

Executive Board – 23 February 2021

Subject:	Budget 2021/22 and Medium Term Financial Outlook
Corporate Director(s)/Director(s):	Clive Heaphy, Strategic Director of Finance & Section 151 Officer
Portfolio Holder(s):	Councillor Sam Webster, Portfolio Holder for Finance, Growth & the City Centre
Report author and contact details:	Theresa Channell, Head of Strategic Finance & Deputy Section 151 Officer theresa.channell@nottinghamcity.gov.uk
Other colleagues who have provided input:	Colleagues within Strategic Finance
Subject to call-in:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No In part exempt from call in, see summary of issues and recommendation 4 for details
Key Decision:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Criteria for Key Decision:	
(a)	<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
and/or	
(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
Type of expenditure:	<input checked="" type="checkbox"/> Revenue <input checked="" type="checkbox"/> Capital
Total value of the decision:	£430.9m
Wards affected:	All
Date of consultation with Portfolio Holder(s):	Throughout the budget process
Relevant Council Plan Key Theme:	
Nottingham People	<input checked="" type="checkbox"/>
Living in Nottingham	<input checked="" type="checkbox"/>
Growing Nottingham	<input checked="" type="checkbox"/>
Respect for Nottingham	<input checked="" type="checkbox"/>
Serving Nottingham Better	<input checked="" type="checkbox"/>
Summary of issues (including benefits to citizens/service users):	
<p>This report sets out the Council's revenue and capital budget proposals for the General Fund and Housing Revenue Account (HRA) and Schools Budget for 2021/22 within the context of a medium term outlook.</p> <p>The report comprises 7 annexes as follows:</p> <ol style="list-style-type: none"> 1. Annex 1 – 2020/21 forecast budget outturn. 2. Annex 2 – Budget 2021/22 & Medium Term Financial Outlook (MTFO) 3. Annex 3 – Capital Strategy and Programme. 4. Annex 4 – HRA revenue and capital budget. 5. Annex 5 – Robustness of the budget, required under The Local Government Act 2003 (Pt II). 6. Annex 6 – Budget Consultation 2021/22 7. Annex 7 – Schools Budget 2021/22. <p>This information enables Executive Board to:</p> <ol style="list-style-type: none"> i. Make recommendations to City Council in respect of the budget for the capital programme and General Fund which includes setting the Council Tax 	

- ii. Set HRA rent levels and service charges for 2021/22 and continue the tenant reward Scheme for 2021/22.

Whilst this report reflects the financial outlook for the next three years, the financial uncertainties associated with Covid-19 combined with actions arising from the emerging Recovery and Improvement Plan make forecasting beyond 2021/22 unrealistic at this stage. It is prudent therefore that the proposed budget reflects a one-year position only for 2021/22 and with a commitment to addressing the likely financial challenges to be addressed by the Council in the medium term.

A key part of the Recovery and Improvement Plan is the requirement to undertake financial planning on a medium term basis aligned to a refreshed Council Plan and to achieve this will require a revised process to be put in place for 2022/23 which links ambition with resource and enables a robust four year Medium Term Financial Strategy (MTFS) to be developed.

Although the proposals will lead to a balanced 2021/22 budget with reduced demands on reserves, the Council has applied to the Ministry of Housing, Communities and Local Government (MHCLG) for authorisation to capitalise **£35m** of costs. A decision is still awaited, and the budget forecast does not make any assumption that this request will be agreed. This authorisation is needed to spread costs over a number of years to avoid too great a call on reserves and to enable the costs of transforming the authority to be met.

Proposals take into account the final Local Government Finance Settlement as approved on 10 February 2021. As is usual, public consultation has been undertaken in relation to the budget proposals and will continue as appropriate until 8 March 2021. Feedback from the consultation process to date has been taken into account in making these recommendations to City Council.

This report should be read in conjunction with its Annexes and the Treasury Management Strategy report which is also on this agenda.

The Equality Impact Assessment is attached at Appendix **A**. This document provides an overview of equality issues associated with the Council's budget. It summarises the potential equality impacts and the steps taken to minimise impact on protected groups during the development of the plan.

The Chair of Overview and Scrutiny Committee has approved part of this report to be exempt from call in, specifically the approvals Executive Board requested to make within recommendation 4. This is due to the timing of Executive Board and the Housing Act 1985 which requires tenants to receive 28 days' notice of rent increases.

Recommendation(s):

1 2020/21 Forecast Outturn (Annex 1)

- a) To note the current forecast outturn for 2020/21.
- b) To approve budget virements and reserve movements set out in Appendices **B** and **C**.
- c) To approve the proposal that underspends in 2020/21 are used to replenish reserves.

2 Revenue budget 2021/22 (Annex 2)

- a) To recommend to City Council approval of the proposed General Fund revenue budget for 2021/22 with a net budget requirement of **£243.7m**.

b) To endorse proposals to set a Council Tax level (Band D) of **£1,898.55**.

3 Capital Programme 2021/22 to 2025/26 Element (Annex 3)

a) To recommend to City Council approval of the proposed Capital Programme for 2021/22 – 2025/26.

4 HRA budget 2021/22 (Annex 4) Exempt from call in

a) To recommend to City Council approval of the proposed HRA budget for 2021/22 as set out in Annex 4.

b) To approve the:

- i. Proposed rent increase of **1.5%** for 2021/22.
- ii. Continuation of the tenant incentive scheme in 2021/22 of up to **£100** per annum and its removal from the budget from 2022/23 onwards.
- iii. Proposed increase in general service charges of **1.5%**.
- iv. Proposed increase to garage rents of **0.5%**.
- v. 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**.

5 Robustness of the Budget and medium term outlook (Annex 5)

To note the report of the Council's Section 151 Officer in respect of the robustness of the estimates within the budget and the adequacy of reserves.

6 Budget Consultation (Annex 6)

To note the outcomes of the budget consultation.

7 Schools Budgets (Annex 7)

a) To approve the in-year budget transfers and payments associated with the grant funding and the use of the reserve included in this report. This will not exceed the grant value.

b) To delegate the authority to the Portfolio Holder for Finance, Growth & the City Centre and the S151 Officer to approve any final budget adjustments in conjunction with the Portfolio holder for Regeneration, Schools & Communication and the Corporate Director (People).

1 Reasons for recommendations

1.1 This report seeks endorsement of the proposed 2021/22 budget to enable Executive Board to recommend approval by the City Council on 8 March 2021 and to approve HRA elements of the report.

1.2 Whilst this report is set in the context of a medium term plan, the ongoing uncertainty has meant that it is prudent to produce a one-year budget for 2021/22 rather a full medium term financial plan (MTFP). This provides the opportunity to review the Council's response to the recovery phase of the pandemic and also to consider the impacts of the Public Inspection Report (PIR) and non- Statutory Review (NSR) reports set out below and to prepare a full MTFP for the following four-year period.

1.3 Looking ahead, it is critical that the Council resets its vision through a new Council Plan which matches its ambitions with the likely resources available to it over the medium term. The Recovery and Improvement Plan, and particularly its transformation themes, will drive this process supported by the Improvement Board. This will enable the Council to move towards a long term sustainable financial position.

2 Background (including outcomes of consultation)

2.1 Reports previously presented to Executive Board have consistently highlighted the challenging financial environment in which Councils have operated, with reduced levels of Government funding since 2010, the effects of Covid-19 and the uncertainties of Brexit.

