions, including (but not limited to): Levels of deprivation, Nottingham City being within the top ten most deprived areas of the country; Low educational attainment levels, which are significantly below the average rates for England as a whole; High rates of unemployment, which again in Nottingham are above national levels. People who are homeless or at risk of becoming homeless are also more likely to experience poor mental health. Where people have become dependent on existing services, it may take time for them to adjust. However, by increasing the number of people in supported living arrangements, it is expected that they will have greater choice and control over their lives.

Proposed further reductions to integrated drug and alcohol treatment and support services could lead to longer waiting lists for treatments, increased crime, addiction, blood borne viruses, and increased drug and alcohol related deaths. It should be noted that men are more likely to misuse substances more frequently and in larger doses than their counterparts. Research also suggests that LGBT people are at greater risk of substance misuse. It should also be noted that mental health conditions are prevalent in substance misuse service provision.

It should be acknowledged that there are additional proposals that may impact on a number of the above communities, such as the proposal to Dim street lighting from 10:00pm. Street lights in residential areas have been dimmed at midnight since 2016. Whilst there are no reported complaints from local Citizens, perceptions of crime indicate that some groups may feel more vulnerable than other e.g. women, LGBT communities, older and disabled people.

### **Workforce**

Every effort will be made to mitigate the level of redundancies

wherever possible. The majority of people employed by the Council are female, so consequently it is likely that these proposals will have a negative disproportionate impact on women. It should be noted that the majority of people in lower paid part-time roles are women, and that women are also more likely to be negatively impacted by the cuts to services in addition to the number of job losses as outlined above.

It is worth noting more particularly that changes to the following roles may have an indirect impact on various community groups protected by the Equality Act 2010. Further details can be found in the corresponding Workforce Equality Impact Assessments:

- Reduction in the number of Family support Workers post
- Changes to Adult Social Care Assessment teams
- Management/Specialist Posts Realignment in Early Help & Targeted Services (affecting Children Centres, Play and Youth services)
- Reductions in posts in the Youth Offending Team
- Deletion of frontline play & youth worker posts
- Changes to the Equality & Community Relations service
- Adjustments to the Access Building Control Officer role; and
- Reductions to Analysis and Insight Services linked to areas including; Public Health, Social Care, Education, Crime and Drugs.

**Outcome(s) of equality impact assessment:**

- No major change needed     •Adjust the policy/proposal     •Adverse impact but continue X  
•Stop and remove the policy/proposal

**Arrangements for future monitoring of equality impact of this proposal / policy / service:**

Note when assessment will be reviewed (e.g. Review assessment in 6 months or annual review); Note any equality monitoring indicators to be used; consider existing monitoring/reporting that equalities information could form part of.

**Approved by (manager signature)**  
- Strategic Director of Finance

**Date sent to equality team for publishing:**  
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