

Report to Executive

Agenda
Item:

A.3

Meeting Date: 16th December 2019

Portfolio: Cross-cutting

Key Decision: No

Within Policy and
Budget Framework Yes

Public / Private Public

Title: Budget Book Equality Impact Assessment

Report of: Policy and Communications Manager

Report Number: PC 19-19

Purpose / Summary:

This report contains the Budget Book Equality Impact Assessment.

Recommendations:

1. Consider the Equality Impact Assessment and publish alongside the budget consultation.

Tracking

Executive:	16/12/19
Scrutiny:	N/A
Council:	N/A

1. BACKGROUND

This report contains the Budget Book Equality Impact Assessment. This assessment screens the Budget Reports within this that will be considered as part of the budgetary Process. The report focuses on the impact on the protected characteristics listed within the Equality Act:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

The report is a working document, to be developed during the budget process and published as part of the budget consultation.

2. PROPOSALS

None

3. RISKS

None

4. CONSULTATION

Based on this initial screening and implication comments there are no changes within the key documents listed in the Budget Book that lead to a significant impact on any of the protected characteristics.

Several topics required further information and these points have been addressed by the Service Manager. The table describes the topic, the impacts, the suggestion and the Service Manager response to that suggestion.

5. CONCLUSION AND REASONS FOR RECOMMENDATIONS

Based on this initial screening and implication comments there are no changes, within the key documents listed in the Budget Book, that lead to a significant impact on any of the protected characteristics.

Consider the Equality Impact Assessment and publish alongside the budget consultation.

6. CONTRIBUTION TO THE CARLISLE PLAN PRIORITIES

Detailed within the Budget Book Reports

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Appendices attached to report: Budget Book Equality Impact Assessment

Note: in compliance with section 100d of the Local Government (Access to Information) Act 1985 the report has been prepared in part from the following papers:

Budget Book

Each impact is referenced with the Report Reference Number in the [Budget Book](#).

CORPORATE IMPLICATIONS:

LEGAL - This report raises no explicit legal issues.

FINANCE – This report raises no explicit financial issues

EQUALITY – This report raises no explicit issues relating to the Public Sector Equality Duty.

INFORMATION GOVERNANCE – This report raises no explicit issues relating to Information Governance.

Appendix 1: Budget Book Equality Impact Assessment

Budget Book 2020/21 Equality Impact Assessment

Introduction

The Council is committed to promote equality of opportunity in all our services: Carlisle is home to a wide range of people who make different and valuable contributions to life in the area. We believe that everyone should be treated fairly and with respect, and are committed to challenging inequality, discrimination and disadvantage.

Our commitment applies whether the Council is acting as an employer, providing services, or commissioning services from other organisations. Working closely with all our statutory partners, including social enterprise, business and voluntary sectors, we aim to achieve the highest possible standard of service delivery and employment practice.

We also seek to build closer links with all communities across the district to promote equality. All employees and councillors have responsibility for equality and ensuring that we meet our duties.

The Council's [Equality Policy](#) sets out the approach to equality impact assessments and screenings.

Equality Impact Assessments

Equality impact assessments are about making sure that our services and policies are fair and to identify the impacts of these on groups of people within our community.

There are two stages to impact assessment:

- initial screening - an overview to assess if there are any equality issues and to see if any action can be taken to change the likely impact of a decision on a particular group.
- full impact assessment - a longer piece of work which relies on the findings of the initial screening to research and take action where impacts are judged to be unknown or are considered to be major.

An impact assessment should be proportionate to the proposed change and the potential impact on equality. We will undertake impact assessments of our policies and services to help inform our decision making. We will ensure that any potential negative consequences are removed or balanced out by either changing the policy or service, or introducing other measures alongside it.

Budget Process

The 2020/21 budget process commenced with the production of the Medium-Term Financial Plan and Capital Strategy which underpins the budget process considered

by the Executive on [19 August 2019](#). This was approved by Council on [10 September 2019](#).

The Executive considered all the draft estimates on the [18 November 2019](#), the key documents, listed below, are compiled into a [Budget Book](#).

Key documents:

- Medium Term Financial Plan (MTFP) incorporating the Corporate Charging Policy (CCP) 2020/21 to 2024/25 (RD24/19)
- Capital Strategy 2020/21 to 2024/25 (RD25/19)
- Asset Management Plan 2020/21 to 2024/25 (GD44/19)

The Executive timetable for the budget process is set out in the [15 November Notice of Key Decisions](#).

Screening the 2020/21 Budget

The initial screening identified the following potential impacts that may need additional mitigation. Each impact is referenced with the Report Reference Number in the [Budget Book](#).

Conclusion

Based on this initial screening and implication comments there are no changes within the key documents listed in the Budget Book that lead to a significant impact on any of the protected characteristics.

Several topics required further information and these points have been addressed by the Service Manager. The table describes the topic, the impacts, the suggestion and the Service Manager response to that suggestion.