2.2 Additionally, Nottingham has had local challenges, not least a low tax base, persistent overspends, the underachievement of savings and Robin Hood Energy, all of which has been widely reported. The background in which the Council operates within together with these events have all had a significant impact on the assumptions and strategy for this budget process.

2.3 Over the period 2010/11 to 2019/20, the Council has had to make cumulative budget savings totalling **£271.4m**. The 2020/21 Budget and current MTFP was approved by Full Council on 9 March 2020, prior to the Covid-19 pandemic, and included new savings of **£15.6m**, existing savings plans of **£0.3m** and pressures of **£17.9m**.

2.4 The severe impacts of the Covid-19 pandemic on the City in 2020/21 will continue to have material financial consequences into the medium term. An event of this magnitude undoubtedly means that the Council will need to consider closely how its business and services should operate in the future. There remain potential longstanding impacts on Council income if working and spending patterns in the city continue to change. The significant pressures set out in this report reflect in large part the financial effects of the pandemic on the City.

2.5 Companies in which the Council has an interest are also suffering from the financial impacts of Covid-19 impacting upon current and projected returns from these companies and adding further pressures upon the City's finances.

2.6 In particular, the Council experienced significant financial exposure in respect of its interest in Robin Hood Energy which will crystallise late in 2021 following the company entering into administration.

Robin Hood Energy and Public Interest Report (PIR)

2.7 As a result of the Strategic Review of Robin Hood Energy (RHE), the decision was made by the Council to sell the customer base of the company to Centrica in September 2020 and the company entered into administration in January 2021. The strategic review undertaken by the External Auditor resulted in the issuance of a Public Interest Report (PIR) in August 2021. The Council has fully accepted the PIR and has both developed and is implementing an Action Plan to improve the governance of its companies. This includes the role of a Company Governance sub-committee which, together with the Audit Committee and Overview & Scrutiny Committee, will monitor the

implementation of the recommendations arising from the PIR. The PIR can be found at <https://www.nottinghamcity.gov.uk/public-interest-report/>

Rapid Non-Statutory Review (NSR) into Nottingham City Council

- 2.8 Following issuance of the Auditor's PIR, the Secretary of State for Housing, Communities and Local Government appointed Max Caller CBE in late October 2020 to lead a rapid, non-statutory review at the Council. The purpose of the review was to provide assurance on the financial position of the Council, its governance arrangements and the commercial and investment issues identified by the Council's External Auditors, Grant Thornton, in the PIR published on 11 August 2020. This review involved providing the review team with a significant number of reports and interviews with senior colleagues and Councillors. The findings from the review were published in November 2020 and details can be found at <https://www.gov.uk/government/publications/nottingham-city-council-rapid-review>.
- 2.9 Arising from the NSR was the Secretary of State requirement to establish an Improvement Board under the leadership of Sir Tony Redmond and the development of a Recovery and Improvement Plan to address the issues raised in the Plan and accepted by the Council. The costs of this Improvement Board are to be funded from the Council's revenue budget and are provided for within the budget at an estimated cost of **£0.3m** pa for the next 3 years.
- 2.10 The NSR report highlights the need to move towards a medium term financial planning process to demonstrate how medium-long term financial stability will be achieved as well as the management of its capital programme and in particular, reducing external borrowing and generating more capital receipts. The report also requirement improvement in the governance and management of the companies in which it has an interest.

Recovery and Improvement Programme

- 2.11 The Recovery and Improvement Plan and programme will incorporate the Transformation Programme and will be a key driver for delivering a new affordable Council Plan and providing modern citizen-focussed services within an affordable cost envelope. This will also be a key area of work for the Improvement Board. Full Council approved the plan on 25 January 2021 and it can be found at <https://committee.nottinghamcity.gov.uk/ieListDocuments.aspx?CId=156&MId=8931>
- 2.12 The Plan will set out a sustainable vision through a new Council plan which aligns its ambitions and its resources over the medium term. The council is committed to making the changes needed in response to PIR/NSR whilst recognising that its resource base will be impacted for some time to come on both its costs and its revenues. This is equally true of its companies where a significant reduction in dividends is forecast for the foreseeable future. The Council's leadership is determined to maintain the stability of services needed to support residents through extremely difficult circumstances but will need to make difficult choices.

- 2.13 Initiating and delivering a robust and ambitious transformation programme will become a key priority for the Council in 2021/22 to ensure the delivery of a balanced and sustainable long-term cost base for the Council.
- 2.14 Whilst recognising the journey that the Council is on to achieve medium term financial stability, the uncertainties in the current year and ahead mean that it is prudent only to produce a one year balanced budget for 2021/22 without significant recourse to reserves but not to see this as an MTFP. The Recovery plan journey will ensure that the Council fully embraces medium-long term financial planning to ensure that the Council remains financially sustainable.
- 2.15 The Council has applied to MHCLG to treat **£35m** of its revenue costs as capital. This is not to balance the 2021/22 budget – but to spread out costs to limit the impact on reserves and to provide funding to kick start a transformation programme. The Council has not, to date, received a decision from MHCLG and prudence dictates that the basis of the budget must be prepared with such an assumption.
- 2.16 Although this will not prevent the Council from setting a balanced budget for 2021/22, it will diminish its reserves still further and leave it in a weakened position to deal with future financial shocks. It will also leave it without the necessary resources to jump start a transformation programme essential to delivering the Recovery and Improvement Plan. The Council continues to work with MHCLG to seek the necessary authorisation.

2020/21

2.17 Annex 1 contains the forecast outturn report for 2020/21

2.18 Headlines include

1. An interim balanced budget for 2020/21 approved by Full Council, headlines of which were:
 - A forecast overspend of **£78.4m** arising from in-year overspends and Covid-19 impacts of offset by mitigations including
 - Confirmed Government Funding for Covid-19 of **£23.5m** and estimated Income Compensation Scheme relating to the loss of income as a result of Covid-19 of **£16.3m**;
 - **£12.5m** of new 2020/21 savings were identified and approved, of which £4.8m are ongoing into 2021/22.
 - Business as usual underspend of **£5.8m**, off-set by a carried over 2019/20 overspend of **£6.8m**.
 - A consequential funding gap of **£27.0m**.
2. An estimated **£38.2m** pressures relating to the decision to place Robin Hood Energy into administration plus **£6.0m** of provisions to cover the possibility of other council owned companies experiencing difficulties totalling **£44.2m** attributed to extraordinary events.
3. A total gap of **£71.2m** funded by the permanent release of **£38.7m** reserves and the use of a further **£31.3m** of reserves on a 'borrow and pay back' basis over 4 years to address the funding gap.

- 2.19 The 2020/21 Quarter 3 forecast impact of Covid-19 for the Council in 2020/21 is **£79.1m**, and with funding (Tranche 1-4 and Income Compensations Scheme) of **£50.0m**, this leaves an unfunded cost of **£29.0m**.
- 2.20 A revised forecast underspend of **£4.9m** for 2020/21 arising from an **£9.2m** favourable variance within Adults offset by a **£3.6m** negative variance within Commercial and Operations.
- 2.21 It is proposed that the net underspend is used to repay 'borrowed' reserves as identified in the Interim Budget. This, together with other minor movements, reduces the need to 'borrow' from reserves to **£17.4m**.
- 2.22 Robust spending controls remain in place to ensure only essential spend is incurred and any further favourable variances realised at outturn will be used to reduce the level of reserves to be borrowed and paid back.

