

BUDGET 2021/22 DRAFT EIA

Policy and Intelligence Team



INTRODUCTION

- This draft equality impact assessment and associated briefing has been drafted to help ensure that we the organisation is giving due regard to equality considerations through the setting of our budget.
- Between September and November 2020 the organisation undertook a review of our organisational practices relating to equality and diversity. In December 2020 a paper provided Cabinet with a summary of the findings from the equality review.
- Our equality review found that the organisation is committed to equality and diversity but that further work is required to fully mainstream equality and diversity across the organisation. Specifically, the Equality Review found that further work is required to ensure the timely and appropriate completion of equality impact assessments (EIA).
- As an organisation we are keen to embed the learning from our equality review and ensure that we provide timely EIAs and that 'due regard' is given to budget decisions.

BACKGROUND

- The Equality Act 2010 harmonised and replaced pre-existing equality legislation and extended statutory protection across nine 'protected characteristics'. It recognised forms of discrimination that were previously beyond the scope of legislation and introduced the concept of the Public Sector Equality Duty (PSED).
- The protected characteristics include; age, disability, gender reassignment marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation
- The PSED placed specific responsibilities on public sector organisations to consider equality in their decision making. It consists of a general equality duty, supported by specific duties which are imposed by secondary legislation. In summary, those subject to the equality duty must, in the exercise of their functions, have due regard to the need to:
 - Eliminate unlawful discrimination, harassment and victimisation and other prohibited conduct.
 - Advance equality of opportunity between people who share a protected characteristic, and those who do not.
 - Promote good relations between people who share a protected characteristic and those who do not.

METHODOLOGY

- The draft budget EIA was developed through identifying several budget proposals within the CMT budget savings paper which have potential equality impacts.
- Individual budget decisions will be individually equality impact assessed in accordance with usual policy and practice – this is key to ensuring that 'due regard' is given to equality considerations.

- Several budget proposals (grouped by directorate) have been identified as having potential equality impacts (see EIA template below).
- The development of this EIA template was planned to include consultation with the newly formed Corporate Equality Group, however due to COVID pressures this was not possible.
- Having identified some potential equalities impacts our next steps will be to work with departments to identify appropriate mitigations. This will involve looking at evidence and considering the effect of proposals on the whole community.

Draft

STAGE I: WHAT IS BEING ASSESSED AND BY WHOM?

What is being assessed - including a brief description of aims and objectives?

OVERVIEW

In February the Council's annual budget for 2021/22 is being presented to Cabinet for approval and then to Full Council. The budget sets out the plans to deliver a balanced budget.

The budget presents these changes through a number of proposals. Equality Impact Assessments will be completed for all individual policy changes as they are developed in accordance with our normal criteria.

The following budget proposals have been identified as having potential equality impacts:

PEOPLE

- Care Package Review Programme
- Stretch target for Direct Payment clawbacks
- Review Fairer Charging Policy
- Savings on Commissioned Contracts
- Homelessness Prevention Plan

CUSTOMER AND CORPORATE SERVICES

- Departmental Management – Stationery
- Departmental Management – HROD – FM
- Cross cutting establishment savings
- HR & OD – Training

CHILDRENS

- Adolescent Support Team
- Fostering Service
- School Transport
- Education, Participation and Skills
- Review of SEND

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| | <p>STREET SERVICES</p> <ul style="list-style-type: none"> Street Services - Bulky Waste Collection Service <p>CROSS DEPARTMENT</p> <ul style="list-style-type: none"> Fees and charges <p>Council Tax Analysis of the current council tax support caseload was undertaken to assess whether there may be an indirect impact on one or more groups with protected characteristics as a result of any possible council tax rises. This data is included where it is available in the evidence for each protected characteristic below <i>(to be further developed)</i>.</p> <p>Redundancies Plymouth City Council has clear policies and procedures in place to ensure that staff sharing protected characteristics are not unfairly discriminated against. Where any changes to structures or service delivery arrangements lead to redundancies, we will ensure that staff are not unfairly selected for redundancy e.g. on bases of them having a particular protected characteristic under the Equality Act 2010.</p> |
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| Department and service | Policy and Intelligence Team |
| Date of assessment | 04/01/2021 |

