

EXECUTIVE BOARD – 23 FEBRUARY 2016

Subject:	MEDIUM TERM FINANCIAL PLAN (MTFP) 2016/17 – 2019/20		
Corporate Director(s)/ Director(s):	Geoff Walker, Strategic Director for Finance		
Portfolio Holder(s):	Councillor Graham Chapman, Deputy Leader/Portfolio Holder for Resources and Neighbourhood Regeneration		
Report author and contact details:	Theresa Channell - Head of Strategic Finance 0115 8763649 theresa.channell@nottinghamcity.co.uk		
Key Decision	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	Subject to call-in	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Reasons: <input checked="" type="checkbox"/> Expenditure <input type="checkbox"/> Income <input type="checkbox"/> Savings of £1,000,000 or more taking account of the overall impact of the decision			<input checked="" type="checkbox"/> Revenue <input checked="" type="checkbox"/> Capital
Significant impact on communities living or working in two or more wards in the City			<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total value of the decision: Nil			
Wards affected: All		Date of consultation with Portfolio Holder(s): Throughout the budget process	
Relevant Council Plan Key Theme:			
Strategic Regeneration and Development			<input checked="" type="checkbox"/>
Schools			<input checked="" type="checkbox"/>
Planning and Housing			<input checked="" type="checkbox"/>
Community Services			<input checked="" type="checkbox"/>
Energy, Sustainability and Customer			<input checked="" type="checkbox"/>
Jobs, Growth and Transport			<input checked="" type="checkbox"/>
Adults, Health and Community Sector			<input checked="" type="checkbox"/>
Children, Early Intervention and Early Years			<input checked="" type="checkbox"/>
Leisure and Culture			<input checked="" type="checkbox"/>
Resources and Neighbourhood Regeneration			<input checked="" type="checkbox"/>
Summary of issues (including benefits to citizens/service users):			
<p>This report presents the Council's Medium Term Financial Plan (MTFP) for 2016/17 – 2019/20. The MTFP comprises four elements: 1. General Fund revenue budget; 2. General Fund capital programme, 3. Housing Revenue Account (HRA) revenue budget and 4. HRA capital programme. Prudential Indicators are reported separately on this agenda within the Treasury Management Report.</p> <p>The MTFP report contains a large amount of important information. In order to make this accessible, the report comprises 6 annexes as follows:</p>			
<ol style="list-style-type: none"> 1. Annex 1 sets out the current 2015/16 forecast outturn for all 4 elements of the MTFP. 2. Annex 2 sets out the proposed General Fund revenue MTFP for 2016/17–2019/20, reflecting funding for the delivery of the Council Plan and the various levels of service plan that support it. 3. Annex 3 sets out the Capital Programme for 2015/16 (i.e. revised current year) –2020/21. 4. Annex 4 sets out the HRA budget which forms part of the HRA Business Plan that seeks to ensure that this ring fenced account remains in balance. 5. Annex 5 sets out the Chief Finance Officer's assessment of the robustness of the estimates made for the purposes of the budget calculations and the adequacy of the reserves. 6. Annex 6 sets out the Council's budget consultation activity and the responses to that consultation. 			
<p>This information enables Executive Board to set the HRA rent levels and service charges for 2016/17 and continue the tenant reward scheme and make recommendations to City Council in respect of the MTFP for 2016/17 – 2019/20, in particular in relation to:</p>			

- The General Fund revenue budget and council tax levels for 2016/17.
- The Capital Programme 2015/16 to 2020/21.

As is usual, public consultation has been undertaken in relation to the draft budget. Feedback from the consultation process has been taken into account in making these final recommendations to City Council.

The decision is not subject to call-in as Councillor Brian Parbutt, Chair of the Overview and Scrutiny Committee, has agreed that the decision is reasonable in all the circumstances and should be treated as a matter of urgency as the Council's budget has to be approved at the Full Council meeting on 7 March 2016 (report despatch date is before the call-in period has ended).

Exempt information:

None

Recommendation(s):

1 2015/16 Budget (Annex 1)

- To note the current forecast outturn for the 2015/16 General Fund and HRA revenue budgets and capital programmes, as detailed within **Annex 1**.
- To endorse the allocations from Contingency as set out in **Table 1D** of **Annex 1**.
- To approve the budget virements and reserve movements set out in **Table 3** and **Appendices B and C**.

2 MTFP 2016/17–2019/20 Revenue Element (Annex 2)

- To note:
 - The General Fund revenue aspects of the MTFP as set out in **Annex 2**.
 - That, at the time of despatch of this report, the Fire Authority had not formally approved their final council tax increases. The final precepts will be confirmed prior to the City Council meeting on 7 March 2016.
- To note, endorse and recommend to City Council:
 - The General Fund net budget requirement for 2016/17 of **£243.878m**, including the net movement in earmarked reserves as set out in **Appendix A**
 - A basic amount of Council Tax level (Band D) of **£1,517.32** that will raise a total of **£94.212m** (an increase of **3.95%**)
 - Delegated authority to the appropriate Director to implement all proposals after undertaking any necessary consultation

3 MTFP 2016/17–2020/21 Capital Programme Element (Annex 3)

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

- the Capital programme as detailed in **Appendix D** of **Annex 3**.
- The additional key principal for the governance and management of the capital programme as set out in **Section 5** and **Section 8** of **Annex 3**
- the extension of the rolling programmes as set out in **Table 3** of Annex 3.
- the revised Local Transport Programme as set out in **Appendix C** of **Annex 3**

4 MTFP 2016/17–2019/20 HRA Element (Annex 4)

Executive Board to note policy changes affecting social housing through the Welfare Reform & Work Bill that is expected to be passed into law before April 2016. The changes will impact on the HRA's financial sustainability and include:

- Reduction of social housing rents by 1% for four years from April
- Enhanced Right to Buy (RTB) criteria and increased RTB Sales

