



Equality Impact Assessment (EqIA)

Template reviewed Nov 2021

The Public Sector Equality Duty (PSED) was introduced as part of the Equality Act 2010, which protects people from discrimination in the workplace, in the provision of services and in wider society.

The duty requires all public bodies to have due regard to the need to:

- Eliminate discrimination
- Advance equality of opportunity
- Foster good relations between different people

Public bodies demonstrate this due regard in different ways, including producing robust equality impact assessments when considering changes to policies and services.

An EqIA enables us to check the potential impacts on residents and employees of our policies, services and projects. It's an opportunity to challenge how we currently do things.

Carrying out an EqIA should not create extra work; it should be part of your normal service planning process. Most of the information required should already be available to you through other work already undertaken e.g. service user monitoring, analysis of complaints and national research.

The purpose of an EqIA is to *take account* of equality as plans develop, to promote and assist the consideration of equalities issues arising in plans and proposals and to ensure that where possible adverse or disproportionate impacts are minimised and positive impacts are maximised. As such where possible an EqIA should be started at the outset of a project/proposal and continually be developed and reviewed until a final proposal is adopted. An EqIA should be used to ensure decision makers have all the information they need regarding potential impacts to ensure they have due regard to the Public Sector Equality Duty when making judgements.

Carrying out EqIAs should be an integral part of policy or service development/change and larger projects may need more than one EqIA if different areas are impacted by the change.

Any project that requires consultation will automatically require an EqIA.

All approved and signed EqIAs are recorded in a central register. Please email your completed draft EqIA to equalities@buckinghamshire.gov.uk. Previous EqIAs can be made available for information upon request. For any questions or if you require support in completing your EqIA please contact Maria Damigos and Natalie Donhou Morley directly.



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Part A (Initial assessment) - Section 1 - Background

Proposal/Brief Title: Draft Revenue Budget and Capital Programme

OneDrive link to report/policy:

Related policies:

Date: 15/12/22

Type of strategy, policy, project or service:

Please tick one of the following:

- Existing
- New or proposed
- Changing, update or revision
- Other (please explain)

This assessment was created by:

Name: Matt Strevens

Job Title: Head of Corporate Finance

Email address: matthew.strevens@buckinghamshire.gov.uk

Briefly describe the aims and objectives of the proposal below:

The Draft budget and Capital Programme set out the draft proposals for income and expenditure of the Council for future years. We are statutorily obliged to produce a balanced budget on an annual basis.

It is inevitable the authority has to review the way it provides services and look for opportunities to deliver different or better outcomes for our users for less public money.

What outcomes do we want to achieve?

To ensure that the Council is able to operate legally and on a financially sustainable basis going forward whilst delivering it's Corporate Priorities as expressed in the Corporate Plan.

This strategic proposal will also aim to minimise impact on service delivery where possible, although this may mean changes to how services to our customers are delivered. In a time of rising demand for our services and reducing income.

Does this proposal plan to withdraw a service, activity or presence? Unclear

Please explain your answer:



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The Draft Budget proposals includes changes to services. AT this stage it is not possible to detail the exact changes proposed as this is only a draft budget. As individual projects are developed in detail to deliver the changes there will be individual re-assessment of Equalities impacts.

Does this proposal plan to reduce a service, activity or presence? Unclear

Please explain your answer:

The Draft Budget proposals includes changes to services. AT this stage it is not possible to detail the exact changes proposed as this is only a draft budget. As individual projects are developed in detail to deliver the changes there will be individual re-assessment of Equalities impacts.

Does this proposal plan to introduce, review or change a policy, strategy or procedure?
Unclear

Please explain your answer:

The Draft Budget proposals includes changes to services. AT this stage it is not possible to detail the exact changes proposed as this is only a draft budget. As individual projects are developed in detail to deliver the changes there will be individual re-assessment of Equalities impacts.

Does this proposal affect service users and/or customers, or the wider community? Yes

Please explain your answer:

The changes proposed to deliver a balanced budget are likely to impact on service users and/or customers. Details of the impacts will not be known until projects to deliver changes begin delivery of the changes.

