

Name and brief description of proposal / policy / service being assessed2013/14 Budget Proposals

This document provides an overview of equality issues associated with the Council's draft budget for 2013/14. It summarises the potential equality impacts identified in relation to the budget, and the steps taken to minimise any potentially adverse impact on protected groups during the development of the budget.

This assessment should be read in conjunction with the Executive Board report that sets out the draft budget and background in detail. Individual equality impact assessments have been carried out for specific proposals identified as relevant to equality.

Information used to analyse the effects on equality

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

- Screening of all proposals to identify potential equality impact
- Equality impact assessments for specific budget proposals where a potential equality impact has been identified
- Ongoing discussions between colleagues, partners and Executive councillors
- Regular budget development meetings for councillors to approve, amend, or reject budget options, 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) representatives
- Consultation on the Council's budget priorities
- Consultation on the Council Tax Support Scheme

The Government has implemented a rapid and extensive programme of policy change, accompanied by significantly reduced funding for the public sector. In response, our budget proposals:

- take account of the Council's priorities as set out in the Council Plan; promoting shifts of emphasis and improving performance;
- seeks to address demographic and service pressures through service re-design;
- reflect the significant reductions in external funding (especially general and specific Government grants) by reducing expenditure on those activities;
- reflect our determination to be efficient, improve performance and modernise our organisation;
- recognise the very challenging financial landscape and future outlook and the impact on all sectors including the public sector.
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In the light of the financial challenges facing the public sector and this Council in particular, increased development of partnership working will continue to need to become more focussed on working arrangements that enable joined up operations, shared services and pooled resources and targeting support on the highest priorities.

Budgets have been redirected to enable some resources to be targeted on the Council's current focus of supporting the most vulnerable, local jobs, presence and enjoying Nottingham. Resources are proposed to be redirected by:

- Identifying efficiencies and other types of cost reduction.
- Reviewing priorities and services and restructuring accordingly
- Reviewing and optimising income streams of all kinds
- Implementing new methods of service provision
- Evaluating and changing our ways of working

Statistical information and research such as demographic and workforce data and independent reports have been referenced where appropriate. Other information has informed equality impact assessments for specific proposals where appropriate.

	Could particularly benefit (X)	May adversely impact (X)	How different groups could be affected: Summary of impacts	Details of actions to reduce negative or increase positive impact (or why action not possible)
People from different ethnic groups	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<p>The draft budget has needed to address a funding shortfall of around £25m in 2013/14. Reductions of such a magnitude inevitably will have an impact on some citizens, especially given major funding reductions already experienced in previous years. Measures are being taken to manage the changes in a planned way, and seek to minimise the impact</p> <p>Some potential adverse impact may occur as supporting vulnerable adults is a very high cost to the Council and more and more people require the Council's support. For these reasons the Council has to consider doing things differently.</p> <p>Because of the funding pressures and the demographic trend of more people requiring support there is an increasing emphasis on preventative provision and a shift towards self-directed support. Such proposals have been adjusted to limit adverse effects.</p> <p>Some of the proposals in relation to adult social care spend may result in some people being asked to pay</p>	<p>Detailed steps have been taken as part of the budget process to protect services that are important to vulnerable/protected groups as far as possible, given the level of real terms reduction in Council spend. These have included: revision and rejection of savings proposals on the basis of potential adverse impact on vulnerable groups; identification of actions to reduce the impact of specific saving proposals; and consideration of options in relation to Council Tax levels.</p> <p>The changes to adult social care are being implemented gradually through the annual assessment process, in order to manage the transition and minimise the impact.</p>
Men, women (including maternity/pregnancy impact), transgender people	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>		
Disabled people or carers	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>		
People from different faith groups	<input checked="" type="checkbox"/>	<input type="checkbox"/>		
Lesbian, gay or bisexual people	<input checked="" type="checkbox"/>	<input type="checkbox"/>		
Older or younger people	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>		
Other (e.g. marriage/civil partnership, looked after children, cohesion/good relations, vulnerable children/adults)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>		