<ul style="list-style-type: none"> iii. Retention of 1-4-1 receipts from RTB Sales iv. Compulsory sale of high value properties v. Changes to Housing Benefit eligibility including “Pay to Stay” vi. Abolition of assured tenancies <p>b. To approve the:</p> <ul style="list-style-type: none"> i. proposed rent decrease of 1.0% for 2016/17, as detailed in Annex 4. i. continuation of the tenant incentive scheme worth up to £100 per annum to each tenant. ii. increased service charge of 2.2% iii. sustainable working balance of £4m iv. Delegation of authority to Nottingham City Homes (NCH) to award capital contracts up to the value of the scheme/programme as set out in Appendix B of Annex 4 of the report <p>c. To note, endorse and recommend to City Council the 2016/17 HRA budget, as set out in Annex 4.</p>
<p>5 To note and endorse the recommendations of the Chief Finance Officer (CFO) in respect of the robustness of the estimates made for the purposes of all aspects of the budget calculations and the adequacy of reserves, as detailed in Annex 5.</p>
<p>6 To note the outcomes of the budget consultation and communication as detailed in Annex 6.</p>
<p>7 To delegate authority to the Strategic Director of Finance, in consultation with the Deputy Leader, to finalise the MTFP for publication following approval of the relevant elements of the budget by City Council.</p>

1 REASONS FOR RECOMMENDATIONS

- 1.1 This report presents and seeks endorsement for the draft MTFP for 2016/17–2019/20 to enable Executive Board to approve rent reductions and make recommendations to City Council for consideration on 7 March 2016 when they meet to set the budget and council tax for 2016/17.

2 BACKGROUND (INCLUDING OUTCOMES OF CONSULTATION)

- 2.1 The MTFP translates the Medium Term Financial Strategy (MTFS) into a funded plan of action which enables the Council Plan and its subsidiaries to be delivered. Historically it covered a rolling three-year period, this year it has been extended to a four-year period due to the central Government offer of a four year settlement to authorities. The MTFP comprises four elements:
1. General Fund revenue budget,
 2. General Fund capital programme,
 3. HRA revenue budget and
 4. HRA capital programme

An updated MTFS which incorporates all elements of the MTFP will be presented to Council on 7 March 2016.

2.2 Unavoidably, this document contains considerable detail about the composition of the budget and the wide variety of issues taken into account in constructing the MTFP. Therefore, in seeking to make all this detail more accessible, the budget report has been constructed using Annexes, each of which focuses on a particular aspect of the MTFP. Each Annex has appendices to provide relevant additional information. The Annexes are as follows:

- **Annex 1** sets out the current 2015/16 forecast outturn for all 4 elements of the MTFP
- **Annex 2** sets out the proposed General Fund revenue MTFP for 2016/17–2019/20, reflecting funding for the delivery of the Council Plan and the various levels of service plan that support it.
- **Annex 3** sets out the Capital Programme for 2015/16–2020/21
- **Annex 4** sets out the HRA budget which forms part of the HRA Business Plan that seeks to ensure that this ring-fenced account remains in balance. An increase in rents is proposed, which will finance the management and maintenance of the stock and seeks to continue a tenant reward scheme.
- **Annex 5** sets out the Chief Finance Officer's (CFO's) assessment of the robustness of the estimates made for the purposes of the budget calculations and the adequacy of the reserves. This is required under The Local Government Act (Part II) 2003.
- **Annex 6** sets out details of budget consultation activity and the responses from various stakeholders.

2.3 Nottingham City Council, like all other authorities across the Country has seen a substantial reduction in government funding as a consequence of the Government's policies to tackle the national fiscal deficit. Alongside this reduction in grant income, Nottingham has seen increased demand for a number of services, for example Adult Social Care and Children in Care which already account for 50% of the Council's net budget. The Council has in recent years had to pick up new responsibilities such as Public Health and new Adult Social Care responsibilities. In response to these funding cuts, the Council's service and financial planning process has once again facilitated significant proposed movements in resources. This includes:

- take account of the Council's priorities within the Council Plan 2015-2019 agreed by Council on 9 November 2015;
- address demographic and service pressures through investment;
- reflect the significant reductions in external funding (especially general and specific Government reductions) by reducing expenditure on those activities;
- support the Council's determination to be efficient, improve performance and modernise the organisation;
- recognise the very challenging financial landscape and future outlook and the impact on all sectors, including the public sector.

2.4 The draft MTFP reflects the culmination of the extensive work of councillors, colleagues and other stakeholders which has been scrutinised throughout the process to fulfil a legal obligation to enable the setting of a balanced budget for 2016/17 in the context of a 4-year MTFP to fund provision of a wide range of services; many of them statutory.

The main financial objective is to focus on ensuring financial planning and management supports citizens have access to value for money services which are

modern and fit for purpose; maintaining good underlying financial health and good governance and always taking a longer term view.

Consequently the approach to the 2016/17 budget and MTFP has where possible been guided by the following key aims:

- to minimise the impact of service reductions and changes on vulnerable citizens:
- to protect frontline services:
- to pursue commercialisation opportunities to generate income for the Council, and help offset a proportion of the impact of grant reductions.

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

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

Pre-budget consultation was carried out in October and November 2015 with **1,834** responses, expressing their views on priority Council services. Further consultation has been undertaken from December 2015 with citizens, colleagues, businesses and the voluntary sector to consider the budget proposals set out in the draft Medium Term Financial Plan. A total of **69** surveys have been completed with **244** comments relating to specific budget proposals and 47 general comments have been received to date.

Full details of the consultation outcomes can be found in **Annex 6**

So far there have been no significant changes to the budget proposals published in December. The consultation period will continue to run until the Council meeting in March 2016.

- 2.6 HRA Tenant Consultation on 2016/17 Budget and Rents

A letter and a questionnaire has been sent to all tenants seeking feedback on the rent and service levels for 2016/17, the deadline for this feedback is Friday 12 February 2016.

3 OTHER OPTIONS CONSIDERED IN MAKING RECOMMENDATIONS

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

- 3.2 General Fund

In prior years the Government issued a Council Tax Freeze Grant (CTFG), however this has ceased for 2016/17 and therefore consideration for this to be an option is no longer possible.

