

Equality Impact Assessment Form

1. Document Control

Control Details:

Title:	2024/25 Budget proposals Equality Impact Assessment
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Strategic Budget EIA: Y/N (Does this EIA have an impact on the budget)	Yes
Exempt from publication: Y/N (All EIA's are published on Nottingham Insight for public viewing unless specified. Exemption criteria is available on the EIA section on the Intranet)	No

2. Document Amendment Record:

Version	Authors	Date	Approved
V1	Rebecca Dennis	31.01.24	

3. Contributors/Reviewers (Anyone who has contributed to this document will need to be named):

Name	Position	Date
Rebecca Dennis	Interim EDI Lead	31.01.24

4. Glossary of Terms

Term	Description

5. Summary

(Please provide a brief description of proposal / policy / service being assessed)

2024/25 Budget Proposals

This document provides an overview of equality issues associated with the Council's 2024/25 Budget. It summarises the potential equality impacts and the steps taken to minimise impact on protected groups. The Medium Term Financial Plan 2023/24 to 2026/27 report approved at December 2022 Executive Board contains details of savings proposals and the final list of saving proposals following 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 consultation commenced on 19 December and 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 **4 March 2024** for approval.

Budget proposals cover all Directorates 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 (Document library - Nottingham Insight) or a copy can be provided upon request. For many of the proposals the EIA 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 Executive Board will be required to review the information at that stage too, in order 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
- lead the City in tackling discrimination and promoting equality

Detail of affected posts

The budget proposals submitted to Executive Board on 19 December 2022, contain a range of savings proposals to address the above budget challenges. The proposals with staffing impacts form the basis of the consultation process with Trade Unions and affected colleagues and detailed documentation in the form of an enabling document contains propose changes to posts. The proposal submitted to Executive Board contains savings that would result in the reduction of 554 posts across the council.

6. Information used to analyse the effects on equality:

(Please include information about how you have consulted/ have data from the impacted groups)

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

7. 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 checked="" 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>Provide details for impacts / benefits on people in different protected groups.</p> <p>Note: the level of detail should be proportionate to the potential impact of the proposal / policy / service. Continue on separate sheet if needed (click and type to delete this note)</p> <p><u>Workforce:</u></p> <p>Given the scale of proposed change and the required reductions in posts from across the whole council workforce, there is potential for a negative impact to be felt across all protected groups. When wide reaching workforce reductions are implemented, often older and younger groups are negatively affected; younger due to their lesser experience in the workplace and reduced opportunities for progression, and older who are interested in VR or early retirement.</p> <p>In addition, where high numbers of proposals are put forward from services such as Children's Integrated Service (CIS) and Adult Social Care (ASC), as these services are often more populated by female employees (c.80%) and those from different ethnic groups (c.28%) – there is likely to be a disproportionate negative impact also. This can also be true to services like Finance and HR</p>	<p>Continue on separate sheet if needed (click and type to delete this note)</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 after consultation begins on 19 December 2024, and proposals have been shared with trade union colleagues. 2. Consultation meetings with trade union colleagues will be on-going based on the projected dates for realising savings against each proposal. In addition to this, managers will undertake individual 1-1 consultations, offering up to three individual sessions, where there are staffing impacts. These ensure individuals and trade unions can contribute to the proposals, suggest alternatives, ask questions and discuss personal implications. Welfare support forms a part of these 1-1 meetings. 3. The voluntary redundancy scheme is voluntary and subject to final decisions by relevant service managers with advice from HR. 4. A range of support mechanisms will be in place for colleagues who have expressed interest in VR, with details on our dedicated intranet

(c.70% female and c.35% ethnic diversity). Conversely, services such as Community Protection and/or Waste Disposal which is more heavily populated with Men will see a negative impact on Males if significant job reductions are made there.

