

## APPENDIX 8

### EQUALITY IMPACT ASSESSMENT

1. The budget outlined here endeavours to continue to provide appropriate outcomes for all the county's citizens, but as our grant increase is insufficient to meet the demand for services as well as inflation, we must implement the 'historical' savings schemes in Appendix 3. Apart from the Energy procurement saving approved by Cabinet during 2020, all of the proposed schemes to be realised in 2021/22 have already been approved by full Council in previous years.
2. With savings, there is a possibility for us to have an impact which would disproportionately affect those with protected characteristics, but the departments responsible for the savings have proposed efficiency savings schemes rather than cuts. Also, the individual savings schemes have been the subject of appropriate impact assessments in previous years which support the financial decisions presented here.
3. Our aim was to ensure that our financial decisions conform with the requirements of the Equality legislation, namely:
  - Eliminate illegal discrimination, harassment and victimisation, and any other conduct prohibited by the Act.
  - Promote equality of opportunity between people who share a relevant protected characteristic and those who do not.
  - Encourage good relations between those who share a protected characteristic and those who do not.

In assessing, we had attempted to identify how to make the best of every opportunity to improve equality as well as trying to avoid or mitigate any negative impacts to the best of our ability.

4. In planning our budgets for the continuation of the Council's services, our accountants have given consideration to equality on every level, by utilising data and evidence in relation to demography and trends by planning at a strategic level. In the same way (but more specific) when coming to decisions on individual savings schemes in previous years, the Council's heads of department have analysed the impact of schemes on services, and monitored the impact appropriately.
5. The recommended budget does more than meet inflation costs. It also attempts to ensure that unavoidable financial pressures being placed on services (due to greater demands from increasing numbers of clients, pupils, etc) are also addressed by making conscientious and reasonable budgetary decisions (see the additional expenditure requirements, including 'demography', in part 3 of the report).
6. Each service has the right to submit a bid for resources if it considers that additional funding is required to ensure that services continue. The sums seen under the "service pressures" heading is recognition that the Council provides sufficient funding to ensure that our financial arrangements do not have a detrimental impact on the level of services provided. Full details are given in Appendix 2 and it can be seen that a substantial part (£2.8m) of the total sum of permanent revenue bids (£3.6m) is going to social care (including £1.6m for looked after children placements and £514k for young adults with learning disabilities), and the majority of the remainder (£495k) will go towards schools (including free school meals for pupils from low income families, taxi transport for ALN pupils, and strengthen early years ALN provision).