- 3.3 HRA

The Welfare Reform and Work Bill that is expected to be law before April 2016 has directed the budget for the HRA in terms of the required 1% reduction in social housing rents for 4 years. The MTFP proposes to increase service charges by

2.2% and tenants have been issued with letter to consult on rent and service level charges.

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

4.1 The City Council's MTFP forms the cornerstone of financial management and control and service delivery within the organisation. Details for 2015/16 are contained in **Annex 1**. **Annexes 2–6 inclusive** cover the MTFP for 2016/17–2019/20. The key headlines for each of the four elements are:

General Fund Revenue Budget

- A forecast outturn underspend in 2015/16 (before trading surplus retention and carry forwards) of **£1.625m**
- A 2016/17 net revenue budget requirement of **£243.878m** and a Band D council tax (excluding precepts) of **£1,517.32**;
- At the time of despatch of this report, the fire precepting authority had not formally approved their final council tax increases. The final precept will be confirmed prior to the City Council meeting on 7 March 2016.
- Funding for new pressures of **£4.325m** in 2016/17;
- Portfolio saving proposals of **£19.826m** in 2016/17;

General Fund Capital Programme

- An overall programme of **£660.126m**, of which **£219.125m** relates to 2016/17.
- **£162.965m** is funded from specific grants and contributions, **£40.692m** from capital receipts and other internal contributions, **£426.985m** from prudential borrowing and **£33.811m** relates to resources brought forward.

HRA Revenue Budget

- An HRA expenditure budget **£105.463m** in 2016/17
- A 1% decrease in rents.
- An increase in service charges of **2.2%**, totalling **£77k**.
- An increase in garage rents generating **£18k**
- A closing working balance in 2015/16 of **£4m**
- Increased income from solar panels

HRA Capital Programme

- An overall programme of **£281.603m** of which **£74.200m** relates to 2016/17.
- **£174.006m** is funded from the Major Repairs Allowance, **£9.358m** from specific grants and contributions, **£30.299m** from capital receipts, **£12.779m** from internal funds and **£13.000m** from prudential borrowing and **£45.301m** relates to resources brought forward.

The Council has a robust approach to providing value for money (vfm) through the redesign of services and the identification of cost reductions whilst ensuring delivery of the Council Plan and the MTFS. An embedded approach to vfm lies within the Council's planning and service delivery framework.

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

4.2 Council Tax Requirement

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

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

5.1 The City Council is required to set a balanced budget for 2016/17 before 11 March 2016

5.2 A detailed and comprehensive risk assessment has been undertaken in order to inform the CFO's assessment of the affordability of these budget plans and the consequent recommended levels of reserves and contingencies. This is summarised in **Annex 5**.

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

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

6.1 None

7 SOCIAL VALUE CONSIDERATIONS

7.1 None

8 REGARD TO THE NHS CONSTITUTION

8.1 Not applicable

9 EQUALITY IMPACT ASSESSMENT (EIA)

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

No

An EIA is not required because:

(Please explain why an EIA is not necessary)

Yes

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

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

10.1 None

11 PUBLISHED DOCUMENTS REFERRED TO IN THIS REPORT

11.1 None

12 OTHER COLLEAGUES WHO HAVE PROVIDED INPUT

Jo Worster - Team Leader Strategic Finance

☎ 0115 8763448 ✉ joanne.worster@nottinghamcity.gov.uk

Equality Impact Assessment Form

Title of EIA/DDM: Budget 2016-17 Community Impact Assessment **Name of Author:** Jo Worster/Colin Monckton/Imoegen Denton
Department: Resilience **Director:** Geoff Walker
Service Area: Strategic Finance / Commissioning **Strategic Budget EIA** Y/N (please underline)
Author (assigned to Covalent):

Brief description of proposal / policy / service being assessed:

2016/17 Budget Proposals

This document provides an overview of equality issues associated with the revenue element of the Council's draft budget proposals for 2016/17. It summarises the potential equality impacts identified in relation to the budget proposals, and the steps taken to minimise impact on protected groups during the development of the proposals.

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

During development of the proposals, implications for equality groups were considered. However, the size of the reductions and the speed with which the Council has had to react, due to the draft settlement figures being published on the 17 December 2015, means the Council has had limited time to share the proposals and seek feedback from communities. At the time of publishing this summary the consultation is still on-going until the 29 February 2016, therefore any further issues relating to equality implications of the proposals that are raised will be reported to Full Council.

At the very minimum, each item set out in Table 1 have been the subject of an initial screening assessment that seeks to prevent the Council from making decisions in principle when agreeing the draft budget without being aware of the potential equality impacts. Where the full details of schemes have not yet been developed a stage two impact assessment will be undertaken prior to implementation of the decision to clarify the potential impacts and to identify any possible mitigation. The Equality Duty 2010 is a continuing duty, therefore it will be necessary to monitor the effects of the decision after implementation.

Context

Nottingham City Council, like all other local authorities across the Country, has seen substantial reduction in government funding as a consequence of the Government's policies to tackle the national fiscal deficit. Between 2010/11 and 2015/16 the overall settlement funding for the Council, after taking account of transfers in funding and new burdens, has been reduced by the equivalent of £102m with further significant cuts expected for 2016/17 and beyond. By 2016/17 the Revenue Support Grant (RSG) will have more than halved since 2013, by contrast over the same period, Business Rates will have increased by £10m and Council Tax by £14m.

While the Council has strived to take a careful and measured approach to the budget and has done much to cushion frontline services and vulnerable citizens from the impact of the Government's austerity measures, the indication is that this will be impossible to sustain given the scale of future funding reductions over the longer term.

The Council continues to work with council networks such as the Local Government Association to campaign for a fairer funding settlement from central government for cities like Nottingham. As one of the ten Core Cities in the UK, the Council is campaigning for control over funding, programmes and policy to be devolved to cities to give us more freedom to grow our economy and reform our public services to get better outcomes for citizens.

Nationally and locally the economy has continued to show signs of a steady recovery in the past year, with an increase in the employment rate and significant fall in the number of people claiming out of work benefits, and whilst these continue to lag behind the national average the gap is narrowing. The most recent data shows higher than average growth in both the economy and wages in Nottingham in 2014 and 2015 although economic productivity, both locally and nationally, is yet to recover to pre-recession levels.