			<p>more for the service they receive where they are assessed in line with Government guidance as being able to do so, or to have to consider lower cost options.</p> <p>The Government's welfare reform agenda brings significant financial challenges for local authorities as well as individual citizens.</p> <p>The Government is abolishing the national Council Tax Benefit system and requiring local authorities to decide how to help people on low incomes with their Council tax bills. At the same time, the Government is reducing the amount of money it gives to councils to pay for this help.</p> <p>The Government is also abolishing the Discretionary Social Fund, which provides grants and loans to help financially vulnerable people in immediate financial crisis or in need of help to establish or maintain independent living. Instead the funding is being devolved to local authorities, although there is no statutory duty on them to continue to use this funding for this purpose.</p> <p>Overall impacts for the protected groups relating to savings proposals are summarised in Table 1. Impacts associated with the Council Tax and rent position are summarised in Appendix 1.</p>	<p>The Council has agreed a local Council Tax Support Scheme for 2013/14 that seeks, as far as possible, to balance the significant cut to the Council's resources for Council Tax Support and the Council's wider budget challenges with the need to help the most financially vulnerable members of the community with their Council Tax bills. A full EIA is available for the scheme.</p> <p>The Council has decided to use this funding to create a Local Emergency Hardship Scheme in lieu of the Discretionary Social Fund.</p> <p>The Council continues to fund a comprehensive welfare advice service to support people through the Government's significant welfare reform changes</p> <p>Steps taken to minimise adverse impact and promote equality for different groups relating to the budget proposals are summarised in Table 1.</p>
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Outcome(s) of equality impact assessment:
 No major change needed Adjust the policy/proposal Adverse impact but continue Stop and remove the policy/proposal

<p>Arrangements for future monitoring of equality impact of this proposal / policy / service:</p> <p>Arrangements for future monitoring of equality impact of this proposal / policy / service:</p> <ul style="list-style-type: none"> • Arrangements for future monitoring of impacts are set out in EIAs for specific proposals where appropriate. • Council colleagues will meet regularly with the Equality and Fairness Commission to discuss equality issues for specific service areas where relevant. • Equality impact assessment (paying due regard to equality) is an explicit part of Council reporting and decision making processes and will be carried out for any further decisions arising from the Medium Term Financial Plan with potential equality impact. 	
<p>Approved by (manager signature): Carole Mills-Evans, Deputy Chief Executive and Corporate Director for Resources.</p>	<p>Date sent to equality team for publishing:</p>

Table 1 – Outline of potential impacts and measures taken to minimise impact for different protected groups

The following is a summary based on findings of equality impact assessments carried out for specific proposals. It provides background information about the profile of the City and notes other factors likely to affect specific sections of the community. It then summarises overall impact for each group, highlights where individual proposals are of particular relevance to a group, and notes steps taken to minimise impact.

Specific details of how individual proposals have been adjusted to minimise impact and promote equality are set out in equality impact assessments for individual proposals.

Equality group	Local context and related factors	Relevant budget savings proposals and steps taken to minimise impact
Disabled people and carers	<p>Nottingham has a higher proportion of people with a disability or long term limiting illness (18.2%) than national average. '1'</p> <p>Research indicates that reforms at a national level are reducing the household income of disabled people. '2'</p> <p>Disabled and older households may be more affected by high energy prices due to lower incomes and health conditions.</p>	<p>Budget proposals take account of funding pressures and the demographic trend of more individuals requiring support. The proposals in the budget mean that provision based on assessed need will not be affected, but the way in which needs are met may alter. Nottingham City Council is moving towards greater preventative provision where this is possible, and self-directed support where necessary.</p> <p>Together with services for children, services for adults make up over half of the council's total budget. With communities aging, more people are requiring support. For these reasons, the Council has to consider the options for delivering services differently. As part of our longer term approach to intervene earlier, at the stage where citizens' support needs are lower, the Council has introduced early intervention approaches for vulnerable adults like the Enablement Gateway, Nottingham Circle, and Living Support Networks. These approaches look to:</p> <ul style="list-style-type: none"> • maximise the independence of disabled people and their carers whilst minimising long term dependency on adult social care through first offering telecare, occupational support, and minor adaptation intervention; • linking elderly people together through a member organisation that helps forms social contacts through activities, outings and phone groups, and helps to identify and pay for handy-people to help with household jobs and services; and,