Report Number	Description	Impacts	Suggestion	Service Manager Response
CS 25/19	City Centre	Positive impact through a concession. Continuing the concession for use of the City Centre for registered charities; community awareness and religious events. New charging system for Stalls/Gazebos/Tables to allow fairer charging to charities and Not For Profit Organisations.	None	
	Car Parking	Positive impact through a concession. Three After 3pm Policy in place.	None	
	Allotments	None	None	
	Use of Parks Charges	Positive impact through a concession. Not for profit, special interest events, with charitable status (proof required) where a charge is made for entry.	None	
	Football Pitches	Differential in charges based on age category. The threshold age is 18 and over.	None	
	Talkin Tarn	None	None	

Report Number	Description	Impacts	Suggestion	Service Manager Response
	Bereavement Services	Differential in charges based on age categories for cremation and burial.	None	
	Old Fire Station, Tourist Information and Digital Banner	Positive impact through reduced charges: Old Fire Station room hire at a reduced rate for charity or not for profit organisations. TIC Assembly Room discount for the following groups: The following groups and organisations get a discount of 50% for a morning or afternoon session, 30% for an evening session and 50% for double sessions including evenings will be allowed. Registered Charities, OAP Groups, Other community groups e.g. community organisations, unemployed groups etc.	Consideration could be given to standardising the approach to concession across the room hire assets.	Suggestion is noted and will consider in service planning 2020/21
	Waste Services	Differential charge if customer is able to collect. 25% reduction in charge for container.	Consideration could be given to waive fee if the customer is not able to collect due to mobility or access reasons and are already registered for an assisted collection.	On the same basis, consideration could be given to waiving the delivery charge for replacement or additional recycling containers. These are currently free to collect but a charge is made for their delivery. Should residents be registered for an assisted collection, then this charge could be waived. Further to this, we also offer a refurbished option at a greatly reduced price. The Neighbourhood Services Manager and the Technical Services Team Manager have delegated responsibility to waive the fees in cases where we feel there is a genuine argument or where it would be unreasonable to charge. Each decision is made on the individual merits of the case without prejudice.
	Garage Services	MOT Testing discount for Carlisle City Council staff and their family members.	Clarity on the definition of 'family members' should be given to ensure that it is	We envisaged this to be limited to the 'immediate' family of the staff member e.g their wife / husband / partner / children / siblings / parents. We could further restrict this offer to those living at the same address, which would

Report Number	Description	Impacts	Suggestion	Service Manager Response
			compliant with the Public Sector Equality Duty.	allow for a simple check (should one be needed) at the time of booking.
	Enforcement	Charges are Penalty Charges and are set nationally, through legislation	None	
ED. 36/19	Development Control	None	None	
	Building Control	None	None	
	Homelife Grant Scheme	Building Control service to Home Life is on a cost recovery basis.	None	
	Shop mobility	Increase in membership fees.	Clarity on the reason for the increase of 20% for the administration fee.	<p>Membership fees were introduced in April 2019, of which there are two choices for customers. The £5 fee which gives six months membership is focused on those customers who require a short- term use of the service. This is mainly tourists visiting the area and temporary disablements such as surgery, accident or rehabilitation. The £10 fee which is for twelve months membership focuses on those customers who have a permanent or progressive mobility condition. This is the preferred membership for Carlisle residents and for frequent visitors from the County and Scottish borders.</p> <p>Both memberships enable the customer to use the service as frequently as needed from Monday to Friday between the hours of 10am and 4pm until the expiry date. At which time an invitation is given to re-join the service.</p> <p>The 20% increase represents a £1 (six months) and a £2 (twelve months) increase. This is required to meet the cost of maintenance and purchase of new equipment without having to introduce a usage fee like many other councils have.</p>
	Investment & Policy Income	None	None	

Report Number	Description	Impacts	Suggestion	Service Manager Response
GD. 46/19	Houses in Multiple Occupation	None	None	
	Immigration inspections	Discretionary service with a 'fast track' option at additional cost.	Clarity on the reason for the additional cost for 'fast tracking'.	Immigration inspections are a non-mandatory service, it's where an individual needs verification for a national embassy that their property is fit for purpose and it won't become overcrowded by bringing an individual to the UK. Our Service Level Agreement is to respond to non-statutory services within 4-weeks. If they want it doing faster, then they pay a premium for reallocation of Officer time, additional paperwork to be provided in shorter time frame. This has been in place since 2009. They can choose not to have the Council do the visit, they can pay a private surveyor instead for the service, who would charge considerably more.
	Enforcement action (HA 2004, H&P A 2016)	None	None	
	Disabled Facility Grant (HGC&R A 1996)	Positive impact through mandatory and discretionary grants	None	
	Private Water Supplies (PWS R 2018)	None	None	
	Food Hygiene Training	None	None	
	Food Hygiene Rating Scheme (FSA_FHRS/LA 2011)	None	None	
	Export Certificate	None	None	
	Health Act 2006	None	None	

