

EQUALITY IMPACT ASSESSMENT

Budget Report 2018-19



STAGE I: WHAT IS BEING ASSESSED AND BY WHOM?

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

OVERVIEW

On the 13 February 2018 the Council's annual budget for 2018/19 is being presented to Cabinet for approval and then to Full Council on the 26 February.

The budget sets out the plans to deliver a balanced budget. This has been done through a plan for delivering savings across the Council to offset reduced Government funding and increased cost pressures.

The budget presents these changes through a number of proposals.

Equality Impact Assessments will be completed for all individual policy changes such as the Parking Modernisation Plan and Modernisation of Waste and Street Services which have already been published.

BACKGROUND

Section 149 of the Equality Act 2010, the Public Sector Equality Duty says a Public Authority must, in the exercise of its functions, have due regard to:

- Eliminate discrimination, harassment, victimisation;
- Advance equality of opportunity;
- Foster good relations.

Having due regard to these involves:

- Removing or minimising disadvantage suffered by persons,
- Taking steps to meet the needs of persons with different characteristics,
- Encouraging people to participate in public life,
- Tackling prejudice and promote understanding,
- Taking steps to take account of disabled persons' disabilities.

This is with regard to people who share Protected Characteristics under the Act and those who don't. The protected characteristics include; age, disability, religion/faith, gender, gender reassignment, race, sexual orientation. This means the Council needs to understand the effect of the policies and practices on equality, which will involve looking at evidence, engaging with people, staff, service users and others and considering the effect of what we do on the whole community.

In addition, the Council's Welfare Support Framework sets out agreed vulnerability criteria which will be used when assessing the impact of the proposals on vulnerable groups to determine who may also be disproportionality affected. Decisions will affect different people in different ways. It is possible that decisions will have a disproportionate impact on some groups in comparison to others, even if this is not the intention. An impact assessment helps to identify and avoid any negative unintended consequences of proposals being developed.

BUDGET PROPOSALS

Council Tax Increase The current approved Medium Term Financial Strategy (MTFS) assumes a 3% increase for the Adult Social Care precept for 2018/19. No decision has yet been made regarding the Council Tax increase for 2018/19. An increase of 2.99% can be made without triggering a referendum. Inflation (RPI) is currently running at 4.0%, however our budget consultation feedback suggests that wages are not keeping pace with inflation, and households who are dependent on benefits are likely to see their household income fall as the result of the Government's wider welfare benefit reforms. 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 a council tax rise. This data is included where it is available in the evidence for each protected characteristic below.

Fees and Charges Increases – We propose to generate an additional £250,000 of income through increased fees and charges. At the time of this assessment we are preparing the proposed increases in line with the Fees and Charges policy. The additional income is equivalent to £2.10 per household per year on our council tax base. Concern was expressed through our budget consultation exercise about the ability of people on low incomes to pay increased fees and charges. In accordance with the principles expressed in our [Fees and Charging Policy](#) fees and charges will be pitched to deliver the Council's overall objectives whilst protecting the most vulnerable citizens of Plymouth. Increases will be subject to sign off by the relevant Council Portfolio Holder and supported with EIAs where appropriate.

	<p>Savings – The draft budget currently anticipates that £10.4m will be found in 2018/19.. EIAs will be undertaken on specific programmes as they are identified.</p> <p>Public Health Directorate - The stretch saving budget will be met through efficiencies and will not have an adverse impact on the services offered.</p> <p>People Directorate – Integrated delivery and Commissioning, Children, Young People and Families, Education Participation and Skills - Adult Social Care provision is a statutory service and the Council must meet clients’ assessed needs. The additional cost of providing care packages (£2.8m) and paying the uprated living wage across all contacts (£2.1m) significantly exceed the income derived from the Adult Social Care precept (£3.0m). Additional pressures on Children’s services will require a further £3.2m of funding.</p> <p>Place - Economic Development, Strategic Planning, Street Services will require savings of £1.1m.</p> <p>Corporate Items - Plymouth will finance s106 agreements by making use of a loan facility to meet its obligations. This will release £2.850m of revenue to support the general fund budget.</p> <p>Chief Executive Office, Transformation and Change Directorate & Corporate Items - Stretch saving budgets relating to efficiency improvements, smart working, system improvements and treasury management will not have any impact.</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 within the Equality Act 2010.</p> <p>Evidence from the Equality and Human Rights Commission (EHRC) research report;-</p> <p>“Distributional results for the impact of tax and welfare reforms between 2010-17, modelled in the 2021/22 tax year” is included as background evidence, this is indicated by the prefix EHRC in the relevant areas below.</p>
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Department and service	Finance
Date of assessment	31/1/2018