Workforce Impact There are 554 posts within the scope of the savings proposals. The council has a legal obligation to consult with both the affected colleagues and recognised trade union representatives regarding these proposals. Colleagues will be provided with the opportunity to express 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.

City / Community:

In order for NCC to balance its budget, the savings proposals put forward are far reaching and potentially negatively impactful for several groups. Theming savings proposals together, the following groups are likely to be negatively impacted:

- Children and Young People
- Vulnerable Adults
- Older People
- Financially Vulnerable People

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. There is also a range of support for those wishing to find new employment.

Ensuring any changes to staffing levels or staff structures are undertaken in accordance with the council's human resources policies and procedures and take account of the impact these changes have on the workforce profile, including identifying potential career opportunities for staff where possible.

Ensuring that staff with protected characteristics are fully supported with training and adjustments as appropriate to allow them to access the new ways of working which the transformation proposals give rise to and for all staff to be equipped to support residents to do the same.

Services have developed a range of mitigating actions that seek to offset impacts of efficiency proposals on residents and staff with protected characteristics.

Continue to put service users and staff at the heart of service re-design, using co-design, consultation and engagement methods to produce services that are responsive and focus on supporting people that need them most. This means bringing together the right people early in the process to understand the issues and then deciding what can be done collectively to improve outcomes.

<p>There are several proposals which will reduce early intervention/preventative services to children, young people, and families. This could result in additional stress, distress, and harm. It could result in increased anti-social behaviour and/or crime.</p> <p>There are several proposals reducing or changing the service provided to vulnerable adults and older people. This could cause distress or anxiety, particularly if residents have been used to a certain level of service or intervention. It could result in a greater requirement for police, health, or other services to respond to issues and needs.</p> <p>The proposal to increase council tax by 4.99% will also place additional financial stress and anxiety on those who are financially vulnerable, reliant on benefits and/or on the lowest incomes. Nottingham has high levels of deprivation and increased bills in a time of already high costs of living will have a negative impact.</p> <p>Due to well-known earnings gaps between certain demographics, including women and those from ethnic minority groups, there is a risk that income disparities may widen.</p>	<p><i>Increasing opportunities for residents to access council services in new and easier formats, such as through the use of digital technologies. Additional support will be provided for residents who may need help to adapt to the new formats, such as some older or disabled people.</i></p> <p><i>Continue to engage with the voluntary sector to help support potential gaps in services that might be created as a result of efficiencies. These charities and voluntary organisations have proven themselves effective in identifying where issues can arise in current service provisions as well as in their ability to deliver early intervention work.</i></p>
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8. Arrangements for future monitoring of equality impact of this proposal / policy / service:

EIA's where there is a community impact, services 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
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<input checked="" type="checkbox"/> Adverse impact but continue	<input type="checkbox"/> Stop and remove the policy/proposal
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10. Approved by (manager signature) and Date sent to equality team for publishing:

<p>Approving Manager: The assessment must be approved by the manager responsible for the service/proposal. Include a contact tel & email to allow citizen/stakeholder feedback on proposals.</p>	<p>Date sent for advice: Send document or Link to: equalities@nottinghamcity.gov.uk</p>
<p>Approving Manager Signature:</p>	<p>Date of final approval:</p>

Before you send your EIA to the Equality and Employability Team for advice, have you:

1. Read the guidance and good practice EIA's
<http://intranet.nottinghamcity.gov.uk/media/1924/simple-guide-to-eia.doc>
2. Clearly summarised your proposal/ policy/ service to be assessed.
3. Hyperlinked to the appropriate documents.
4. Written in clear user-friendly language, free from all jargon (spelling out acronyms).
5. Included appropriate data.
6. Consulted the relevant groups or citizens or stated clearly, when this is going to happen.
7. Clearly cross-referenced your impacts with SMART actions.

PLEASE NOTE: FINAL VERSION MUST BE SENT TO EQUALITIES OTHERWISE RECORDS WILL REMAIN INCOMPLETE.