Report Number	Description	Impacts	Suggestion	Service Manager Response
	Pest Control Charges	Reduction in charge for age category, over 65 years.	None	
	Homelife	Positive impact through mandatory and discretionary grants	None	
	Pollution Prevention Control	None	None	
	Land Charges Search Fees (LLC A 1975, LA(CfPS) R 2008)	None	None	
	Electoral Register	None	None	
	Minute Books, Bookings and Access to Information Request	None	None	
	SHE Training	None	None	
	Licensing (L A 2003, G A 2005, SMD A 2013)	None	None	
	Sexual Assault Referral Service	Permanent contribution noted.	None	
RD. 29/19	Apprentices Reserve	Potential positive impact on ageing workforce profile	None	
	Local Distress Fund?			
RD. 24/19	Corporate Charging Policy	Enables concessions	None	

Report Number	Description	Impacts	Suggestion	Service Manager Response
RD. 25/19	Disabled Facility Grant	Future provision	None	

Wider Context

The screening focuses on the impact of changes within the Budget Book that have a clear link to a protected characteristic, it does not look at the overall or general impact of the budget. The budget process leads up to the Executive's Budget Proposal to Council, the process is concluded in February with the resolutions agreed by Council.

The reports in the Budget Book refer to a wide range of Council services, many of which have a positive impact on equality and specific protected characteristics. To provide a wider context for the budget screening a selection of these services and developments are listed with links to further information.

- **Apprentice Reserve**

Modern Apprenticeships are a key part of the Workforce Development Plan. A reserve is in place for the committed balances from the annual Apprentice Infrastructure budget that will be required in future years of the employment contracts.

- **Armed Forces Project (Forces Link)**

The Council resolved in the 2019/20 Budget to contribute towards an [Armed Forces Support Coordinator Post](#), this contribution continues in this budget.

The project aims to improve local service delivery through coordinating services and support across the two districts of Carlisle and Eden. Working with statutory and third sector partners, Cumbria Council for Voluntary Service wants to ensure that support for our ex-service community is integrated, sustainable, person centred, accessible and well promoted.

The Council currently holds the 'Bronze Award' for [Defence Employee Recognition Scheme \(ERS\)](#), we are an armed forces-friendly employer and are open to employing reservists, armed forces veterans (including the wounded, injured and sick), cadet instructors and military spouses/partners. We are actively working towards the 'Silver Award' as a goal for 2020.

- **Borderlands Inclusive Growth Deal business and project office support**

The budget includes provision for business and project office support for the [Borderlands Inclusive Growth Deal, which](#) is a £345million deal over 10-15 years. The addition of 'Inclusive' in the deal name is unique to the Borderlands, the emphasis has been placed upon a deal for all communities.

- **Disabled Facility Grant**

[Disabled Facility Grant](#) allocation will not be known until early into 2020/21, although it has been assumed for the purpose of this report that the grant will be protected at the 2016/17 levels. This grant will be awarded via the County Council's Better Care Fund.

- **Homelife**

[Homelife Carlisle](#) has various fully funded home improvement grants to help you and your family stay safe and warm, promote independence in your home and to keep you healthy and well in your home.

- **Homelessness prevention**

<https://www.carlisle.gov.uk/Residents/Housing-and-Homeless/Information-for-the-homeless>

- **Parish Precepts**

The budget process includes the Parish Precepts for the 34 [parishes](#) in the district, these are estimated at £644,000 for 2020/21. These precepts enable the parishes to address issues and undertake projects for the benefit of the parishioners, such as allotments and children's play areas and equipment within their locality.

- **Sexual Assault Referral Service**

The budget includes a permanent contribution towards the Sexual Assault Referral Service; a service led by the Cumbria Police and Crime Commissioner.

- **Shop mobility**

The [shop mobility scheme](#) enables persons including children with any mobility difficulty to access the town centre and all its facilities.

- **St. Cuthbert's Garden Village**

The budget includes further support for [St. Cuthbert's Garden Village](#). St Cuthbert's Garden Village, Carlisle is an ambitious proposal that could include the development of up to 10,000 new quality homes, new employment opportunities, community facilities and a new Southern Link Road.

- **Sands Centre Redevelopment**

The £25 million [Sands Centre redevelopment](#) is a major project that will provide significant benefits. Work will start in late 2019 and is scheduled to be completed by summer 2021.

Combining The Sands Centre and The Pools (currently on James Street) sites enables us to provide first-class entertainment, leisure and swimming facilities on a single site.

The new flagship facility will support a broad range of new programmes and opportunities for physical activity and mental health development. The improved facilities will include a range of sustainable features which will support our plans for reducing carbon emissions, improving energy efficiency and providing sustainable, healthy transport options.