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
Age	<p>The average age in Plymouth (39.0 years) is about the same as the rest of England (39.3 years), but less than the South West (41.6 years).</p> <p>Of the 16 South West (SW) authorities Plymouth has the third lowest percentage of older people (75), and the fifth highest percentage of children and young people (under 18).</p> <p>Children and young people (CYP) under 18 account for 19.8 per cent of our population within this 17.5 per cent are under 16.</p> <p>Council Tax records show the following ratios of customers by age group:</p> <p>18–25 = 1076 (3.92%); 25-35 = 3845 (14.02%); 35-45 = 4146 (15.12%); 45-.55 = 4569 (16.66%); 55-65 = 4412 (16.09%); 65–75 = 5336 (19.46%);</p>	<p>The increase in the number of young people receiving Council Tax support suggests that there could be an adverse impact on young people aged 18-25 from the increase in Council Tax.</p> <p>Families with 3 or more children and single parent families are also disproportionately likely to be amongst low income groups.</p> <p>The need to make efficiency services could have an adverse impact on non statutory services for children and older people as they are disproportionately likely to benefit from these services.</p>	<p>Plymouth City Council operates a council tax support scheme which limits the amount eligible recipients have to pay to up to 20%. In addition an exceptional hardship policy exists to support those in financial need.</p> <p>Discounts exist for students, 18 year olds still at school and apprentices.</p> <p>The current CTS scheme includes protection for families with children by keeping the family premium, disregarding income from child benefit and maintenance payments.</p> <p>We participate in workshops to target communication and raise awareness of benefits and discounts that customers can access to help their overall financial health. This includes the annual Carer's Rights event, SW Landlord's forum, DWP Partnership work. We also run</p>	<p>Strategic Development Manager Customer Service -annual review of Council Tax Support Scheme and development of work with partner organisations to maximise access to benefits and discounts for eligible customers.</p> <p>Strategic Director for People - as proposals are developed to deliver transformation stretch targets.</p>

	<p>>75 = 4041 (14.73%).</p> <p>These ratios have remained relatively stable year on year.</p> <p>DWP – Households with Below Average Income Data (HBAI) data suggests there was no observed change in average household income for pensioners between 2014/15 and 2015/16. Compared to the overall population, children remained more likely to be in low income households in 2015/16. 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>A majority of older people aged 65 and over who responded through our budget engagement process agreed with our proposal to increase the adult social care precept by 3%. Whilst more supported a 2% increase in the council tax than did not this fell short of a majority. However there was majority support for an increase of</p>		<p>communication campaigns throughout the year to raise general awareness and consult on any proposed changes to the Council Tax Support Scheme.</p> <p>We will continue to work with our partners to maximise access to benefits and discounts for all customers who are eligible</p> <p>We will conduct EIAs on any proposals that may have an adverse impact on children or older people.</p>	
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	<p>1%.</p> <p>EHRC - The biggest average losses by age group, across men and women, are experienced by the 65-74 age group (average losses of around £1,450 per year) and the 35-44 age group (average losses of around £1,250 per year).</p>			
Disability	<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).</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.</p> <p>1,224 adults registered with a GP in Plymouth have some</p>	<p>Whilst the disparity between the number of CTS claimants recorded as having a disability and the proportion of households who declared themselves as having a long-term health problem or disability could be taken as an indicator that disabled people are less likely to claim CTS in practice these figures are based on different presumptions and qualifying criteria. Different individuals may also have different interpretations of particular health conditions or question wording. However national evidence does suggest</p>	<p>Plymouth City Council operates a council tax support scheme which limits the amount eligible recipients have to pay to up to 20%. In addition an exceptional hardship policy exists to support those in financial need.</p> <p>Discounts exist for carers, care workers, and those who are seriously mentally impaired.</p> <p>We participate in workshops to target communication and raise awareness of benefits and discounts that customers</p>	<p>Strategic Development Manager Customer Service -annual review of Council Tax Support Scheme and development of work with partner organisations to maximise access to benefits and discounts for eligible customers.</p> <p>Strategic Director for People - as proposals are developed to deliver transformation stretch targets.</p>

	<p>form of learning disability (2010/11).</p> <p>2016 School Census records evidence that 16.4% of children and young people in attending school (up to 18 years old) have special educational needs and/or disabilities. 3.77% have a Education, Health and Care Plan (or statement of special educational needs).</p> <p>There are 27,166 adults with a disability in work.</p> <p>18.85% of Council Tax Support (CTS) claimants are disabled, which is lower than the general population 28.5%.</p> <p>DWP - HBAI data for 2016/17 suggests that on both relative and absolute low income measures, those living in a family with a disabled member are more likely to be in low income than non-disabled families. However since 2012/13 the gap between families where someone is disabled and families where no-one is disabled in absolute low income has narrowed.</p>	<p>that families with a disabled person are more likely to be in low income groups.</p> <p>The need to make efficiency services could have an adverse impact on non statutory services for disabled people as they are disproportionately likely to benefit from these services.</p>	<p>can access to help their overall financial health. This includes the annual Carer's Rights event, SW Landlord's forum, DWP Partnership work. We also run communication campaigns throughout the year to raise general awareness and consult on any proposed changes to the Council Tax Support Scheme.</p> <p>We will continue to work with our partners to maximise access to benefits and discounts for all customers who are eligible.</p> <p>We will conduct EIAs on any proposals that may have an adverse impact on disabled services users.</p>	
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	<p>By a narrow majority people with disabilities who responded to our Budget engagement supported our proposal to increase the Adult Social Care precept. A clear majority supported our proposal to increase council tax by up to 2%.</p> <p>EHRC - Households with one or more disabled member will be significantly more adversely impacted than those with no disabled members. On average, tax and benefit changes on families with a disabled adult will reduce their income by about £2,500 per year; if the family also includes a disabled child, the impact will be over £5,500 per year. This compares to a reduction of about £1,000 on non-disabled families.</p>			
Faith/religion or belief	<p>Christians supported our proposals to increase the adult social care precept by 3% and the council tax by up to 2% by a majority of 2:1. There were insufficient respondents from other faith groups.</p>	No impact anticipated	N/A	