3 Medium Term Financial Outlook

- 3.1 An assessment of the medium term financial outlook with detailed underlying assumptions is set out in Annex 2.
- 3.2 The outlook for the period to March 2024 remains uncertain. The long term impacts of Covid-19 both in terms of additional costs and lost income are difficult to predict but will impact both the Council and the trading prospects of its company interests (lost dividends and commercial income). Service pressures are expected in a number of key areas but in particular in Children's Services.
- 3.3 The Council will at the same time be embarking on an ambitious transformation programme to reform and modernise its services to live within a smaller funding envelope with less reliance on commercial and trading income to fund core services. The Recovery and Improvement Plan and the Transformation Programme will form the vehicle for delivering change and this in turn will feed into medium term financial forecasts.
- 3.4 Based on current estimates funding gaps of **£22.5m** for 2022/23 and **£25.0m** for 2023/24 are forecast but based on current and past experience, there is a significant risk that these funding gaps will grow.
- 3.5 The final local settlement has confirmed funding for one year only with a full Spending Review and the introduction of Fair Funding Review and 75% Rates Retention now delayed until 2022/23. In the absence of a robust multi-year settlement from the Government the draft budget assumes the current level of settlement funding for 2021/22 will continue for 2022/23+. No assumptions have been made for the likely impact on future settlement funding of Government policy due to a lack of clear exemplification of the options being currently considered.
- 3.6 The draft budget 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. This has enabled the 2021/22 budget to be balanced to fund provision of a wide range of services; many of them statutory. The size of the capital programme and the current debt levels means that, over the medium term, new borrowing has been minimised. The Treasury Management Strategy sets out new arrangements for a balanced approach to managing debt.

Revenue Budget 2021/22 (Annex 2)

3.7 The revenue budget proposals include a balanced budget for 2021/22. The budget strategy for driving longer term financial sustainability has been to reduce the Council's pay bill and assumes further savings and this together with a Transformation Programme are crucial in achieving this goal.

3.8 Below details some additional key assumptions and figures

- 2021/22 net revenue budget requirement of **£243.7m**
- Total savings of **£16.9m**, of which
 - **£10.5m** savings which required public consultation
 - **£1.7m** previously approved Voluntary Redundancy savings
 - **£4.7m** of workforce and other savings that don't require public consultation
- Pressures of **£32.3m**
- Use of **£2.1m** of reserves in 2021/22 in order to balance the 2021/22 budget
- A **4.99%** increase in council tax and a Band D council tax of **£1,898.55**

Capital Programme (Annex 3)

3.9 A review of the capital programme has been undertaken to stabilise the programme and put it on a sustainable footing for the longer term together with the implementation of a revised debt management strategy which aims to reduce debt levels.

3.10 An overall general fund programme of **£380.4m** of which **£116.9m** relates to 2021/22

- **£98.9m** from prudential borrowing
- **£219.4m** funded from specific grants and contributions
- **£62.1m** from capital receipts and other internal contributions

Public Sector Housing capital programme of **£285.4m**

HRA Revenue Budget (Annex 4)

3.11 An overall HRA of

- Total HRA expenditure budget **£107.2m** in 2021/22
- Increase in rents of **1.5%**
- A proposed increase in general service charges of **1.5%** in line with CPI
- Closing working balance of **£7.6m** in 2021/22

Reserves

- 3.12 Prior to the NSR, the Interim Budget had highlighted that the Council was carrying significant risk in relation to the low level of its unallocated and earmarked reserves in comparison to other similar sized Councils. The Interim Budget required both a significant permanent release of reserves in addition to borrowing and paying back of reserves. In fact, the interim budget required almost half of the Council's controllable reserves to be released to achieve a balanced position. The strategy at the time has had a significant impact on the Council's long-term sustainability as it reduced future flexibility.
- 3.13 A critical element of achieving long term financial sustainability is to ensure the Council has adequate reserves to manage any future risks and Annex 6 of this report is the Council's Chief Financial Officer (S151 Officer's) assessment of the robustness of the budget and adequacy of reserves statement and is a key part of the MTFP and includes a series of recommendations.
- 3.14 The Council's Section 151 Officer has concluded that whilst reserves are sufficient to support a one year budget, they may be insufficient to support longer term transformation.
- 3.15 Not having the necessary authorisation to capitalise will not impact the overall conclusions of the S151 officer in respect of the robustness of these proposals for 2021/22 but will place considerable additional pressure on the Council's already diminished reserves and leave it without the necessary resources to fund any more than the most basic level of resource to manage its critical transformation programme outlined in the NSR and cover redundancy costs in 2021/22
- 3.16 A lack of capitalisation will also jeopardise the Council's ability to manage the medium term risk and managing the gaps identified in 3.4 above. Inevitably closing these gaps will involve redundancy costs for which there is no current financial provision.

Robustness of the Budget and Adequacy of Reserves (Annex 5)

- 3.17 The statutory assessment of the Robustness of the Budget and Adequacy of reserves concludes that the budget is robust and that the level of reserves is adequate. However, it is important to note that the environment in which the Council operates has been challenging for a number of years as a result of the Government period of austerity and the impact this has had on the Councils funding position and the level of reserves which it holds.
- 3.18 The Council continues to prepare medium term financial plans in a period of extreme uncertainty. The need for longer term financial sustainability to move away from short term one off measures has been a repeated theme in the many reports to the Council.
- 3.19 The need to transform services is a key recommendation of the NSR and will be a key priority for the Council in 2021/22 to ensure the delivery of a balanced and sustainable long term cost base for the Council. However, without financial support from Government the Council would not be in a position to fund the transformation programme and maintain reserves to an adequate level to protect the Council against future risks.
- 3.20 Capitalisation remains critical for the Council to provide the necessary resources to effect change and deliver a sustainable financial envelope and without it, it is difficult to envisage how transformation can occur and how the identified medium term gaps can be closed.

- 3.21 Annex 5 includes a number of recommendations and these are summarised at the start of this report, implementation of these recommendations is crucial in helping the Council achieve the outcomes required as part of the Recovery and Improvement Plan.

4 2021/22 Budget Consultation (Annex 6)

- 4.1 The budget process is supported by extensive consultation and the Council is committed to maintaining and developing this participation. Due to the Covid-19 pandemic the usually pre budget consultation has not taken place and the manner in which we engage and consult has been adapted using online tools. Consultation has been undertaken from January 2021 with citizens, businesses, colleagues, community groups, and young people. A total of **219** on line and paper surveys have been received up until 17 February 2021. So far there have been no significant changes to the budget proposals published in January. The consultation period will continue to run until the 28 February 2021 or until appropriate consultation has been undertaken.
- 4.2 The 2021/22 Budget Consultation report was approved by Executive Board on 19 January 2021. The budget proposals were set in the context of assuming a proposed increase in basic council tax from April 2021 of **1.99%** and an additional increase of **3.00%** to fund pressures in Adult Social Care funding as permitted by Government for 2021/22. This results in a total proposed increase in Council Tax of **4.99%**.
- 4.3 The 2021/22 Budget Consultation report included proposals in the provisional settlement which had been announced and together with announcements from the Spending Review in November 2020 improved the funding assumptions from the MTFO refresh as part of the Interim Budget by **£18.2m**.
- 4.4 Cost pressures of **£36.0m** in 2021/22 rising to **£43.4m** in 2023/24 were identified and new savings of **£15.6m** for 2021/22 of which **£11.3m** were released for public consultation and **£4.4m** of savings not requiring public consultation were set out to help balance the budget in 2021/22 to support a sustainable financial footing amid the Covid-19 crisis.

