

APPENDIX 6: EQUALITY IMPACT ASSESSMENT – BUDGET 2023/24

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Lead Officer: Please note that a Head of Service, Service Director, or Strategic Director must approve the EIA.	David Northey, Service Director for Finance	Signature:		Approval date:	
Overview:	<p>Introduction</p> <p>This EIA assesses the potential impact of increasing Council Tax and reduction to overall directorate budgets, rather than the equality impacts from individual proposals and decisions that may be taken as part of the budget setting process. The exception to this is where budget proposals include budget reductions that relate to specific activity, for example, the Community Grants programme proposal and the Concessionary Fares budget proposal. These budget proposals have been assessed and where potential equality impacts have been identified, these have been included in the table below.</p> <p>EIAs will be completed for individual policy/service changes as they are developed and brought forward in accordance with the Council’s standard decision making process. These EIAs will assess the potential impacts of individual decisions and put in place mitigation activity where appropriate.</p> <p><i>It should be noted that it is anticipated that numbers included within this EIA will change as the budget is developed and budget papers are finalised for final publication.</i></p> <p>Context</p> <p>In February, the Council’s annual budget for 2023/24 is being presented to Cabinet. The budget paper sets out the plans to deliver a legally required balanced budget in a challenging financial environment where service demands continue to increase, the longer-term impact of COVID-19 continues to be felt and where uncertain and unpredictable funding and cost levels remain.</p> <p>To help balance the Council’s budget, 67 savings plans totalling £26.166m were presented at Cabinet on 10 November 2022. The current savings proposed are:</p> <ul style="list-style-type: none"> ▪ Children – £4.575m 				

- Corporate - £3.993m
- People – £6.030m
- ODPH – £0.292m
- Place – £7.290m
- Chief Executives and Customer and Corporate Services - £3.619

Public engagement to support the 2023/24 budget setting process took place between 11 November and 04 December 2022. People were invited to provide their feedback on the proposals and suggest other ideas for saving money. The results of this engagement have been analysed and have been used to inform the development of this EIA.

Although socioeconomic background is not a protected characteristic, it is important to place this year's budget setting process in the wider socioeconomic context. Whilst our most recent City Survey suggests that 77 per cent of residents agree that Plymouth is a great place to live and over 60 per cent have pride in their local area and also feel as though they belong, this is a challenging time economically for residents and service users. Many are experiencing increased financial and wellbeing pressures from the rising cost of living and the same survey showed that 21 per cent of people agreed that the food they buy doesn't last and they don't have money to get more.

The social and economic impacts of the rising cost of living are felt differently across the social strata but they should not be underestimated. The 2019 Index of Multiple Deprivation highlighted that of the 317 local authority districts in England, Plymouth is ranked as the 64th most deprived. For those people in some of the city's most deprived wards, the rising cost of living places them in an increasingly uncertain financial position which will only worsen inequality in the city.

Council Tax

As part of developing the 2023/24 budget, Council have the option to adopt a 2.99 per cent increase for Council Tax and a 2 per cent level of Adult Social Care precept as part of the budget setting process. If adopted, these increases would provide an additional £3.740m in council tax and £2.500m adult social care precept; a total of £6.240m.

The Council Tax base for 2023/24 has been assumed at 74,891 properties, an increase of 1,061 on 2022/23. The Council Tax Base report for 2023/24 will be presented to Cabinet for consideration in January 2023 and will then be presented to Council for approval.

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. Plymouth City Council currently operates a council tax support scheme which limits the amount eligible recipients have to pay to up to 20 per cent. In addition, an exceptional hardship policy exists to support those in financial need.

Impacts and mitigation

The impacts from the Council's budget decisions are likely to be felt by people with protected characteristics. These impacts will primarily be felt by younger and older people and, those with disabilities. Those already in precarious financial positions or with multiple vulnerabilities may also feel some impacts.

