

## SUMMARY OF EQUALITY IMPACT ASSESSMENT – SAVINGS PROPOSALS 2017/18

### A. SUMMARY

1.	Title of EIA	Equality Impact Assessment – Savings Proposals impact on services 2017/18
2.	Person responsible for the assessment	Mike Waite
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4.	Date of assessment	August 2016

An equality impact assessment has been carried out in respect of the proposals now presented. This document summarises the results of this work. A further equality impact assessment in relation to the impact of the proposals on the workforce will be presented to December 2016 Executive, before decision making on that issue.

The outcome of this equality impact assessment is that nearly all proposals for savings in 2017 / 18 are neutral in terms of their impact on people with protected characteristics under equalities legislation. In three cases, proposals impact on people in terms of their age or gender. Here, the equality impact determination is that the impact is low and that it can be appropriately mitigated, and that therefore it is consistent with equalities legislation to proceed with all the proposals.

## OBJECTIVE

1.	What is the main purpose of the project?	To set a budget for the council in 2017 / 18 in line with the agreed Medium Term Financial Strategy; which responds to the financial challenges facing the council; which enables the council to continue focussing on agreed priorities.
2.	Who are the main stakeholders?	Stakeholder analysis showed that the main stakeholders are Burnley Council's: <ul style="list-style-type: none"> <li>• service users</li> <li>• residents/Council tax payers</li> <li>• Councillors; and</li> <li>• Council employees.</li> </ul>
3.	How are they expected to benefit?	Through the council ensuring a sustainable future for its services through good financial management and transparent decision making to determine priorities.
4.	How will the change be implemented?	The budget will be agreed through decision making structures and processes in line with the council constitution.  The agreed budget and changes to services / funding agreements etc will be implemented through the council's activity in 2017 / 18.
6.	Is the responsibility for the proposed function shared with another department or authority or organisation?	The decisions on council budget rest with the council.  In some cases, there are implications for other agencies and organisations. In these cases, the agencies and organisations have been informed.

**B. DATA COLLECTION**

1.	Approach and background to EIA analysis, including data collection	Budget proposals drawn up by service users.
2.	What monitoring data do you have on the number of people (from different equality groups) who are using or are potentially impacted upon by the change in function?	Various data sources have been used, including: <ul style="list-style-type: none"> <li>• Analysis of workforce profile</li> <li>• analysis of users of Contact Burnley;</li> <li>• Census data.</li> </ul>

**C. COMMUNICATION AND INVOLVEMENT**

1.	What information has assisted in completing this EIA?	Guidance including information contained on the Equalities and Human Rights Commission website has been considered.
2.	What communications activities have assisted in completing this EIA?	There has been consultation on the principles underlying the council's Medium Term Financial Strategy, and comments from that consultation have been considered during the EIA work.

Group	Area/s of impact	Positive impact	Negative impact – specified as high, medium or low	Neutral impact	Reason
Age	Withdrawal of grants to self-maintained bowling clubs		✓ Low		Members of the bowling clubs are, in general, older residents. The determination that the impact is low is based on the relatively low value of the grants, and the impact is judged to be reasonable in the context of the wider savings which the council is required to make.
	No print / low cost print of Summer Fun brochures		✓ Low		The activities promoted through the brochures are aimed at children and at the parents of those children. The impact is determined to be low on the basis that the activities will continue to be promoted in ways which are accessible to the age group
Disability	All areas of impact			✓	All impacts in respect of people in this group were identified as neutral.
Gender reassignment	All areas of impact			✓	All impacts in respect of people in this group were identified as neutral.
Marriage and civil partnership	All areas of impact			✓	All impacts in respect of people in this group were identified as neutral.

Group	Area/s of impact	Positive impact	Negative impact – specified as high, medium or low	Neutral impact	Reason
Pregnancy / and maternity	All areas of impact			✓	All impacts in respect of people in this group were identified as neutral.
Race	All areas of impact			✓	All impacts in respect of people in this group were identified as neutral.
Religion and belief	All areas of impact			✓	All impacts in respect of people in this group were identified as neutral.
Sex (gender)	Cease contribution to vacant external Domestic Abuse post		✓ Low		Most identified victims of domestic abuse are women. Ceasing the contribution to this post will have an impact on the council's contribution to work on this issue. The impact is determined as low on the basis that the council will maintain other work on this issue.
Sexual orientation	All areas of impact			✓	All impacts in respect of people in this group were identified as neutral.

<b>Mitigating actions to minimise or reduce negative potential impacts</b>	
Age	Appropriate publicity and liaison in order to enable service users at clubs to put in place alternative arrangements.  Appropriate publicity of summer activities for children.
Sex (gender)	Ongoing work to address domestic abuse.
<b>Equality impact assessment action plan</b>	
Confirmation that these mitigating actions have taken place / are taking place will be sought by the author of this report in March 2017 and in June 2017.	