		<ul style="list-style-type: none"> • avoid loss of independence and provide better pathways out of institutions by creating networks of people through clusters of ten accommodation units where nine units are network members and a tenth is a support volunteer. <p>These approaches seek both to mitigate the impact of any changes resulting from the way the Council delivers services to vulnerable adults and help to manage demand for more intensive support in the longer term.</p> <p>The proposals in the budget may result in some disabled people being asked to pay more for the service they receive where they are assessed in line with Government guidance as being able to do so, or to have to consider lower cost options, potentially resulting in people experiencing disruption due to a change in the way they receive their service. This could particularly affect people with dementia, learning disabilities, mental health conditions or visual impairment – but the proposals ensure that only those who are assessed as able to pay are asked to do so. Appropriate budgets will be assigned to meet assessed needs, and disruption minimised as changes would be introduced gradually through the annual assessment process. It is too soon to assess the success of these projects but an annual review will be carried out to measure how they are impacting on different sections of the community.</p> <p>Furthermore, the budget has been adjusted to minimise the impact on disabled people by:</p> <ul style="list-style-type: none"> ○ protecting welfare advice services – the Council will continue to provide a comprehensive welfare advice service; ○ adult social care related proposals that reduce dependency and increase targeted early intervention while continuing to ensure that assessed needs at high moderate, substantial or critical level can continue to be met; ○ minimising the level of rent increase; ○ ensuring domestic Enviroenergy price rises will be kept below the market average <p>The Government’s welfare reform changes mean that localised Council Tax Support Schemes (CTSS) have to be established by the end of March 2013. This will mean reduced support for approximately 26,000 Nottingham citizens of working age. The Council will mitigate adverse</p>
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		<p>impact by accepting the Government one-off funding for 2013/14 which will reduce the financial burden on our most vulnerable citizens including disabled people. In addition, following consultation, the Council will retain backdating of claims which will protect those with mental ill health and unstable lifestyles that affect a person's ability to apply for support in a timely way.</p>
<p>Children and young people</p>	<p>Nottingham has a higher proportion of young people than national average - 40% under 25 compared to 31% nationally (mid 2011 estimates)</p> <p>Nationally, youth unemployment is high, though it fell by 12.3% between December 2011 – December 2012 '3'</p>	<p>The current budget has been adjusted to minimise the impact on children and young people by:</p> <ul style="list-style-type: none"> ○ Prioritising initiatives that help create jobs such as the Nottingham Jobs Fund, Nottingham City Employer Hub and appointment of a specialist Employment & Skills Team ○ Avoiding closure of Children's Centres ○ Utilising £60m through the City Deal to create 300 apprenticeships <p>The Council is seeking to limit the impact of budget reductions on children, young people and their families by continuing to delivering efficiencies within non-statutory functions. .</p> <p>The Council has prioritised diversionary activities for young people and has secured £330k Lottery funding to continue its partnership programme of £1 a day holiday activities for young people at local leisure centres over 3 years from 2012. The Council has also targeted worklessness as a key priority, and in November 2011 launched the Nottingham Job Funds, a £1.5million fund intended to create 240 private sector jobs for young people over 3 years. In addition, all entry-level Council jobs have been ring-fenced as apprenticeships for City residents, and are targeted towards young people.</p> <p>To offer young people avenues into work, we have set up Nottingham's Apprenticeship Hub. The hub has been created to increase the number of apprenticeships available in Nottingham, with a target to create 1,000 new Apprenticeships by March 2015. Nottingham's Apprenticeship Hub is a joint integrated service led by Nottingham City Council and supported by the Department for Work & Pensions and the National Apprenticeship Service.</p>