Does this proposal affect employees? Yes

Please explain your answer:

The changes proposed to deliver a balanced budget are likely to impact on employees. Details of the impacts will not be known until projects to deliver changes begin delivery of the changes.

Will employees require training to deliver this proposal? Maybe

Please explain your answer:

There may be a need for training when proposals are developed in detail.



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Has any engagement /consultation been carried out, or is planned in the future? Yes

Please explain your answer:

A high-level budget consultation was undertaken between 12th October 2022 and 20th November 2022. Where individual budget proposals require consultation these will be conducted as part of the plan to deliver these proposals.

Section 2 - Impacts

Please highlight potential impacts (including unintended impacts or consequences) for each protected characteristic*/equality groups below. Where there are negative or positive impacts please give more details of the impact. Where the impacts are unclear please explain why.

Age*

Positive

Negative

Unclear

None

Details: Both positive and negative impacts are possible. Projects to deliver elements of the budget will identify the impacts as they are developed.

Disability*

Positive

Negative

Unclear

None

Details: Both positive and negative impacts are possible. Projects to deliver elements of the budget will identify the impacts as they are developed.

Pregnancy & maternity*

Positive

Negative

Unclear

None

Details:

Race & Ethnicity*

Positive

Negative

Unclear

None

Details:

Marriage & Civil Partnership*

Positive

Negative

Unclear

None

Details:

Religion & Belief*

Positive

Negative

Unclear

None



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Details:

Sex*

Positive	Negative	Unclear	<u>None</u>
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Details:

Sexual Orientation*

Positive	Negative	Unclear	<u>None</u>
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Details:

Gender Reassignment*

Positive	Negative	Unclear	<u>None</u>
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Details:

Gender identity

Positive	Negative	Unclear	<u>None</u>
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Details:

Carers

<u>Positive</u>	<u>Negative</u>	Unclear	None
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Details: Both positive and negative impacts are possible. Projects to deliver elements of the budget will identify the impacts as they are developed.

Rural isolation

Positive	Negative	<u>Unclear</u>	None
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Details:

Single parent families

Positive	Negative	<u>Unclear</u>	None
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Details:

Poverty (social & economic deprivation)

Positive	Negative	<u>Unclear</u>	None
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Details:



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Military families / veterans

Positive

Negative

Unclear

None

Details:

Section 3 – Is a full assessment required?

If you have answered yes to any of the initial assessment questions in section 1 of this EqIA, or have indicated a negative or unclear impact in section 2, it is likely you will need to complete part B of the EqIA form. Should you need guidance as to whether a full EqIA is needed at this time please contact Maria Damigos or Natalie Donhou Morley before continuing.

Following completion of part A, is part B completion required?

- Yes
- No
- Not required at this time

Explain your answer:

There will likely be difficult decisions that need to be made in order to implement the Budget to ensure that we can deliver the services that we are legally obliged to do, and which our customers need.

Whilst projects pertaining to the delivery of the budget are in very early stages it is difficult to ascertain how each of these will impact on our communities and the people within them. However, any reduction in service is more likely to negatively impact on those who are already vulnerable, including older people, those with disabilities, carers, those facing financial difficulty and those in more deprived areas of the authority. Improvements to delivery of services is also more likely to benefit these groups.

In addition, we anticipate that proposed changes will likely impact on additional groups, include staff, stakeholders and external partners.

A more detailed review of impacts can only take place once the key strategic parameters have been agreed by the Council members. This overarching screening will be reviewed once this has taken place and individual project proposals/elements of the Budget, which are subject to their own implementation timeframe, will be subject to their own separate Equality Impact Assessments, consultation and assessment procedures. Currently one EqIA (grass cutting (rural & urban) and vegetation clearing) is anticipated for completion and review in line with MTFP process.

Have you completed an DPIA for this project/change? No

(As you are completing an EqIA, you may also require a DPIA - for more information please contact dataprotection@buckinghamshire.gov.uk)



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Section 4 – Sign off (Only complete when NOT completing Part B)

Officer completing this assessment: Matt Strevens Date: 16/12/2022

Equality advice sought from: Natalie Donhou Morley/Nick Graham Date: 17/12/2022

Service Director/CMT sign off: Date:

Next review Date: Feb 2023