Protected characteristics (Equality Act, 2010)	Evidence and information (e.g. data and consultation feedback)	Adverse impact	Mitigation activities, timescale and responsible department
Age	<p>Where available, the latest census 2021 data has been included.</p> <p>Plymouth</p> <ul style="list-style-type: none"> • 16.4 per cent of people in Plymouth are children aged under 15. • 65.1 per cent are adults aged 15 to 64. • 18.5 percent are adults aged 65 and over. • 2.4 percent of the resident population are 85 and over. <p>South West</p> <ul style="list-style-type: none"> • 15.9 per cent of people are aged 0 to 14, 61.8 per cent are aged 15 to 64. • 22.3 per cent are aged 65 and over. <p>England</p> <ul style="list-style-type: none"> • 17.4 per cent of people are aged 0 to 14. • 64.2 per cent of people are aged 15 to 64. • 18.4 per cent of people are aged 65 and over. <p>(Data sourced from the 2021 Census)</p>	<p>A reduction in the budget for Children's Services may disproportionately negatively impact children and care experienced young people. As, due to the nature of the service, young people are overrepresented within the service.</p> <p>A reduction in the budget for People may disproportionately negatively impact older people. As, due to the nature of the service, older people are overrepresented within the service.</p> <p>A reduction in the budget for Chief Executives and Customer and Corporate Services may disproportionately negatively impact older people. For example, some older people may find accessing online information and resources more challenging when compared to the wider population.</p> <p>The proportion of young people and older people receiving Council Tax Support suggests that there could be an adverse impact on these groups from any increases in</p>	<p>EIAs will be completed as budget proposals develop and are brought forward. Where appropriate mitigations and timeframes will be identified as part of that process.</p> <p>Plymouth City Council currently operates a council tax support scheme which limits the amount eligible recipients have to pay to up to 20 per cent. In addition, an exceptional hardship policy exists to support those in financial need.</p> <p>The concessionary fares budget will be closely monitored going forward.</p> <p>It may not be possible to fully mitigate the adverse impact from the Community Grants programme proposal if there is no longer capacity to make revenue funds available for it.</p>

	<p>Claimants by Council Tax Support caseload:</p> <ul style="list-style-type: none"> • 2.68 per cent of claimants are aged 18 to 24. • 14.19 per cent of claimants are aged 25 to 34. • 17.46 per cent of claimants are aged 35 to 44. • 15.75 per cent of claimants are aged 45 to 54. • 16.29 per cent of claimants are aged 55 to 64. • 15.43 per cent of claimants are aged 65 to 74. • 18.20 per cent of claimants are aged 75+. <p>31.37 per cent of Council Tax Support claimants have children.</p> <p>99 per cent of adults aged 16 to 44 years in the UK were recent internet users in 2019, compared with 54 per cent of adults aged 75 years and over (Data sourced from ONS 2021)</p> <p>On 31 March 2022, Plymouth had 491 children in care. A further 184 young people (care experienced aged 18 to 20) were supported by our Care Leavers Team.</p> <p>Families with three or more children and single parent families are disproportionately likely to be amongst low income groups.</p>	<p>Council Tax. Any impacts are likely to be exacerbated due to rising living costs.</p> <p>A reduction in the Concessionary Fares budget may disproportionately negatively impact older people. As, due to the nature of the budget, older people are overrepresented as beneficiaries.</p> <p>A reduction in the Community Grants programme budget may negatively impact both older and younger people. As, due to the nature of the programme, community grants have supported youth groups and projects which have brought older people together to combat social isolation.</p>	
<p>Disability</p>	<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>A reduction in the budget for People may disproportionately negatively impact people with disabilities. As, due to the nature of the</p>	<p>EIAs will be completed as budget proposals develop and are brought forward. Where appropriate mitigations</p>