Other options considered in making recommendations

- 4.5 Throughout the budget process a range of different options have been considered including various levels of council tax, investment and cost reductions. This is a complex process with many iterations and possibilities too numerous and detailed to present as discrete options here. This report presents the overall set of current draft proposals which together seek to balance levels of investment, income, cost reductions and an appropriate level of council tax.

5 Schools Budget 2021/22 (Annex 7)

- 5.1 This annex presents the Council's Schools Budgets for 2021/22 which has been prepared in line with the parameters agreed at Schools Forum and with the financial regulations issued by the Department for Education. Indicative budgets and guidance will be issued to schools by 28 February 2021.

Where applicable the Local Authority's (LA's) Medium Term Financial Plan (MTFP) incorporates the impact from the Dedicated Schools Grant.

The key points relating to the Schools budgets are:

- Total grant funding for Nottingham is **£310.7m**.
- This is **an increase of £22.5m (7.8%)** from 2020/21 indicative budget of which:
 - **£17.8m funds pupil growth;**
 - **£5.4m in increased High Needs (HN)** funding (if there was no cap this would have been £10.1m);
 - A **£2.0m reduction** in Central Expenditure which impacts on the LA as it is funding allocated to support organisational costs aligned to educational attainment. This has been captured in the MTFP.
- The High Needs block budget aligns to the Special Education Needs strategy.
- The figures are provisional and the grant will be amended throughout the year.
- Any unallocated balance will be transferred to the Statutory Schools Reserve.

6 Finance colleague comments (including implications and value for money/VAT)

- 6.1 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.
- 6.2 Reporting financial performance against budget is an integral part of the annual calendar and Executive Board will continue to receive quarterly monitoring reports in 2021/22. The Audit Committee has responsibility for the scrutiny and challenge of the financial and performance framework and its implementation.
- 6.3 The Chartered Institute of Public Finance and Accountancy (CIPFA) published a Financial Management Code in October 2019. This code is designed to support good practice in financial management and to assist local authorities in demonstrating their financial sustainability.

7 Legal and Procurement colleague comments (including risk management issues, and legal, Crime and Disorder Act and procurement implications)

- 7.1 The City Council is required to set a balanced budget for 2021/22 before 11 March 2021.
- 7.2 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**.

7.3 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.

8 Strategic Assets & Property colleague comments (for decisions relating to all property assets and associated infrastructure)

8.1 None

9 Social value considerations

9.1 None

10 Regard to the NHS Constitution

10.1 None

11 Equality Impact Assessment (EIA)

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

Yes



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

12 List of background papers relied upon in writing this report (not including published documents or confidential or exempt information)

12.1 None

13 Published documents referred to in this report

13.1 2021/22 Budget Consultation report, 19 January Executive Board

<https://committee.nottinghamcity.gov.uk/ieListDocuments.aspx?CId=177&MId=8589>

Nottingham City Council Recovery and Implementation Plan, 19 January Executive Board

<https://committee.nottinghamcity.gov.uk/ieListDocuments.aspx?CId=177&MId=8589>

Voluntary Redundancy Programme and Budget Proposals, 20 October Executive Board

<https://committee.nottinghamcity.gov.uk/ieListDocuments.aspx?CId=177&MId=8580>

Voluntary Redundancy Programme, 15 December Executive Board

<https://committee.nottinghamcity.gov.uk/ieListDocuments.aspx?CId=177&MId=8587>

Interim Budget 2020/21 – 5 October 2020 Full Council

<https://committee.nottinghamcity.gov.uk/ieListDocuments.aspx?CId=155&MId=8540>

Interim Budget 2020/21, Medium Term Financial Outlook and Draft Strategy 2021/22 to 2023/24, 22 September Executive Board

<https://committee.nottinghamcity.gov.uk/ieListDocuments.aspx?CId=177&MId=8553>

Public Interest Report

<https://www.nottinghamcity.gov.uk/public-interest-report/>.

Council Financial Position – 2020/21 Budget Update, 21 July 2020 Executive Board

<https://committee.nottinghamcity.gov.uk/documents/s105034/Council%20Financial%20Position%20-%20202021%20Budget%20Update.pdf>

Council Financial Position – Financial Risk Assessment, 29 June 2020 Executive Board

<https://committee.nottinghamcity.gov.uk/documents/s104181/Council%20Financial%20Position%20-%20Financial%20Risk%20Assessment.pdf>

Medium Term Financial Plan (MTFP), 18 February 2020 Executive Board

<https://committee.nottinghamcity.gov.uk/ieListDocuments.aspx?CId=177&MId=7979>

Equality Impact Assessment Form

Appendix A

1. Document Control

Control Details:

Title: If this is a budget EIA please ensure the title is the same as the title used within the budget booklet	2021-22 Budget proposals Equality Impact Assessment
Author:	Saema Mohammad
Director:	Richard Henderson
Department:	Strategy & Resources
Service Area:	HR & Customer
Contact details:	saema.mohammad@nottinghamcity.gov.uk
Strategic Budget EIA: Y/N	Yes
Exempt from publication: Y/N	No

2. Glossary of Terms

Term	Description
VR	Voluntary Redundancy
DCR	Discretionary Compensation Regulations

3. Contributors / Reviewers

Name	Position	Date
Saema Mohammad	Equality, Diversity & Inclusion Lead	11 February 2021
Hannah Gemmill	HR Business Lead	12 February 2021
Jo Worster	Team Leader – Strategic Finance	16 February 2021

Summary

2021/22 Budget Proposals

This document provides an overview of equality issues associated with the Council's budget. It summarises the potential equality impacts and the steps taken to minimise impact on protected groups during the development of the plan.

The Budget Consultation 2021/22 report approved at January 2021 Executive Board contains details of savings proposals and the final list of savings that required public consultation are contained within Annex 2 of this report. These two reports form the basis of the budget and this assessment should be read in conjunction with those reports.

Public and colleague consultation commenced on 19 January 2021 and is ongoing, various meetings 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 8 March 2021 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 to view on Nottingham Insights (<https://www.nottinghaminsight.org.uk/Document-Library/Document-Library/aAXJwUe>) or copy can be provided on request.

For many of the proposals the Equality Impact Assessment will be an on-going process – particularly where there may be future decisions on what service models may look like, or more detailed proposals and that Exec Board will need to review the information at that stage too, in order to be able to demonstrate they have paid due regard at the time of any future decisions.

The Equality Duty 2010 is a continuing duty, therefore it will be necessary to monitor the effects of the decision after implementation.

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

Detail of affected posts

The budget proposals submitted to Executive Board on 19 January contain a range of savings proposals to address the above budget challenges. These proposals form the basis of the consultation process with Trade Unions and colleagues and more detailed documentation will be issued for each of those individual proposals.

The proposals submitted to Executive Board contain the deletion of **261.3** full time equivalent posts from the Council's establishment.

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 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
- utilised a voluntary redundancy process to achieve the proposals with staffing implications. Data from the VR scheme, including those interested and those making applications, utilised to assess the effects on equality and an on-going assessment of the data, throughout the consultation process.