STAGE 2: EVIDENCE AND IMPACT

| Protected characteristics (Equality Act) | Evidence and information (e.g. data and feedback) | Any adverse impact See guidance on how to make judgement | Actions | Timescale and who is responsible |
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| Age | The average age in Plymouth (39.0 years) is about the same as the rest of England (39.3 | Education, Participation and Skills - potential impact on children and those with disabilities. | | Education, Participation and Skills |

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| | <p>years), but less than the South West (41.6 years).</p> <p>Council Tax records show the following ratios of customers by age group:</p> <p>18-24 = 770 = 3.37%</p> <p>25-34 = 3325 = 14.56%</p> <p>35-44 = 3589 = 15.72%</p> <p>45-54 = 3387 = 14.83%</p> <p>55-64 = 3579 = 15.67%</p> <p>65-74 = 3828 = 16.76%</p> <p>75+ = 4162 = 18.22%</p> <p>Compared to the overall population, children are more likely to be in low income households.</p> <p>Working-age adults in working families are much less likely to be in relative low income than those in families where no-one is in work.</p> <p>There are 241 Care Leavers of which 140 live within Plymouth.</p> | <p>Care Package Review Programme – potential impact on older people.</p> | | <p>Adult Social Care</p> |
| <p>Disability</p> | <p>A total of 31,164 people (from 28.5 per cent of households) declared themselves as having a long-term health problem or disability (national figure 25.7 per cent of households), compared with the total number of people with disabilities in UK (11.6m (2011 Census).</p> | <p>School Transport – potential impact on children with disabilities.</p> <p>Review of SEND – potential impact on children with disabilities.</p> | | <p>Children's Services Education, Participation and Skills</p> |

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| | <p>10 per cent of our population have their day-to-day activities limited a lot by a long-term health problem or disability (2011 Census).</p> <p>In January 2019, Schools identified 18.2% of Plymouth’s school cohort (Year R to Y11) as requiring additional support for an identified Special Education Need and/or disability.</p> <p>33% of Council Tax Support (CTS) claimants are disabled.</p> <p>After housing costs, the proportion of working age disabled people living in poverty (26%) is higher than the proportion of working age non-disabled people (20%) (Scope, 2020).</p> <p><i>[Covid -19 impacts to be added]</i></p> | <p>Street Services - Bulky Waste Collection Service – potential impacts for people with disabilities if fees were to increase.</p> <p>Review Fairer Charging Policy – possible impact on people with disabilities.</p> <p>Care Package Review Programme – possible impact on people with disabilities.</p> | | <p>Street Services</p> <p>Adult Social Care</p> |
| <p>Faith/religion or belief</p> | <p>Christianity is the biggest faith in the city with more than 58 per cent of the population (148,917 people).</p> <p>32.9 per cent (84,326) of the Plymouth population stated they had no religion.</p> <p>Those with a Hindu, Buddhist, Jewish or Sikh religion combined totalled less than 1 per cent.</p> | | | |