The on-going health of local economy is affected by a variety of things including wider global and national economic conditions. Should the economy stagnate or enter another downturn, the Council's funding would likely be subject to further reductions as a result of further cuts to its Revenue Support Grant and/or lower than expected business rate receipts.

The City Council and partners remain focused on improving education and skill levels, investing in modern infrastructure, supporting (new) business formation and growth in key sectors, raising productivity, and strengthening place marketing in order to grow the visitor economy and attract inward investment. In all these areas the City Council remains committed to economic and social inclusion and tackling the underlying causes of poverty and disadvantage.

Council priorities:

The latest Council plan approved by Councillors on 9 November 2015 sets out the Council's ambitions for the city over the next four years up to 2019.

The plan includes five key objectives:-

- Ensure that every child in Nottingham is taught in a school that is judged good or outstanding by Ofsted
- Build 2,500 new homes that Nottingham people can afford to rent or buy
- Cut the number of victims of crime by a fifth and continue to reduce anti-social behaviour
- Tackle fuel poverty by setting up a not for profit energy company, to sell energy at the lowest possible price to Nottingham people
- Guarantee a job, training place or further education plan for every 18 to 24 year old

Our plan also sets out the Council's Equality Objectives 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

In the Forward to the document, City Council Leader Councillor Jon Collins and Chief Executive Ian Curryer write: "In this Plan we set out the purpose and priorities for 2015-2019 with the aim of making us a Great City with citizens at the heart of everything we do. Our plan is about the future of our city for all who live, work and visit here.

"Over the next four years, we are determined to create a city that is fair for everyone and where we all have an equal and positive chance to succeed. We will build on our achievements and continue to provide services that are based on and responsive to your needs.

"Our aim is for Nottingham to be an internationally successful and prosperous city that offers its residents the means and opportunities to realise their potential. Nottingham will be a thriving sustainable city both economically and socially. We will continue to work with our partners and communities to ensure vulnerable citizens are supported to live independently and are safe from harm.

"We will do this despite the significant financial challenges the Council continues to face. It is no secret that we face further cuts to our budget, but we have been successful at managing our finances in the past and we will continue to do so. The scale of our ambition is unchanged.

"We will have difficult decisions to make over the next four years but we will continue to have the best interests of Nottingham's citizens at heart and continue to invest in Nottingham's future."

Council Tax:

Council Tax is proposed to increase by 1.95%. In addition, the proposed MTFP assumes an additional Social Care Precept of 2% per annum to fund Adult Social Care as announced in the Spending Review, this precept must be spent exclusively on Adult Social Care. The level of proposed Council tax has been set with a view to providing the resources the Council needs to manage and meet increasing needs and demand for vulnerable adults and children's services, in a context of decreasing external funding.

Rent and housing:

The level of rent has been set, based on guidance set out by the Government. Due to the way in which eligibility for Council housing is assessed, Council tenants are more likely to have lower incomes and be financially excluded or in financial difficulty. Tenant profile data indicates that Black or Minority Ethnic, female, and age groups 25-44 and 45-74 are statistically more likely to be affected by Council rent increases, although this financial impact is mitigated by compensating increases in Housing Benefit. The Housing Revenue Account Capital programme which forms part of the report includes a number of schemes which will benefit protected groups.

Responding to Welfare Reform:

The Government made significant changes to the welfare system between 2010 and 2015. These changes, which included housing benefit under-occupancy (the “Bedroom Tax”), changes to council tax benefit and the introduction of the benefits cap, had a significant impact on Nottingham’s citizens and will continue to impact on them through the current parliament. In addition, the Government are introducing new reforms from April 2016 onwards including a reduction in the Benefit Cap, a freeze on the value of certain benefits, changes to Housing Benefit and changes to make the new Universal Credit less generous. These will again affect some of the most financially vulnerable households in Nottingham, including low income working households. There is concern that disabled groups could be affected by changes to sickness benefits and potentially reduced support for people living in supported accommodation. The Council have been working with advice services to support citizens affected and has shaped policy responses as far as possible to reduce the impacts. The Council will have to continue to adjust as further changes are rolled out and details of the forthcoming changes are confirmed. The amount of money available for Discretionary Housing Payments is set to increase but this may not cover the increase in demand so the Council will have to continue to ensure that the payments are fully utilised and targeted as effectively as possible.

The Discretionary Hardship Support Scheme was previously amended in 2015 to enable it to respond more flexibly to emerging hardship and the Scheme was been extended through to 2017, to enable the Council to continue to support Nottingham’s most financially vulnerable citizens.

Health and Social Care integration:

The £3.8 billion Better Care Fund (formerly the Integration Transformation Fund) is a single pooled budget to support health and social care services to work more closely together in local areas, based on a plan agreed between the NHS and local authorities. It aims to drive the integration of health and social care services in order to deliver the right care in the right place at the right time. The Nottingham City BCF allocation is £23 million, however only £1.3 million of this is new money to further support the transition to integrated working. Several of the budget proposals relate to the drive to integrate health and social care.

Information used to analyse the effects on equality:

This assessment is based on a 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 Officers and Executive Councillors;
- regular budget development meetings for Councillors to approve, amend, or reject budget proposals, taking into account their potential equality impact;
- additional consideration of cumulative equality and wider community impact of the proposals;
- meetings with Voluntary and Community Sector (VCS) and business representatives;
- consultation on the Council’s budget priorities;
- consideration of the impact of welfare reform and previous efficiency measures.

The Government has continued to implement an extensive programme of policy change, accompanied by significantly reduced funding for the public sector. In response to these funding cuts, the Council's service and financial planning process has once again facilitated significant proposed movements in resources. This includes:

- take account of the Council's priorities within the Council Plan 2015-2019 agreed by Council on 9 November 2015;
- address demographic and service pressures through investment;
- reflect the significant reductions in external funding (especially general and specific Government reductions) by reducing expenditure on those activities;
- support the Council's determination to be efficient, improve performance and modernise the organisation;
- recognise the very challenging financial landscape and future outlook and the impact on all sectors, including the public sector.