Impacts and Actions:

	Could particularly benefit X	May adversely impact X
People from different ethnic groups.	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Men	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Women	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Trans	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Disabled people or carers.	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Pregnancy/ Maternity	<input type="checkbox"/>	<input checked="" type="checkbox"/>
People of different faiths/ beliefs and those with none.	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Lesbian, gay or bisexual people.	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Older	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Younger	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Other (e.g. marriage/ civil partnership, looked after children, cohesion/ good relations, vulnerable children/ adults).	<input type="checkbox"/>	<input type="checkbox"/>
<i>Please underline the group(s) /issue more adversely affected or which benefits.</i>		

<p>How different groups could be affected (Summary of impacts)</p>	<p>Details of actions to mitigate, remove or justify negative impact or increase positive impact (or why action isn't possible)</p>
<p>Workforce Impact Colleagues across a range of service areas will be affected by the budget proposals, as 261.7 FTE posts are proposed to be deleted. C.148FTE posts are believed to be occupied by colleagues.</p> <p>The council has a legal obligation to consult with both the affected colleagues and recognised trade union representatives regarding these proposals.</p> <p>Colleagues have been provided with the opportunity to express an interest in voluntary redundancy, as part of the Council's updated DCR Policy. The Council is seeking to avoid compulsory redundancies as part of the budget proposals and VR will be utilised to meet the savings put forward, wherever possible.</p> <p>The budget proposals have the potential to impact colleagues across all protected characteristics and this is indicated within this EIA.</p> <p>However, given the use of Voluntary Redundancy, the actual impact is currently unknown, as the Council seeks to avoid compulsory redundancies wherever possible.</p> <p>An early assessment of the expressions of interest received suggests that there may be a greater impact on colleagues aged 55 and over, as two thirds of the expressions of interest are aged 55 and over. This is likely due to the access to their pension. We</p>	<p>Mitigating Impact on our Workforce</p> <ol style="list-style-type: none"> 1. Colleagues will be provided with relevant consultation documents, including the published budget proposals, so that they are fully informed of the proposals and their potential impact. This will take place w/c 18 January. 2. Consultation meetings with trade union colleagues and on-going meetings at Central Panel. In addition to this, managers will receive consultation documents from the HR team and will be asked to facilitate individual consultation meetings with affected employees. 3. Regular monitoring of the VR process will be implemented, with 4 review stages, as follows: <ul style="list-style-type: none"> Stage 1 – Launch of Consultation Stage 2 – Close of 'Expressions of Interest' window (w/c 8 Feb) Stage 3 – close of 'Application' window (26 Feb) Stage 4 – Close of consultation & VR 'Decisions' (5 March) An update of the equalities breakdown will be provided at stages 2-4. 4. A range of support mechanisms are already in place for colleagues who have expressed interest in VR, with details on our dedicated intranet page. This page contains specific support and information for colleagues in the affected group of ages 55+, including advice and support around Pensions, planning for retirement and financial planning.

have tried to balance this out by paying additional redundancy compensation to under 55s.

Further monitoring of applications will be undertaken.

Community Impact

Rationalisation of the LinkBus network

The main provisions are:

(1) Withdrawal of five of the ten existing Locallink/Worklink services

(2) The retention of five routes, with some changes to serve sections of withdrawn routes.

(Details of the services contained in the individual EIA published on insights)

Mitigating Community Impact

Rationalisation of the LinkBus network

Elderly

Locallink services carry a high proportion of elderly passengers, travelling with Elderly Persons' Concessionary Travel Permits

Disabled People or Carers

As they provide access close to the home, those with impaired mobility and those who travel with them also use Locallink services.

Women

Overall 60% of bus passengers are female. This percentage is even higher for Locallink services that are used largely by shoppers from older age groups and those accessing local services, including medical services.

Younger

Students travelling to the University of Nottingham normally use the L12 service. However, use has been particularly low throughout the Covid-pandemic. Alternative services are available by interchange.

Subject to available budget, we aim to continue to provide services within 400m of Nottingham City residents where this is already the case.

Alternative forms of provision may need to be investigated, including:

- Provision of some routes by commercial operators where this is possible
- demand responsive bus services
- Provision of a service using the Easylink Dial-a-Ride operation. Provision of existing services but at a reduced frequency

Children’s Integrated Services Savings – Reshaping Children’s Centres

Re-shape Children’s Centre provision to enable service provision to the most vulnerable families to be maintained in the context of the reduced building and staffing infrastructure

Reduce the number of Council owned Community Centres

Community Centres offer affordable space to hire for both regular and one off groups and hire. Hire can be diverse and range from health initiatives, training and education led activities through to private children’s parties, councillor surgeries and information days. Many centres are also used for worship activities.

Some centres have nursery and alternative education provision being delivered from within the setting and these will be considered as strong indicators for remaining operational.

Until it is known which centres are included as part of the budgetary review process, it is difficult to present the details about which groups will be affected and to what degree.

- Routes being merged together and diverted to serve other areas

Children’s Integrated Services Savings – Reshaping Children’s Centres

Young People and families

There will be significant reduction in universal early help provision, which could lead to escalating needs in families, resulting in increased demand for more specialist and statutory services.

We will mitigate by reviewing and reshaping service delivery to ensure the families and young people most at risk are prioritised for early help services

We will work with partners to reshape the Family Support Pathway to make best use of all resources available to support families.

Reduce the number of Council owned Community Centres

A supplementary EIA will be undertaken for each site identified as a potential closure. The EIA will look at Ward statistics as well as environmental and geological boundaries that may be seen as barriers to relocation.

The Voluntary Sector Sustainability Service will work with colleagues in Neighbourhood Services and Asset Management teams to identify alternative provision and space for hire. Consideration will be given to alternative management arrangements and partnership approaches where appropriate

Displaced community groups of social value will be offered a time limited support package to enable relocation and establish service reinstatement. Any group that is currently operating in a centre chosen for closure will be given the following support:

- Potential alternative community space will be identified and offered,

Reduce Area Based Grants by 10% & Reduce Community of Identity Grants by 10%

This is a proposal to alter funding arrangements after the existing service level agreements are complete. This is a three year cycle and the stakeholders are aware that there will be changes.

Area Based Grants - £1,180,827

The funding is currently allocated on the basis of need as set out in the Indices of Multiple Deprivation (IMD) combined with population numbers to ensure the areas most in need get the most funding. This funding provides the core grant aid for many of the smaller organisations and community groups (more details can be viewed on EIA published on insights), and as it is 'clean grant aid' without any additional calls upon it, enables them to 'match' fund or use it to lever in additional grant aid and contract work to support their local citizens.

preferably within the remaining NCC community space available in the locality

- Liaison between new venue and user group by the communities' team
- Financial support for a period up to 6 months, should there be a potential increase in costs of hire
- Support to move items of equipment via NCC mobile team, paid for by NCC
- Open meetings with users of the service if needed
- For the management committees, we will provide guidance and support via NCVS as to the impact on any charitable organisational status and provide financial support to change any required charity commission documentation or submissions
- We will work with the network of volunteers displaced to seek other opportunities to support other local centres that are remaining open

Reduce Area Based Grants by 10% & Reduce Community of Identity Grants by 10%

Consultation with all affected stakeholders will be take place between April and September to enable a sensitive re-design of the funding that mitigates the impact of these cuts as much as possible on groups with protected characteristics.

Actions to mitigate the impact of these cuts include efforts to secure alternative national grant funding and working with the Integrated Care Partnership and Employment and Skills teams to leverage relevant resources, which will reduce inequalities in both communities of geography and identity. The Community Partnerships service and Grants lead officer will work with affected organisations to implement the changes and to assess local need and other support options with Neighbourhood Development Officers and Area Partnerships.