	<p>National evidence suggests that a higher proportion of individuals who live in families with disabled members live in poverty, compared to individuals who live in families where no one is disabled (EHRC 2017). After housing costs, the proportion of working age people with disabilities living in poverty (26 per cent) is higher than the proportion of working age non-disabled people (20 per cent) (Scope, 2020). 41.56 per cent of Council Tax Support claimants have some form of disabled premium indicator.</p> <p>In 2019, adults with disabilities (aged 16 years and over) in England made 757 trips on average per person per year, compared to 1,016 for adults without a disability (DFT Accessibility Statistics; 2020)</p>	<p>service, adults with disabilities are overrepresented within the service.</p> <p>A reduction in the budget for Children’s Services may disproportionately negatively impact young people and children with disabilities. As, due to the nature of the service, young people and children with disabilities are beneficiaries and more likely to engage with this service.</p> <p>A reduction in the budget for Place may disproportionately negatively impact people with disabilities. For example, some people with disabilities are more reliant on community-based initiatives such as community transport.</p> <p>A reduction in the budget for Chief Executives and Customer and Corporate Services may disproportionately negatively impact older people. For example, some people with disabilities may find accessing online information and resources more challenging when compared to the wider population.</p> <p>The proportion of disabled people receiving Council Tax Support suggests that there could be an adverse impact on this group from any increases in Council Tax. Any impacts are likely to be exacerbated due to rising living costs.</p> <p>A reduction in the Concessionary Fares budget may disproportionately negatively impact people with disabilities. As, due to the nature of the budget, people with disabilities are overrepresented as beneficiaries.</p>	<p>and timeframes will be identified as part of that process.</p> <p>Plymouth City Council currently operates a council tax support scheme which limits the amount eligible recipients have to pay to up to 20 per cent. In addition, an exceptional hardship policy exists to support those in financial need.</p> <p>The concessionary fares budget will be closely monitored going forward.</p> <p>The concessionary fares budget will be closely monitored going forward.</p> <p>It may not be possible to fully mitigate the adverse impact from the Community Grants programme proposal if there is no longer capacity to make revenue funds available for it.</p>
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		A reduction in the Community Grants Scheme budget may negatively impact people with disabilities. As, due to the nature of the programme, community grants have supported a number of groups and projects which engage with people with disabilities.	
Gender reassignment	<p>There are no official estimates for gender reassignment at either national or local level (awaiting 2021 Census data).</p> <p>There is extensive research to show that people who identify as LGBT+ are more likely to experience poor mental health in general (Intercom, 2020).</p> <p>0.5 per cent of residents in Plymouth have a gender identity that is different from their sex registered at birth. 0.1 per cent of residents identify as a trans man, 0.1 per cent identify as non-binary and, 0.1 per cent identify as a trans women.</p>	<p>A reduction in the budget for People and Children's Services may disproportionately negatively impact trans and non-binary individuals, for example if resources for outreach and engagement are limited.</p> <p>A reduction in the Community Grants programme budget may negatively impact the LGBT+ community. As, due to the nature of the programme, community grants have supported groups and projects which engage with the LGBT+ community.</p>	<p>EIAs will be completed as budget proposals develop and are brought forward. Where appropriate mitigations and timeframes will be identified as part of that process.</p> <p>It may not be possible to fully mitigate the adverse impact from the Community Grants programme proposal if there is no longer capacity to make revenue funds available for it.</p>
Marriage and civil partnership	<p>40.1 per cent of residents have never married and never registered a civil partnership. 10 per cent are divorced, 6 per cent are widowed, with 2.5 per cent are separated but still married.</p> <p>0.49 per cent of residents are, or were, married or in a civil partnerships of the same sex. 0.06 per cent of residents are in a civil partnerships with the opposite sex.</p>	A reduction in the budget for Chief Executives and Customer and Corporate Services may disproportionately negatively impact people who wish to get married or form a civil partnership, for example if resources are more limited.	EIAs will be completed as budget proposals develop and are brought forward. Where appropriate mitigations and timeframes will be identified as part of that process.
Pregnancy and maternity	The total fertility rate (TFR) for England was 1.62 children per woman in 2021. The total	A reduction in the budget for People and Children's Services may disproportionately negatively impact pregnant women. As, within	EIAs will be completed as budget proposals develop and are brought forward. Where appropriate mitigations