Budgets have been redirected to enable resources to be targeted on the Council's current focus of protecting key services and supporting the most vulnerable, keeping Nottingham clean and safe, protecting jobs and stimulating job growth, and bolstering the economy.

The main financial objective is to focus on ensuring financial planning and management supports citizens have access to value for money services which are modern and fit for purpose; maintaining good underlying financial health and good governance and always taking a longer term view.

Consequently the approach to the 2016/17 budget and MTFP has where possible been guided by the following key aims:

- to minimise the impact of service reductions and changes on vulnerable citizens:
- to protect frontline services:
- to pursue commercialisation opportunities to generate income for the Council, and help offset a proportion of the impact of grant reductions.

Of the 100 portfolio proposals, 25% by value are within Adults & Health and mostly focus on service redesign and transformation. A further 25% of proposals are focussed on Resources & Neighbourhood Regeneration where the main emphasis is on income generation.

As a whole, 36% of the budget proposals focus on income generation, 27% on service redesign and transformation, 21% on efficiencies, 11% relate to responding to changing demands and re-commissioning of services, with only 3% proposing service reductions.

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.

Demographic change¹:

The population of the city has increased in the 10 years to 2013 from 275,500² in 2003 to 310,800 in 2013 and Nottingham's population is set to continue growing. The greatest numerical increase in Nottingham expected over the next 25 years is projected to be in the 70-74 age group,

¹ [Sub-national population projections, May 2014](#)

³ Demography chapter, ONS VS tables on live births 1977-2014.

although the 20-24 age band is also projected to see one of the largest numerical increases to 2037, and is projected to remain the largest group – primarily due to the large student population in the City. The over 90s age band is projected to an increase of more than double the 2012 estimate, reflecting increased life expectancy.

The proportion of under 15's is not projected to change - from 17% 2012 to 18% in 2022, and 17% in 2037. Nottingham's young age profile has become more pronounced due to the rising birth rate and the expansion of the City's two universities. The birth rate has increased from an historic low of around 3,200 per year in 2001³ to an historic high of 4,500 in 2010³. This has led to an increase in the 0-4 year olds of 30% over the last 10 years. Around 15% of the City's population are now full time students aged 18 or over, leading to a 38% increase in the 16-24 population of the city.

Nottingham is also becoming more diverse in terms of ethnicity. Over a third (35%) of the population is non-White British, with increases in most ethnic groups but particularly large increases in Pakistani, White Other and African groups. Nottingham has the highest proportion of people of Mixed or multiple ethnic groups outside London. The young population of the city is even more ethnically diverse with 45% of city under 18's being non-White British.

In the 2011 Census 18.1% of Nottingham's population reported health problems or disabilities which limit their day to day activities. This is slightly higher than the national average of 17.6%. However amongst people of working age, 14.2% of people have health problems or disabilities which limit their day to day activities compared to 12.7% nationally. This larger gap shows that the overall figures are higher than might be expected given the relatively young age structure of the City. 40.2% of people who reported long term health problems or disabilities which affected their day to day activities were aged 65 or over, although this age group makes up just 11.6% of the population.⁴

	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 isn't possible)
Young People .	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Budget proposals have been required to meet a funding shortfall of £20 million in 2016-17 and there will inevitably be an impact on some citizens.	Measures are being taken to manage the changes in a planned way, and seek to minimise adverse impacts. Some of the proposals could bring benefits to citizens. Steps have been taken as part of the
Women	<input type="checkbox"/>	<input checked="" type="checkbox"/>		
Disabled People/Carers	<input type="checkbox"/>	<input checked="" type="checkbox"/>		
BME Groups	<input type="checkbox"/>	<input checked="" type="checkbox"/>		
Older People	<input type="checkbox"/>	<input checked="" type="checkbox"/>		

² Demography chapter JSNA ONS 2013 mid year estimates

³ Demography chapter JSNA ONS 2013 mid year estimates

⁴ [Census 2011 key datasets](#)