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| <p>Sex - including marriage, pregnancy and maternity</p> | <p>50.2 per cent of our population are women and 49.8 per cent are men.</p> <p>Of those customers in receipt of CTS, 29% have children in the household.</p> <p>There are approximately 4,390 single parent families in receipt of council tax support. This equates to 19% of CTS households.</p> <p>93% of single parent CTS households are headed by a female.</p> <p>Women lose more than men from reforms at every income level. Overall, women lose around £940 per year on average, more than double the losses of around £460 for men.</p> <p>EHRC - Lone parents lose around 15% of their net income on average – almost £1 in every £6. By contrast, the losses for all other family groups are much smaller, from nothing to 8%, especially for those that are relatively well-off (EHRC, 2017).</p> <p><i>[Covid-19 impacts to be added]</i></p> | <p>Cross cutting establishment savings (Agency)</p> <p>Possible gender impact due to workforce (data analysis on the demographics of who is employed via agency and the nature of the role would be needed to test this assumption).</p> <p>Whilst this may not have a direct impact on our workforce as agency workers are not our employees this may have an impact at a community level.</p> | | <p>Human Resources and Organisational Development</p> |
| <p>Gender reassignment</p> | <p>There are no official estimates for gender reassignment at either national or local level. However, in a study funded by</p> | | | |

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| | <p>the Home Office, the Gender Identity Research and Education Society (GIRES) estimate that between 300,000 and 500,000 people aged 16 or over in the UK are experiencing some degree of gender variance.</p> | | | |
| <p>Race</p> | <p>92.9 per cent of Plymouth's population identify themselves as White British.</p> <p>7.1 per cent identify themselves as Black, Asian or Minority Ethnic (BAME) with White Other (2.7 per cent), Chinese (0.5 per cent) and Other Asian (0.5 per cent) the most common ethnic groups.</p> <p>Our recorded BAME population rose from 3 per cent in 2001 to 6.7 per cent in 2011, and therefore has more than doubled since the 2001 census.</p> <p>Recent census data suggests we have at least 43 main languages spoken in the city, showing Polish, Chinese and Kurdish as the top three. Based on full year data for 2012-13, our Translate Plymouth services recorded that the most requested languages are Polish, British Sign Language (BSL) and</p> | | | |

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| | Chinese Mandarin. Overcrowded housing tends to disproportionately affect BME communities. <i>[Covid -19 impacts to be added]</i> | | | |
| Sexual orientation - including civil partnership | There are no official estimates for sexual orientation at a local level. | | | |

STAGE 3: ARE THERE ANY IMPLICATIONS FOR THE FOLLOWING? IF SO, PLEASE RECORD ACTIONS TO BE TAKEN

| Local priorities | Implications | Timescale and who is responsible |
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| Pay equality for women, and staff with disabilities in our workforce. | Plymouth City Council is committed to equal opportunities and the fair treatment of its workforce. As an employer we have a clear policy of paying employees equally for the same or equivalent work regardless of gender or disability. The council operates a comprehensive job evaluation scheme to ensure that rates of pay are fair and are based wholly on the role being undertaken. | Human Resources and Organisational Development |
| Supporting our workforce through the implementation of Our People Strategy 2020 – 2024 Plymouth is a city where people from different backgrounds get along well. | HR & OD – Training – possible impact on equality and diversity training and thus workforce understanding of equality and diversity if this budget is reduced. Any impacts on the training budget will be limited to ensure that staff are able to undertake their duties in a safe and compliant manner. | Human Resources and Organisational Development |
| Supporting victims of hate crime so they feel confident to report incidents, and working with, and through our partner organisations to achieve positive outcomes. | | |
| Plymouth is a city where people from different backgrounds get along well. | There is a strong correlation between community cohesion and economic deprivation, cohesion rates are generally lower in wards with lower scores in the Index for Multiple Deprivation. | N/A |

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| <p>Human Rights Please Refer To Guidance</p> | <p>Adolescent Support Team – Young People; there is a potential human rights implication since it could be read that the decision about whether or not a child can be reunited with their birth family is being made on the basis of a need to make financial savings.</p> <p>The United Nations Convention on the Rights of the Child sets out how decisions effecting a child should be made in the best interests of the child. It also sets out how Governments must protect children from violence, abuse and neglect and states when placed somewhere away from home for their health or protection that the child’s situation must be checked regularly (UNICEF, 2020).</p> | <p>Children’s Service’s</p> |
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STAGE 4: PUBLICATION

This document will be signed off once it is finalised. Date _____