<p>Gender - including marriage, pregnancy and maternity</p>	<p>Of those customers in receipt CTS, 26.63% have children in the household.</p> <p>There are approximately 4,000 single parent families in receipt of council tax support. This is in a total caseload of 22,505 claims and equates to 17.77% of CTS households.</p> <p>94% of single parent CTS households are headed by a female.</p> <p>Men and women who responded to our Budget Engagement supported an increase of 3% in the Adult Social Care precept. Men by a majority of more than 2:1, for women this increased to nearly 3:1. Our proposal to increase Council Tax by up to 2% attracted 2:1 support across both genders.</p> <p>EHRC - 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</p>	<p>There could be an adverse impact on women and lone parents who have already been disproportionately affected by welfare benefit changes.</p>	<p>Plymouth City Council operates a council tax support scheme which limits the amount eligible recipients have to pay to up to 20%. In addition an exceptional hardship policy exists to support those in financial need.</p> <p>We participate in workshops to target communication and raise awareness of benefits and discounts that customers can access to help their overall financial health. This includes the annual Carer's Rights event, SW Landlord's forum, DWP Partnership work. We also run communication campaigns throughout the year to raise general awareness and consult on any proposed changes to the Council Tax Support Scheme.</p> <p>We will continue to work with our partners to maximise access to benefits and discounts for all customers who are eligible.</p> <p>We will work with Children's Centres and schools to ensure they are aware of the benefits and</p>	<p>Strategic Development Manager Customer Service -annual review of Council Tax Support Scheme and development of work with partner organisations to maximise access to benefits and discounts for eligible customers.</p>
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	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.		discounts available to parents they are supporting.	
Gender reassignment	There were insufficient respondents to our budget engagement.	No adverse impact anticipated.	N/A	
Race	There were insufficient respondents to our budget engagement. EHRC - Ethnic minority households will be more adversely impacted than White households, with average losses for Black households about 5% of net income – more than double that for White households.	There could be an adverse impact on ethnic minority households who have already been disproportionately affected by welfare benefit changes.	Plymouth City Council operates a council tax support scheme which limits the amount eligible recipients have to pay to up to 20%. In addition an exceptional hardship policy exists to support those in financial need. We participate in workshops to target communication and raise awareness of benefits and discounts that customers can access to help their overall financial health. This includes the annual Carer's Rights event, SW Landlord's forum, DWP Partnership work. We also run communication campaigns throughout the year to raise general awareness and consult on any proposed	

			changes to the Council Tax Support Scheme. We will ensure that this information is specifically targeted to BME households through our community networks	
Sexual orientation - including civil partnership	Insufficient respondents in budget engagement.	No adverse impact anticipated.	N/A.	

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
Reduce the gap in average hourly pay between men and women by 2020.	The Government expects that the increase in the living wage announced in Autumn statement will be paid across all our social care contracts. This will help to close the Gender Pay gap since women are disproportionately likely to be employed in low paid jobs in the care sector.	Director for Integrated Commissioning – April 2018.
Increase the number of hate crime incidents reported and maintain good satisfaction rates in dealing with racist, disablist, homophobic, transphobic and faith, religion and belief incidents by 2020.	Our proposal to support the current third party reporting centres are underwritten by the Police and Crime Commissioner and Safer Plymouth partnership and will not be affected by the proposals in the budget.	N/A
Good relations between different communities (community cohesion)	There is a strong correlation between Community Cohesion and economic deprivation, in 2013 when we last collected data cohesion rates were generally lower in wards with lower scores in the Index for Multiple Deprivation. This correlation was particular strong in relation to the employment sub domain. DWP HBAI data indicates that in 2015/16, 10 per cent of working-age adults in working families were in relative low income BHC compared to 39 per cent in workless families (unchanged from 2014/15). Since our most deprived communities tend also to have the worst health	N/A

	outcomes budget proposals could potentially have an indirect positive impact on reducing relative deprivation as workless families are more likely to qualify for council tax support whilst also being more likely to depend on the services that the adult social care precept is designed to protect.	
Human rights Please refer to guidance	There are no Human Rights implications from our Budget proposals.	N/A

STAGE 4: PUBLICATION

Responsible Officer – Andrew Hardingham

Date

Interim Joint Strategic Director for Transformation and Change