		<p>Nottingham City Council's 'Priority Families' programme looks to improve the way we provide integrated support services to our most complex, or 'troubled', families. The aim is that this will improve outcomes for these families and reduce costs compared to the current, less joined-up, ways of working.</p> <p>All possible efforts have been made to ensure proposals relating to Children's and Families Services avoid adverse impact for service users, for example deletion of vacant posts and ensuring Connexions funding continues to be appropriate for young people's needs while reflecting changing Government requirements.</p>
<p>Older people</p>	<p>The number of people in the City aged 85 or over is projected to increase by over 2,000 by 2031, an increase of over 40%.</p> <p>Older people are more likely to be reliant on public transport services and adversely affected by higher energy prices.</p>	<p>The current budget has been adjusted to minimise the impact on older people by:</p> <ul style="list-style-type: none"> ○ Identifying a package of adult social care related proposals that allows savings to be made while continuing to ensure that assessed needs at high moderate, substantial or critical level can continue to be met ○ Protecting Community Protection posts and current levels of street lighting, both of which play an important role in ensuring people are safe in their neighbourhood and homes (an issue of particular importance to older people) ○ Continuing to Protect concessionary fares (the saving proposal in this area has been negotiated with suppliers in relation to the administration of the scheme) ○ Minimising the level of rent increase ○ Ensuring domestic Enviroenergy price rises will be kept below the market average. ○ Protecting welfare advice services – the Council will continue to provide a comprehensive welfare advice service ○ Protection afforded through the CTSS Scheme which means that low income pensioners will not be affected by changes to Council Tax Benefit <p>Because older people are more likely to have a disability and/or receive social care, the positive and potential adverse impacts identified in relation to disability above may also be relevant to older people.</p>
<p>Women, Maternity and</p>	<p>Research indicates that policy changes at a</p>	<p>The current budget has been adjusted to minimise the impact on women by:</p>

<p>Pregnancy</p>	<p>national level (e.g. welfare reforms) are disproportionately impacting on women. '4'</p> <p>In the Fawcett Society's response to the Government's Autumn statement, the Chief Executive of the Fawcett Society said that women were continuing to bear the brunt of spending cuts with measures to reduce the deficit causing welfare cuts to fall primarily on women.'5'</p>	<ul style="list-style-type: none"> ○ Protecting Domestic Violence services ○ Protecting welfare advice services – the Council will continue to provide a comprehensive welfare advice service ○ Avoiding closure of Children's Centres ○ Seeking to minimise the number of compulsory Council job losses (due to the Council's workforce profile, any workforce reductions are likely to amount to an overall gender impact). <p>Potential gender impact has also been assessed in relation to adult social care proposals, as a higher proportion of those receiving social care support are women. As above, the overall steps taken to protect adults' services and retain the current eligibility criteria are assessed as positive impacts.</p>
<p>Race</p>	<p>Nottingham has a higher proportion (34.7%) of Black or Minority Ethnic (BME) citizens than the national average (14%) '6' according to the 2011 census. 40% of school pupils are BME. '7'</p> <p>The City also has a high proportion of migrants from EU Accession countries compared to other Core Cities (NINO registrations).</p>	<p>The current budget has been adjusted to minimise the impact on Black and Minority Ethnic citizens by:</p> <ul style="list-style-type: none"> ○ Prioritising initiatives that help create jobs such as the Nottingham Jobs Fund, Nottingham City Employer Hub, expanding the PATRA training Scheme and appointment of a specialist Employment & Skills Team. To offer young people avenues into work, we have set up Nottingham's Apprenticeship Hub. The hub has been created to increase the number of apprenticeships available in Nottingham, with a target to create 1,000 new Apprenticeships by March 2015. ○ Avoiding closure of Children's Centres ○ Avoiding excessive reductions to voluntary and community sector grant funding (see below) ○ Minimising the level of rent increase <p>Proposals relating to children and young people and the voluntary sector have been assessed as relevant to race equality given the younger profile of Nottingham's BME community and the</p>