			<p><u>Children and Young People</u> Approximately one third of the budget proposals relate to schools, early intervention and early years provision.</p> <p>A number of children and young people in the City live in households that will be affected by national and local budget cuts. Reduced staffing levels and a reduction in the range of services offered to young people are likely. This will have a direct impact on the quality and availability of certain types of provision. There may be opportunities through major service reforms involving health and social care to take a more innovative approach with regard to providing services to young people, with particular regard to sexual and mental health services, however there are no details available at this time as to what this might look like. Infants, Children and young people have specific needs that must continue to be addressed. Housing services for disadvantaged young people may contribute to the negative impact of proposals on this group. There may also be additional impacts on young people who are carers looking after disabled parents. Where there are proposals to increase fees and charges, these may affect the affordability of family outings and day trips, as admission fees can form a substantial part of the cost of a day out.</p>	<p>budget process to minimise the impact on vulnerable and protected groups as far as possible. These have included, the revision and rejection of savings proposals on the basis of potential adverse impact on vulnerable groups and the identification of actions to reduce the any negative impact of specific saving proposals.</p> <p><u>Children/Young People</u> Citizens have been involved in various stages of the service design process undertaken by the Council's procurement team. Quality monitoring will be undertaken by contract management teams to ensure that benefits are delivered and that remedial action is taken where necessary.</p> <p>Work is also being done with service providers and partners to maintain sessional offers where possible, and work is also being initiated with colleagues and stakeholders to share resources and to work collaboratively to ensure that needs are addressed where there are shared priorities.</p> <p>Where relevant, service level agreements will be reviewed with targets being renegotiated to ensure that service delivery is viable and that the needs of key groups are able to be met.</p> <p>The profile of young people affected will</p>
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			<p><u>Women</u> The impacts of budget proposals on women are likely to be multi-layered and interconnected with other protected characteristics e.g. disabled people and BME groups. Women are more likely to use public services and to work in the public sector so are therefore at greater risk of being hit by reductions in staffing levels. They are more likely to be paid less than men, and are more likely to live in poverty. Women are more likely to be lone parents, as well as primary carers for children, older and disabled people. Reductions in the funding of adult social care will affect women as direct service users in addition to affecting those women who will be required to fill the gap as unpaid carers, reducing their ability to work full-time, consequently increasing their reliance on welfare benefits. Increases in fees and charges affect the affordability of leisure services, having a knock on effect with regard to women's general health and wellbeing, which are further exacerbated by reductions in welfare and social care support. Isolation and lack of social contact also place women at greater risk of jeopardising their mental and physical health. The dimming of street-lighting may impact on how safe women feel travelling at night.</p>	<p>be considered as part of the development of future systems, approaches and arrangements which are currently under review.</p> <p><u>Adults</u> The Council will negotiate and work with individual service providers to ascertain the most appropriate way to minimise the impact of a reduction in service funding on citizens.</p> <p>Changes to adult social care services and policies will be subject to specific consultation and therefore proposals may change. In addition, all proposals will adhere to the Fairer Charging Policy and duties under the Care Act 2014. The benefits of closer integration with health services will help to minimise the impact on our more vulnerable citizens.</p> <p>In cases where proposals involve service redesign, efficiency and 'stop doing', alternative provision has been investigated to ensure citizens can access support in other ways.</p> <p>Consultation will need to take place with relevant stakeholders and measures taken to ensure this is inclusive for citizens. Individual consultation letters will be sent to affected citizens or their carers where appropriate, detailing proposals. A helpline will be established to answer</p>
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			<p><u>Black and Minority Ethnic (BME) communities</u></p> <p>Data on the life chances of minority groups measured in terms of health, life expectancy, educational achievement and economies in combination, suggest poorer outcomes with regard to inequality and poverty. A combination of job losses and reductions in social care services may exacerbate existing inequalities particularly between BME women and other groups. Most if not all of the issues highlighted above also impact on BME communities. However, it should be noted that much of the diversity monitoring data available is not sophisticated enough to enable analysis between ethnic groups. BME people face multiple disadvantages in the labour market including low paid insecure jobs, sexism and race discrimination. Higher proportions of BME households are within lower income brackets and are more likely to face exploitation by landlords. BME communities may rely on voluntary sector organisations to provide services and specialist advice sensitive to their cultural needs, in a way that mainstream organisations can struggle to match. This is particularly relevant where people have multiple or complex needs and where there is a reduction in face to face contact when accessing benefits and/or services. Whilst cuts to social care provision affect men and</p>	<p>questions and to allay fears.</p> <p>Citizens will be made aware of their right to a financial assessment, and the offer of support to find alternative more cost effective support.</p> <p>With regard to fees and charges linked to leisure activities, disabled people and households with limited or low incomes who hold a citycard can benefit from discounts across a number of activities, and concessions are available in some circumstances.</p> <p>In terms of the proposed dimming of streetlighting, this will continue to conform to the British standard for road lighting, with particular regard to specifications linked to the lighting of roads, public amenity areas and the needs of citizens. This includes the management of risks and designing to the requirements of particular area in respect of issues such as crime rates and traffic flow.</p> <p>In relation to housing support, a strategic commissioning review will identify specific recommendations to deliver the proposals. Discussions will be held with service providers to consider their views on how efficiencies can be delivered. Engagement will also be done with citizens impacted by homelessness as part of the review process. Following this a more in depth</p>
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			<p>women from all ethnic groups, research shows that BME women provide proportionately more care. It is also well documented that the health issues and experiences of BME women are different to those of non-BME women and they are less likely to access the care that they need. Again, in terms of the proposed review of housing related support, reduction in the funding of organisations that work with BME communities can reduce support for integration into the wider community, affecting quality of life and future prospects.</p> <p><u>Disabled People/Carers</u> National reports show that the majority of disabled people and families with disabled children are living in poverty, and are significantly less likely to have an adequate standard of living than non-disabled people. More disabled people have to contribute towards the cost of their care, which affects the financial and practical support received to empower people to live as independently as possible. These proposals may impact on the day-to-day activities that non-disabled people often take for granted, such as the time they get up, eat, sleep, wash and dress. Without the right level of support disabled people can be placed at greater risk of avoidable dependency, poverty and isolation. The provision of support with regard to</p>	<p>impact assessment will be undertaken with regard to specific recommendations generated by the review.</p> <p>The proposal linked to cultural grants will involve a review of service level agreements to ensure delivery meets expectations. The Council will continue to work in partnership with organisations delivering key events e.g. Pride, Nottingham Carnival and Diwali celebrations and will signpost organisations to alternative funding opportunities. All organisations that are funded by the Council receive support and information including strategic and networking support in order to maintain a good understanding of national trends and funding streams.</p> <p><u>Workforce</u> The Council will attempt to mitigate the amount of redundancies wherever possible by making referrals to Project People, where those at risk of redundancy have a three month period to secure an alternative post with the council. Alternative posts are offered based on the individual's transferable skills and potential to undertake the new duties.</p> <p>All possible steps will be taken to ensure support needs around language, disability, maternity, paternity or pregnancy will be identified at an</p>
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			<p>housing for disabled people may be impacted on by the proposed review of housing related support contracts, thus creating an additional threat to independent living.</p> <p><u>Older people</u> A significant proportion of older people have conditions that limit their activities. Where support is required with things like personal care, spouses, partners and female family members provide much of the informal care required. In addition, a higher proportion of disabled older people are women who rely on social care to live independently in their own homes. Reductions in home care services will place independent living at risk. Whilst a significant number of older people live in poverty, means tested charges for services are likely to affect the take-up of support, as some people may find the process complicated and some people may feel stigmatised. As mentioned above, the review of housing related support contracts may create a threat to independent living.</p>	<p>early stage. Mitigating action such as additional support and reasonable adjustments will be offer to individuals as appropriate.</p> <p>Whilst wherever possible, steps are taken to achieve any required workforce reductions through natural turnover and the deletion of vacant posts, the cumulative effect of reduced budgets and required efficiency programmes over recent years means it is not always possible to achieve this. As a consequence, service reviews and restructures may result in individuals being made involuntarily redundant. The Council will attempt to mitigate the amount of redundancies wherever possible by making referrals to Project People, where those at risk of redundancy have a three month period to secure an alternative post with the council.</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

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

- As consultation for some proposals has yet to take place, this impact assessment will be amended as appropriate should those consultations require significant changes to the proposals.
- Arrangements for future monitoring of impacts are set out in EIAs for specific proposals where appropriate.
- Council officers will meet regularly with the Equality and Fairness Commission to discuss equality issues for specific service areas where relevant.
- Equality impact assessments (paying due regard to equality) are 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.
- Service reviews to assess the impact of decisions.
- Appropriate diversity monitoring.