	<p>fertility rate (TFR) for Plymouth in 2021 was 1.5.</p>	<p>society women are overrepresented within childcare and care giving roles, which could mean that they are more likely to engage with these Council services including Children Centres.</p> <p>A reduction in the Community Grants programme budget may negatively impact pregnant women. As, due to the nature of the programme, community grants have supported groups and projects which engage with pregnant women specifically.</p>	<p>and timeframes will be identified as part of that process.</p> <p>It may not be possible to fully mitigate the adverse impact from the Community Grants programme proposal if there is no longer capacity to make revenue funds available for it.</p>
Race	<p>In 2021, 94.9 per cent of Plymouth's population identified their ethnicity as White, 2.3 per cent as Asian and 1.1 per cent as Black.</p> <p>People with a mixed ethnic background comprised 1.8 per cent of the population. 1 per cent of the population use a different term to describe their ethnicity.</p> <p>92.7 per cent of residents speak English as their main language. 2021 Census data shows that after English, Polish, Romanian, Chinese, Portuguese, and Arabic are the most spoken languages in Plymouth.</p> <p>Evidence suggests that minority ethnic communities have disproportionately felt the economic impacts of the rising cost of living.</p>	<p>A reduction in the budget for People and Children's Services may disproportionately negatively impact people from minority ethnic backgrounds if culturally sensitive service provision is not possible within proposed resources.</p> <p>A reduction in the budget for Place and Chief Executives and Customer and Corporate Services may disproportionately negatively impact people from minority ethnic backgrounds if there are not resources to provide varied and culturally aware events and a civic offering.</p> <p>In addition, reductions in the People budget could result in limitations on the ability to provide culturally sensitive community services.</p>	<p>EIAs will be completed as budget proposals develop and are brought forward. Where appropriate mitigations and timeframes will be identified as part of that process.</p>
Religion or belief	<p>48.9 per cent of the Plymouth population stated they had no religion. 42.5 per cent of the population identified as Christian (2021 Census).</p>	<p>A reduction in the budget for Place and Chief Executives and Customer and Corporate Services could disproportionately negatively impact people from faith backgrounds if there</p>	<p>EIAs will be completed as budget proposals develop and are brought forward. Where appropriate mitigations and timeframes will be identified as part of that process.</p>

	<p>Those who identified as Muslim account for 1.3 per cent of Plymouth's population while Hindu, Buddhist, Jewish or Sikh combined totalled less than 1 per cent (2021 Census).</p>	<p>are not resources to provide varied and culturally aware events and a civic offering. In addition, reductions in the People budget could result in limitations on the ability to provide culturally aware services.</p> <p>A reduction in the Community Grants Programme budget negatively impact faith communities. The programme guidance for councillors suggests that funds may be used to assist projects that benefit religious groups where the project will bring wider community benefit.</p>	<p>It may not be possible to fully mitigate the adverse impact from the Community Grants programme proposal if there is no longer capacity to make revenue funds available for it.</p>
Sex	<p>51 per cent of our population are women and 49 per cent are men (2021 Census). Young women between the ages of 16 and 24 have a higher risk of common mental health conditions.</p> <p>92.99 per cent of Council Tax Support claimants who are single parents headed by a female.</p>	<p>A reduction in the budget for People and Children's Services may disproportionately negatively impact women. As, within society women are over more likely to be care givers, which could mean that they are more likely to engage with Council services and/or be carers themselves.</p> <p>The proportion of single parent families headed by a female in receipt of Council Tax Support, suggests that there could be an adverse impact on females from any increases in Council Tax. Any impacts are likely to be exacerbated due to rising living costs.</p>	<p>EIAs will be completed as budget proposals develop and are brought forward. Where appropriate mitigations and timeframes will be identified as part of that process.</p> <p>Plymouth City Council currently operates a council tax support scheme which limits the amount eligible recipients have to pay to up to 20 per cent. In addition, an exceptional hardship policy exists to support those in financial need.</p>
Sexual orientation	<p>88.95 per cent of residents aged 16 years and over in Plymouth describe their sexual orientation as straight or heterosexual. 2.06 per cent describe their sexuality as bisexual, 1.97 per cent of people describe their sexual orientation as gay or lesbian. 0.42 per cent of</p>	<p>A reduction in the budget for People and Children's Services may disproportionately negatively impact the LGB community if service capacity is reduced and outreach to these communities is no longer possible.</p>	<p>EIAs will be completed as budget proposals develop and are brought forward. Where appropriate mitigations and timeframes will be identified as part of that process.</p>