In 2019/20 the Cohesion Officers (4) brought £1million into local VCS

Communities of Identity Grants (COI) - £499,000

These grants are designed to support three specific community groups across the city who have additional and specific needs from experiencing disadvantage particular to them that cannot be met using the geographical approach utilised in the ABG contract.

Reduce Cllr Local Area Grants by 25%

Reduce the amount each ward receives in local area grants by 25% in the new financial year April 2021.

groups around key targets such as ending youth violence, women's services support and refugee welcome and the remaining officers would seek to support these organisations as well as delivering statutory duties. These officers will continue to support groups affected by the COI grant reduction in accessing other grants.

These impacts will need to be considered alongside impacts of staffing changes in Community Partnerships and the proposals brought forward to look at removing some of NCC's provision of community centres. These changes may compound the impact rather than mitigate it.

Reduce Cllr Local Area Grants by 25%

The changes will impact on all groups including:

- people of all genders from different ethnic groups and backgrounds
- people of all genders different faiths or no faith
- people of all genders with disabilities including mental health
- women
- LGBT people of all genders
- Carers of all genders
- young people of all genders
- people identifying as goths or with other alternative cultures
- refugees and asylum seekers

To mitigate the impact on groups, extra capacity and resources will be generated through better alignment of activities across the wider Community Partnerships team. This collaboration will enable the sharing of local intelligence, expertise and understanding of the needs of the community with all partners who deliver services and activities within the Area to identify immediate needs. For example, Community Development Officers working closely with NDOs to liaise with community groups to bring local communities and service providers together to work collaboratively across the Area to develop the city's recovery response, reframing the connections and relationships between statutory, voluntary and faith sectors. This will help to change the way services are operating by

<p>Create a new approach to Neighbourhood & Community Working</p> <p>To support the wider service area in its objectives of making efficiency savings in how neighbourhoods are supported and engaged with, this proposal seeks to align the Neighbourhood Development team to wider partnership boundaries, with the remained focus on place and geographical locations of services and enabling residents to connect to the services they need, and/or deliver services themselves to support their local neighbourhoods</p> <p>The new approach will enable a significant reduction in Neighbourhood Development Officer's (NDOs) day to day involvement with envirocrime issues and free up capacity to enhance the role of NDOs who are 'facilitators and tactical advisors' who connect communities with the Council and other community services.</p>	<p>removing silo working, barriers and exploring opportunities for joint working, funding and collectively adding value. This will drive change and tackle inequality, identify and help with funding opportunities as well as working alongside targeted community groups to support them to become sustainable.</p> <p>Create a new approach to Neighbourhood & Community Working</p> <p>The changes below will impact on all groups including:</p> <ul style="list-style-type: none">- people of all genders from different ethnic groups and backgrounds- people of all genders different faiths or no faith- people of all genders with disabilities including mental health- women- LGBTQ+ people of all genders- Carers of all genders- young people of all genders- people identifying as goths or with other alternative cultures- refugees and asylum seekers <p>There will be a shift from a ward based partnership to a wider partnership boundary, with the remained focus on place and geographical locations of services and enabling residents to connect to the services they need, and/or deliver services themselves to support their local neighbourhoods.</p> <p>NDOs will facilitate the development of Area Partnerships and community hubs. By working with, community groups, organisations local councillors and service providers they will collectively agree aspirations, vision and priorities aimed at maintaining the support for communities, especially the most vulnerable residents. Creating opportunities for the future that are owned and run by the community will require a move from a hierarchical, transactional relationship to a transformational relationship built on long-standing partnerships.</p> <p>Community Area Action plans will be developed to detail local needs, aspirations and will be outcome focused. The actions will be aligned to the</p>
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<p>Reduction of Grant to Futures As part of this review, future funding allocations for the delivery of NEET (Not in Education, Employment or Training) Prevention services were reviewed. In order to address budgetary pressures the proposal will see the NEET Performance budget reduced by £150,000 over three years: <i>2021/22 £50,000 reduction 2022/23 £50,000 reduction, 2023/24 £50,000 reduction.</i></p>	<p>Council Plan and will be supported by the use of Ward Members budget to help shape place, people and premises.</p> <p>NDOs will continue to add value by managing Councillor Ward Budgets and Area Capital funds to support locally based projects to capacity build groups to help themselves and regenerate neighbourhoods including resident parking schemes, gating & fencing schemes, parks and open spaces improvements, reinstate footpaths and reduce potholes etc to make communities a better place to live.</p> <p>Extra capacity and resources through better alignment of activities across the wider Community Partnerships team including Community Development Officers working closely with NDOs to liaise with community groups to drive change and tackle inequality, identify and help to apply for funding opportunities and work alongside targeted community groups to support them to become sustainable and events being managed through a dedicated Targeted Community Development Officer.</p> <p>Reduction of Grant to Futures</p> <p>The consequences of this budget reduction could result in:</p> <ul style="list-style-type: none">• NEET/Not Knowns rates increasing by a further 1.6% (102 young people) to 8.5%, based on the reduction of 7 staff.• The number of SEND young people supported on project will reduce by 15, to 45 <p>Mitigation</p> <ul style="list-style-type: none">• The level of service that young people receive in terms of NEET prevention and SEND support would only be reduced dependant on the actions of NNYS to reduce costs.• NNYS could reduce Management Fees & Overheads rather than making redundancies, meaning level of support for young people remains unchanged.• No consultation because it is likely there will be no change to the
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Grant Funding to facilitate Green Homes Grant Programme

Energy Services have recently extended their value of a Section 31 Agreement with the Department for Business Energy and Industrial Strategy (BEIS), under which they are the accountable body for the Midlands Energy Hub. This extension agreement endorsed acceptance of 100% grant funding totalling £7.5million.

This funding will enable Energy Services (Midlands Energy Hub) to design and run a competition to award training contracts to training provider organisations.

The aim of this will be to up-skill and re-skill people and businesses so that they can install energy efficiency measures and low carbon heating, in order to facilitate the recently announced Green Homes Grant Programme.

Bulky Waste Charge for additional Bins

The aim of this decision is to introduce a £10 fee to collect all **waste electrical and electronic equipment** (WEEE) commonly known as whitegoods in advance of or by 1st April 2021

delivery of the service as NNYS will absorb the cuts in overheads rather than cut deliver. If they chose to cut services, we would have to revisit it then but that's not case at the moment

- Also there is no budget in either to initiative a formal consultation

Grant Funding to facilitate Green Homes Grant Programme

This proposal will particularly benefit people from Ethnic Minority Backgrounds. Included within the Scoring Matrix the following criteria that the assessors will need to score each application against:

- Encourage a diverse supplier base - Support uptake from SME's and promote training to those with protected characteristics under the Equalities Act 2010.

Bulky Waste Charge for additional Bins

A portion of disabled people who currently use the free service provided by the council, may indicate that they are unable to take items to Household Waste Recycling Centres (HWRCs) themselves. This could result in them being disadvantaged as they may have to rely on the proposed charged service from council.

Some older people may not be able to take items to HWRC to take advantage of free service provided by these sites and may have to continue

to rely on proposed charged service

People who do not have access to a car may be disadvantaged as they may not be able to make use of free facilities at HWRC and may have to rely on proposed charged service

All other citizens will be able to access all a free Bulky Waste collection of household waste (excluding WEEE) items. It is anticipated that that the upcycling, repairing and redirection of this waste stream will prolong the life of this WEEE items and benefit all.