Approved by (manager signature):

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.

Geoff Walker – Director of Strategic Finance

Date sent to equality team for publishing:

Send document or link to:
equalityanddiversityteam@nottinghamcity.gov.uk

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
Younger	<p>Nottingham has a higher proportion of young people than national average - 41% under 25 compared to 31% in England (mid 2013 estimates)⁵</p> <p>Nationally, youth unemployment is still high at 16.6% of the economically active population (those working or unemployed but looking for work) (Aug - Oct 14), but has fallen by 4.1 percentage points since Aug - Oct 2013⁶. Equivalent figures for Nottingham are available from the Annual Population Survey covering the period July 2013 to June 2014 and</p>	<p>Proposals relating to children and young people have been assessed as also relevant to race equality given the younger profile of Nottingham’s BME community.</p> <p>Budget proposals have considered actions to minimise the impact on younger people by:</p> <ul style="list-style-type: none"> • As with adults, services for children continue to have an early intervention and preventative emphasis, aiming to reduce the need for high cost specialist interventions. • The Priority Families programme seeks to focus on the whole family and unite the skills and expertise of all our frontline partners, rather than support one family member in isolation and tackle one problem at a time. Frontline employees are sharing expertise and being trained to focus on the whole family rather than the individual. • Expanding opportunities for schools to use children centre buildings, while maintaining Children's Centre services to the community. <p>Strategic developments include:</p> <ul style="list-style-type: none"> • Nottingham’s Big Lottery Funded ‘Small Steps, Big Changes’ bid brought £45 million into the city to work on the Early Years agenda over the next 10 years. The money will be used for a wide range of programmes, from peer breast feeding support classes, to nutrition initiatives, supported book-gifting, parent-child relationship programmes, infant massage classes and learning-through-play schemes in the home. • The Family Mentor Service is up and running in the Bulwell and Aspley wards and the service will start in the St Ann’s and Arboretum wards later this year • The Council undertook responsibility for commissioning 0-5 public health services from in October 2015. • The Child Development Strategic Commissioning Review has developed a strengthened

⁵ [ONS 2013 mid-year population estimates](#)

⁶ [ONS - Young people in the labour market \(December 2013\)](#) and [ONS - Young people in the labour market \(December 2012\)](#)

Equality group	Local context and related factors	Relevant budget savings proposals and steps taken to minimise impact
	<p>show a rate of 27.6% for Nottingham City compared to 18.4% for England. <i>(Although please note Nottingham figures should be treated with caution.)</i></p>	<p>pathway of preventative and early help services for 0-5s by working with partners to consider where opportunities for delivering a greater number of evidence-based programmes and approaches could be taken. The focus on prevention and early intervention aims to reduce the number of children requiring expensive specialist services</p> <p>Phase 2 of the Review is focussed on developing integrated children’s teams to deliver the strengthened pathway of services and interventions. This will provide the opportunity to collapse management structures and release efficiencies</p> <ul style="list-style-type: none"> • The Children and Young People’s Plan is currently being revisited for 2016-2020 to ensure that it is focussed on the key outcomes for children and their families in the coming year and aligns with the newly developed health and Wellbeing Strategy . • In conjunction with health partners, an Emotional Health and Wellbeing Pathway has been developed to support children and young people (ages 0-24 years) with emotional, mental health and wellbeing needs, and their parents/carers. • The Council will continue to drive improvements in our education settings to ensure that all young people are in a good or better school. This includes work on achievement and attainment, behaviour, recruitment, quality of teaching and leadership and governance. • All entry-level Council jobs have been ring-fenced as apprenticeships for City residents, and are targeted towards young people. • Step into Work (Youth Contract underspend): The council’s programme to reduce youth unemployment focuses on the 18-29 age group who are between 13-39 weeks unemployed with a view to preparing them for the labour market and preventing them from becoming long term unemployed. The project is delivered via a partnership of NCC, DWP, Futures and the Council’s 6 Neighbourhood Lead Organisations. It aims to support 3,000 young people between April 2014 and March 2017 with 40% (1,200) securing employment • The Council has worked with the sexual health services in the City to develop an integrated service model which aims to improve sexual health.
Men, Women, Transgender	<p>Nottingham’s population is 50% male and 50% female.⁷</p>	<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.</p> <p>Budget proposals have considered actions to minimise the impact on women, men and transgender citizens by:</p>

⁷ [Census 2011 key datasets](#)

Equality group	Local context and related factors	Relevant budget savings proposals and steps taken to minimise impact
		<ul style="list-style-type: none"> Any changes to the fairer charging policy, mean that only citizens who can afford to pay will do so. This is also subject to consultation. Steps to integrate health and social care will bring benefits of a joined-up service, resulting in a clearer customer journey and also aim to reduce waiting times and help citizens maintain independence.
Disabled People /Carers	Nottingham has a higher proportion of people with a disability or long term limiting illness (18.2%) than the England average (17.6%). ⁸	<p>Proposals may have potential adverse impacts on this group, as well as some potential benefits, they have been considered in conjunction with the impact on older people.</p> <p>Budget proposals have considered actions to minimise the impact on people with disabilities by:</p> <ul style="list-style-type: none"> Any changes to the fairer charging policy, mean that only citizens who can afford to pay will do so. This is also subject to consultation. Steps to integrate health and social care will bring benefits of a joined-up service, resulting in a clearer customer journey and also aim to reduce waiting times and help citizens maintain independence. Continuing the move towards early intervention, preventative provision and maintaining independence. Reductions will be as flexible as possible to minimise the impact on citizens and will be monitored to make sure the duties of wellbeing are met. Directing impact to provision that is non-statutory or discretionary and where this is the case, investigating alternative methods of funding/service delivery with partners. Retain a high level of discretionary public transport measures to key disadvantaged groups, including disabled and older citizens. For changes in the delivery of welfare advice, there will be through targeted communications, the development of joint-working arrangements between advice services and the commissioning of external services to ensure choice, consent and data protection. <p>Strategic developments include:</p> <ul style="list-style-type: none"> The Vulnerable Adults Plan 2012-2015⁹ will be refreshed in 2015. It is a preventative strategy: aiming to “invest in services that reduce needs and dependency and lowers future costs; develop innovative and new ways in which to mobilise and make use of all the resources of the community; and enable vulnerable citizens to remain independent for longer