	<p>residents describe their sexual orientation using a different term.</p> <p>There is extensive research to show that people who identify as LGBT+ are more likely to experience poor mental health in general (Intercom, 2020)</p>	<p>A reduction in the Community Grants programme budget may negatively impact the LGBT+ community. As, due to the nature of the programme, community grants have supported groups and projects which engage with the LGBT+ community.</p>	<p>It may not be possible to fully mitigate the adverse impact from the Community Grants programme proposal if there is no longer capacity to make revenue funds available for it.</p>
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SECTION FOUR: HUMAN RIGHTS IMPLICATIONS

Human Rights	Implications	Mitigation Actions	Timescale and responsible department
	<p>If there are any Human Rights implications from the 2023/23 budget, these will be identified when proposals are brought forward, and an EIA is completed at that point. It is not possible to assess human rights implications within this EIA due to its high-level nature.</p>	<p>EIAs will be completed as budget proposals develop and are brought forward. Where appropriate mitigations and timeframes will be identified as part of that process.</p>	

SECTION FIVE: OUR EQUALITY OBJECTIVES

Equality objectives	Implications	Mitigation Actions	Timescale and responsible department
<p>Celebrate diversity and ensure that Plymouth is a welcoming city.</p>	<p>Plymouth City Council remains committed to celebrating the diversity of the city. However, the ability of local communities to celebrate diversity</p>	<p>It may not be possible to fully mitigate the adverse impact from the Community Grants programme proposal if there is no</p>	<p>Not applicable.</p>

	through local events and activities may be reduced if the Community Grants Scheme budget is reduced.	longer capacity to make revenue funds available for it.	
Pay equality for women, and staff with disabilities in our workforce.	Plymouth City Council is committed to promoting equality 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.	Where budget proposals are likely to impact on the workforce, an EIA will be completed, and consultation will be carried out where required.	HROD.
Supporting our workforce through the implementation of Our People Strategy 2020 – 2024	Our People Strategy 2020 – 2024 sets out our approach towards ensuring that the Council's workforce can adapt and meet the ever-changing needs of the Council and our residents.	Not applicable.	Not applicable.
Supporting victims of hate crime so they feel confident to report incidents, and working with, and through our partner organisations to achieve positive outcomes.	The Council is committed to reducing and tackling hate crime and ensuring that victims are treated in a trauma informed manner to ensure that they get the outcome which is most appropriate for them. The Council works closely with the Safer Plymouth Partnership, the community safety partnership for the city. Hate crime data is monitored.	We will continue to monitor hate crime data and work with our partners in the police where appropriate.	Community Connections.
Plymouth is a city where people from different backgrounds get along well.	The Council is committed to promoting cohesion within the city. However, the ability of local communities to hold local events and activities where people from different	We will continue to monitor cohesion levels via our survey work.	Policy and Intelligence Team.

	backgrounds have opportunities to form relationships may be reduced if the Community Grants budget is reduced. .	It may not be possible to fully mitigate the adverse impact from the Community Grants programme proposal if there is no longer capacity to make revenue funds available for it.	
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