Service will offer advice that other family members, friends or neighbours may be able to assist in taking items to Household Waste Recycling Centres.

Residents will be signposted via the Council Website, Contact Centre to other service providers such as Charities, who collect WEEE items for reuse. Or the local selling pages on social media

Service will offer advice that other family members, friends or neighbours may be able to assist in taking items to HWRC's.

Residents will be signposted via the Council Website, Contact Centre to other service providers such as Charities, who collect WEEE items for reuse.

It is suggested that other family members, friends or neighbours may be able to assist in taking items to HWRC's.

Residents will be signposted via the Council Website, Contact Centre to other service providers such as Charities, who collect WEEE items for reuse or the local selling pages on social media

Garden Waste Charge for residents second garden bin(s)

Garden Waste Charge for residents second garden bin(s)

We will continue to provide residents one free garden bin (240l bin) for approximately 15 garden waste collections between April and November each year and introduce a charge to residents for any additional garden bin(s) of £25 per bin.

Overall, it is not envisaged that the service change will have an adverse impact nor discriminate specifically against any of the equality groups. The Waste collection service is delivered universally to all households within the City (102,000 properties have access to this provision) It is anticipated that the changes will in fact affect all the identified groups equally.

All residents will continue to access a kerbside garden waste collection of one 240l bin but a discretionary charge will apply to all residents who require any extra garden bin collection. Assisted collections are available for resident who are physically unable to put their bin out and have nobody else that can help them.

Residents are also able to access the Household Waste Recycling Centres to dispose of waste for free. Site staff are available to assist at Household Waste & Recycling Centres with carrying or lifting of waste as needed

In some cases, elderly residents have a lower income, meaning less availability for spending on non-essential items such as garden waste collections but they also can continue to use their 240l garden bin for free.

Residents without access to a car (which is more common in elderly residents) will not be able to dispose of their garden waste for free unless they use a home compost but they also can continue to use their 240l garden bin for free.

Residents without access to a car will not be able to dispose of their garden waste at the Household Waste and Recycling Centre but can continue to use their first free 240l garden bin.

Introduce a charge for use of city centre toilets

To mitigate the impact on service users, we will let citizens know approximately two months in advance to the 1st April 2021 go live date to enable users that a charge will be introduced to use the conveniences.

Introduce a charge for use of city centre toilets

This report sets out the requirements to introduce a charging mechanism for public conveniences to offset the operating costs of the service.

<p>Review of Place Marketing</p> <p>Marketing Nottingham is the official place marketing organisation for the region, tasked with raising the profile of Nottingham and Nottinghamshire.</p> <p>Marketing Nottingham is here to help grow the economy of the region, increase employment, productivity and ultimately the quality of life for its residents. Comprised of Invest in Nottingham, Visit Nottinghamshire, Meet in Nottingham and Nottingham Partners, it provides a unified voice for businesses and partners across the region.</p> <p>As the official place marketing organisation and non-for-profit business, Marketing Nottingham have committed funding from Nottingham City Council. Additionally, funding support is provided by our strategic partners: University of Nottingham, Nottingham Trent University, Nottingham BID and Nottingham Forest Football Club. We also have funding from the European Regional Development Fund to support inward investment to the region.</p> <ul style="list-style-type: none">• Inward investment creates 1000 new jobs per year in Nottingham City• The Visitor Economy employs 7,700 in Nottingham City <p>Nottingham City Council's core budget is under considerable strain due to the impact that COVID-19 has had on income generation and the delivery of core services. All departments are currently reviewing in-year and future budgets to identify potential savings.</p>	<p>We will use posters on or around the building, formatted in various languages to ensure as wide an audience know of the changes. We will ensure that we have a social media message (Twitter) posted weekly in differing languages starting February 2021.</p> <p>Review of Place Marketing</p> <p>The reduction in funding for Marketing Nottingham could have the following impacts</p> <ul style="list-style-type: none">• Reduce inward investment, limiting the number of new/existing businesses choosing to locate in Nottingham• Reduce place marketing activity, impacting businesses who rely on this activity to promote and secure new customers• This could have a disproportionate effect at a community level for all protected groups but particularly for those businesses within disadvantaged communities• However, to mitigate this, other projects in the City that support job creation (Nottingham Jobs) and business growth support (D2N2 Growth Hub) will remain unchanged and continue to support business growth in the City. These services will also monitor the impact on all protected groups to determine where additional intervention is required and report back to the Economic Growth for All theme of the Council's Equalities Board.• No consultation because other projects in the City that support job creation (Nottingham Jobs) and business growth support (D2N2 Growth Hub) will remain unchanged and continue to support business growth in the City• Also there is no budget in either to initiative a formal consultation
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As part of this review, future funding allocations for the delivery of place marketing services were reviewed. In order to address budgetary pressures the proposal will see the Marketing Nottingham budget reduce by £150,000 over three years: 2021/22 £50,000 reduction, 2022/23 £50,000 reduction, 2023/24 £50,000 reduction.

Reduction in external grants to cultural partners

For the financial year 2021/22 a reduction to the City's Cultural Partners Grant Fund of 37% equating to £107,000 is being proposed. This reduction will be across all granted organisations across the portfolio these being: Nottingham Playhouse; New Art Exchange; Nottingham City Arts; Nottingham Contemporary and UNESCO City of Literature

Reduction in external grants to cultural partners

The quality, diversity and range of activities, performances, exhibitions and events may be affected, as well as enjoyment by BME communities engaged in specific targeted cultural promotions and exhibitions delivered by New Art Exchange in particular.

The smaller organisations may be more adversely impacted as they will have limited opportunity to source additional revenue or other grants to support their diverse programme and offset this reduction.

Actions

- Initial discussions have been initiated with the organisations, with a more formal communication, to confirm the reduction, to take place from January 2021
- Twice yearly review of Service Level Agreements and contracted delivery outputs with all City based arts organisations to take place to ensure grants/funding provided reflects appropriate expectation for delivery.
- Ongoing support and information will be provided to all organisations that are funded by NCC. This includes strategic and network support in order to maintain a good understanding of national trends and funding streams that maybe available. Organisations also have access to NCC staff who are able to support to generate funds and develop their business.
- The City Council will also continue to work in patnership with the organisations to promote and support diverse cultural activity across the City through its involvement and influence on the Strategic Cultural Partnership and Unesco City of Literature Board

Review the future of John Carroll Leisure Centre

Nottingham City Council currently operates 8 leisure centres across the city with a subsidy level of £3.694 million. Although there has been significant investment in the facilities over recent years and the subsidy levels have been halved, the service has now reached a position where it cannot grow income or reduce expenditure further from operations to match the Council's significant budget savings requirements.

The proposal is to look at alternative community provision or close John Carroll Leisure Centre based upon a rationale of:-

- Current subsidy
- Usage by the local community
- Locations of other provision locally

John Carroll Facts & Figures:

John Carroll Leisure Centre is located in the heart of Radford and is home to several local sports clubs and community groups

Attendance 2019-20: 146,936

Fitness Members: 567 * as at April 2020 Live Subscriptions

Swim School Members: 214 * as at April 2020 Live Subscriptions

Employees - FTE: 14.89 (9.68 FTE people in post – remaining FTE is vacancies)

Review the future of John Carroll Leisure Centre

Service Users –

Providing leisure centres and sports facilities (leisure facilities) is discretionary. Many councils choose to do so because ensuring that residents have access to appropriate and affordable facilities is a way of encouraging people to be physically active and thereby maintain and improve their fitness and health. Importantly we know that a large proportion across all demographics of our community see these services as important to them.