	The local community has raised concerns regarding status of BME specialist services	important role of the voluntary sector in providing culturally specific services.
Sexual orientation and transgender identity	An estimated 6.6% of the population is lesbian, gay, bisexual or transgender (LGBT)	<p>The current budget has been adjusted to minimise the impact on people who are lesbian, gay, bisexual, transgender by:</p> <ul style="list-style-type: none"> ○ Protecting Community protection posts and current levels of street lighting, both of which play an important role in ensuring people are safe in their neighbourhood and homes (an issue of particular importance to LGBT people and which may be relevant to reducing the incidence of hate crime in the City) ○ Avoiding excessive reductions to voluntary and community sector grant funding (see below).
Religion and belief	Nottingham has higher proportions of Muslim and Sikh citizens than the national average.	<p>The current budget has been adjusted to minimise the impact on people from minority faith groups by:</p> <ul style="list-style-type: none"> ○ Protecting Community protection posts and current levels of street lighting, both of which play an important role in ensuring people are safe in their neighbourhood and homes (an issue of particular importance to people from minority faith groups and which may be relevant to reducing the incidence of hate crime in the City) ○ Continuing to commission Stop Hate Crime UK to provide a third party reporting service ○ Avoiding excessive reductions to voluntary and community sector grant funding (see below).
Marriage or civil partnership		No proposals in the draft budget savings are assessed as having a potential impact in relation to marriage and civil partnership.
Community cohesion and	The voluntary sector provides an important role	The budget proposals have been adjusted to minimise the impact on voluntary groups and cohesion by:

<p>the voluntary sector</p>	<p>in providing services to the BME community, young, older, disabled citizens, and other marginalised or vulnerable groups, and promoting community cohesion.</p> <p>Voluntary and Community Sector (VCS) groups have expressed a desire for closer involvement and more regular updates in relation to the budget development process.</p>	<ul style="list-style-type: none"> ○ Avoiding excessive reductions to VCS grant funding, which has been ring fenced ○ Shaping voluntary sector related proposals to minimise impact (for example in relation to the timing of changes) and promote equality (for example making specific provision for groups working on equality issues). A portion of grant investment to the VCS has been streamlined to be invested by Area with contracts in place by 1 July 2013. Communities of Interest and Identity grant funding has been rolled forward by 12-months to enable a full review, with the intention of new contracts in place by 2014. ○ Additional steps have been taken to ensure the VCS are involved in the budget development process and to develop a timetable for consultation of the VCS in relation to the Council’s budget. <p>It is Council policy that any cuts in funding to the VCS will not exceed the level of reduction to its own funding settlement. (This policy was adopted in 2011, and is reflected in the Government’s recently published Best Value Statutory Guidance)</p> <p>Other national funding streams, such as the Big Lottery, are becoming increasingly available to VCS led partnerships. ‘8’</p>
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Footnotes

1. 2011 Census
2. Destination Unknown, Demos, August 2011
3. <http://www.ons.gov.uk/ons/rel/lms/labour-market-statistics/november-2011/statistical-bulletin.html#tab-Youth-unemployment>
4. ¹ The Impact on Women of the Budget 2011, Fawcett Society, April 2011
5. <http://fawcettsociety.org.uk/index.asp?PageID=1294>
6. 2007 experimental estimates
7. ¹2011 School Census
8. letter, Nick Hurd, Minister for Civil Society, Cabinet Office, 11 October 2011