⁸ [Census 2011 key datasets](#)

⁹ [Vulnerable Adults Plan 2012-2015](#)

Equality group	Local context and related factors	Relevant budget savings proposals and steps taken to minimise impact
		<p>and make choice based personalised services a reality.”</p> <ul style="list-style-type: none"> • Mental health is a priority for the Council and the Health and Wellbeing Board, published a Mental Health and Wellbeing Strategy called 'Wellness in Mind'¹⁰, in August 2014 by. The Council has also signed up to the Local Authority Mental Health Challenge and support the Time to Change Campaign.
BME Groups	<p>Nottingham has a higher proportion (34.7%) of Black or Minority Ethnic (BME) citizens than the England rate of 20.2%.¹¹</p> <p>The City also has a high proportion of migrants from EU Accession countries compared to other Core Cities (NINO registrations).¹²</p>	<p>Proposals relating to race have also been assessed as relevant to children and young people given the younger profile of Nottingham’s BME community.</p> <p>Budget proposals have considered actions to minimise the impact on BME citizens by:</p> <ul style="list-style-type: none"> • Ensuring that alternative provision and services are available in the community • There may also be opportunities to advance equality through commissioning and procurement opportunities. • Ensuring the development of accessible information where appropriate • For changes in the delivery of welfare advice, there will be through targeted communications, the development of joint-working arrangements between advice services and the commissioning of external services.
Older	<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>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.</p> <p>Budget proposals have considered actions to minimise the impact on women, men and transgender citizens by:</p> <ul style="list-style-type: none"> • Any changes to the fairer charging policy, mean that only citizens who can afford to pay will do so. This is also subject to consultation. <p>Steps to integrate health and social care will bring benefits of a joined-up service, resulting in a clearer customer journey and also aim to reduce waiting times and help citizens maintain independence.</p> <ul style="list-style-type: none"> • Continuing the move towards early intervention, preventative provision and maintaining independence. Reductions will be as flexible as possible to minimise the impact on citizens and will be monitored to make sure the duties of wellbeing are met.

¹⁰ [Wellness in Mind](#)

¹¹ [Census 2011 key datasets](#)

¹² [EU Accession note \(May 2014\)](#)

Equality group	Local context and related factors	Relevant budget savings proposals and steps taken to minimise impact
		<ul style="list-style-type: none"> • Directing impact to provision that is non-statutory or discretionary and where this is the case, investigating alternative methods of funding/service delivery with partners. • Retain a high level of discretionary public transport measures to key disadvantaged groups, including disabled and older citizens. <p>Strategic developments include:</p> <ul style="list-style-type: none"> • The City Council is developing, in partnership with Nottingham Clinical Commissioning Group (CCG) and Nottingham Community and Voluntary Service, an initiative to build stronger communities where looking after each other is the norm rather than the exception. • The Vulnerable Adults Plan 2012-2015¹³ will be refreshed in 2015. It is a preventative strategy: aiming to “invest in services that reduce needs and dependency and lowers future costs; develop innovative and new ways in which to mobilise and make use of all the resources of the community; and enable vulnerable citizens to remain independent for longer and make choice based personalised services a reality.”
People of different faiths/beliefs and those with none	Nottingham has higher proportions of Muslim, Sikh, Buddhist and citizens with no religion than the England average. ¹⁴	<p>There is no indication that these proposals will impact adversely or disproportionately on this group.</p> <p>The Council has been working more closely with faith groups and similar organisations, for example on helping to manage impacts of welfare reform and build resilience within communities.</p>
Lesbian, gay or bisexual people	The ONS 2012 Integrated Household Survey found 1.5% to be lesbian, gay, or bisexual. ¹⁵ and Stonewall estimates of between 5-7% of the general population. ¹⁶	<p>There is no evidence to suggest that these proposals will impact adversely or disproportionately on the lesbian, gay, bisexual and transgender community. However the Council acknowledges there is a need to work more effectively with citizens and colleagues to improve diversity monitoring to provide a more accurate picture.</p> <p>Strategic priorities include:</p> <ul style="list-style-type: none"> • The Council will aim to promote opportunities to advance equality through our commissioning and procurements arrangements. • The aim to reduce ‘victim based’ crime and anti-social behaviour including tackling hate crime aiming to ensure people are safe in their neighbourhood and homes (an issue of particular importance to LGBT people) remains a priority.

¹³ [Vulnerable Adults Plan 2012-2015](#)

¹⁴ [Census 2011 key datasets](#)

¹⁵ [Integrated household survey statistics - sexual identity](#)

¹⁶ http://www.stonewall.org.uk/at_home/sexual_orientation_faqs/2694.asp

Equality group	Local context and related factors	Relevant budget savings proposals and steps taken to minimise impact
		<ul style="list-style-type: none"> The Community of Identity review continues to prioritise services which support people around issues in relation to gender and sexual orientation, funding was allocated from April 2014 for 2 years.
Other (e.g. marriage/civil partnership, looked after children, cohesion/good relations, vulnerable children/adults)	<p>32% of the population are married and 0.25 in a civil partnership.¹⁷</p> <p>The number of children in care has increased by 8.9%, since 2012.</p>	<ul style="list-style-type: none"> There is no indication that these proposals will impact disproportionately or adversely on marriage and civil partnership, look after children, cohesion/good relations, vulnerable children/adults.

¹⁷ [Census 2011 key datasets](#)