Children and young people - NCC's Swim school is predominantly used by children and young people (94% of live memberships are children aged 0-14 yrs). There over 214 swim school members at John Carroll Leisure Centre affected who would need to be transferred to a different site (access & availability to be looked at).

* as at April 2020 Live Subscriptions

Clubs based at John Carroll Leisure Centre

5 wet (swimming) clubs (1 specifically BME)

11 dry clubs (2 specific focus on BME and/or hard to reach)

Astro – 5 clubs (2 x hard to reach)

Staff

John Carroll operates with 14.89 FTE staff (9.68 FTE people in post with a headcount of 25 – breakdown by characteristic groups to be determined)

Actions:

1. Investigate options for community use / management of the building (January – September 2021)

Progress discussions with the appropriate Community Associations on proposals for them to take on the John Carroll Centre building as a hub for targeted work in the community

2. Transition Plan (April - September 2021)

A mitigation plan will be produced which will identify:

- Alternative provision and programming for existing John Carroll Leisure Centre users
- The locations of the alternative provision and transport routes to access these
- Alternative provision for people with disabilities and any special needs
- Alternative provision and additional capacity for Swim School and School Swimming
- Alternatives sought for specific BME groups currently using John Carroll Leisure Centre

3. Consultation and engagement Plan : (April – September 2021)

Work will take place with identified groups using John Carroll Leisure Centre to define their needs to ensure that alternative provision can be accommodated and programmed at other sites. This will include:

- Adequate notice to all users with a clear timetable for closure / transfer
- Information on their continuation of the flexible fitness Direct Debit scheme and its use and availability at other centres
- Alternative provision for clubs and groups and the scheduling of these

Staff Consultation

Formal staff consultation will follow the Council's established method of consultation. This will commence from 20 January 2021 with Voluntary Redundancy (VR) being the preferred option. With staff from other leisure

<p>Exit College Street and release the building for sale</p> <p>The College Street Centre is a Victorian era built building that hosts a variety of users. Its primary function is as a base for performing arts; music, drama and dance for children, young people and adults. It also provides learning/classroom space for the NEST and IDEAL education services for young people who are refugees and asylum seekers or for who English is an additional language. The centre is the base for the fully traded theatre technical service and its store of theatre/performance equipment. Space is also used to provide office accommodation for NCC education directorate staff and a number of casual users who book space for the provision of community activities, including singing and yoga classes. None of the services provided are statutorily provided by the Council. The cost of maintaining the centre as a viable provision is significant and unsustainable and ensuring full disability access is challenging given the number of different levels and layout of the building. The proposal is to declare the building surplus to requirements and to seek full market value for the sale of the building. The intention will be to work with the current centre users to identify alternative venues from which they can continue to provide their services. Those staff directly employed in relation to facility management (4.0fte) will be placed at risk of redundancy. The Theatre Technical service (3.0fte) will be placed at risk of redundancy</p>	<p>centres also being offered VR there may be opportunities for staff currently working at John Carroll leisure Centre to transfer to other sites</p> <p>Exit College Street and release the building for sale</p> <p>The closure of the building will directly affect young people who are from different ethnic groups, as the majority of the young people who attend the NEST and IDEAL provision are from non-white ethnic groups. Many of the young people attending are also refugees or asylum seekers. Both provisions provide specific support in relation to improving students English language and literacy skills. Additionally staff are skilled in delivering trauma informed practice to underpin their teaching – as many of the young people have experienced trauma as part of their life history. The provision provides for a maximum of 60 young people, in any one academic year.</p> <p>The closure of the building may impact negatively the experience of : Young people – through the lack of access to rehearsal and performance space for drama and performing arts. The centre hosts the Nottingham Youth Theatre and the Attic Theatre Company.</p> <p>Disabled People – The centre hosts drama and performing arts groups for learning disabled young people and adults</p> <p>Older people – the centre hosts singing and choir rehearsal and meeting space for older people</p> <p>To mitigate the negative impact of the closure of the building by NCC, the education directorate are working to identify alternative premises that will meet the needs of the NEST/IDEAL provision. This may be through either relocation to an existing school site or by identifying suitable alternative premises that meet the needs of the service. Options are currently being scoped.</p> <p>In all cases additional users are either commercial tenants or voluntary/community user groups who rent space on an ad hoc basis. Support will be offered as part of a user consultation to identify</p>
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<p>Reduce Corporate Campaign Budget</p> <p>There are four corporate campaigns per year: Clean, Safe, Proud and Ambitious.</p> <p>The objectives of the campaign vary each year depending upon the priorities of the organisation:</p> <p>Recently the objectives have included:</p> <ol style="list-style-type: none">1. Clean – to encourage people to put their litter in the bin2. Safe – to increase the proportion of people who know where to go for money help and advice3. Proud – to promote the summer events offer4. Ambitious – to promote the Council Plan and top priorities of the council. <p>Reducing the funding available for these campaigns will only be possible through reducing the quantity of ‘on-street’ advertising space used, such as bus shelters, posters and banners.</p> <p>Although the cheaper digital channels including email, social media and digital screens will still be used, the reduction in ‘on street’ advertising will result in fewer people seeing council information.</p>	<p>and support all user groups to access alternative spaces including school premises and other city council premises where suitable</p> <p>Reduce Corporate Campaign Budget</p> <ol style="list-style-type: none">1. Share digital campaign information as an email and through social media with the universities and colleges to help ensure it reaches 16-24 year olds who prefer these digital formats to printed leaflets.2. Share digital campaign information as an email through Age Friendly Nottingham to help reach the 20% of people over 65 who prefer to receive an email newsletter.3. Continue to promote online subscriptions to the Latest News email newsletter which promotes campaign information. <p>NB: Since March 2020 we have seen a c.90% increase in subscriptions to our online City Council newsletter.</p> <ol style="list-style-type: none">4. Include campaign information in the printed hard copies of Arrow which are distributed through a database of people who wish to receive the Arrow posted to them hard copy. This database is updated every Arrow is produce and based on certain criteria such as:<ol style="list-style-type: none">a. Not having access to the internetb. Not being able to pick one up from the library etc <p>Hard copy Arrows will also be available at libraries, Joint Service Centres and with Councillors. This will be promoted through all digital channels and in each edition of the Arrow.</p>
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Information and analysis of VR and potential workforce impact

		NCC workforce profile	VR expressions of interest up to 3rd February
BAME colleagues		25%	22%
Gender		61% F 39% M	54% F 46% M
Colleagues with a declared disability		6%	7%
Sexual Orientation (LGBT)		5%	6%
Age	16 – 24	5%	
	25 – 34	18%	
	35 – 44	21%	
	45 - 54	28%	
	55 +	28%	

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

The equality impact assessment will need to be reviewed on a regular basis as applications for VR are received. 3 x reviews will be undertaken during the consultation process, to monitor the number of VR expressions of interest, applications and decisions.

EIA's where there is a community impact should identify their own monitoring mechanisms appropriate to the particular proposal.

9. Outcome(s) of equality impact assessment:

<input type="checkbox"/>	No major change needed	<input type="checkbox"/>	Adjust the policy/proposal
<input checked="" type="checkbox"/>	Adverse impact but continue	<input type="checkbox"/>	Stop and remove the policy/proposal