

APPENDIX G Cumulative Equality Impact Assessment (EqIA)

Budget Proposals 2020/21 Onwards

Context

This EqIA identifies those areas in the 2020/21 budget which may affect equality and aims to describe their potential equality impact when taken together.

Our approach for assessing the equality impact of savings proposals is an ongoing process. At this stage the analysis is high-level and indicative and as individual proposals are further developed and implemented they will be subject to further assessment. Where a proposal could have a medium or high impact on a protected group the council undertakes a full equalities impact assessment (EqIA). This will quantify the likely impact of a proposal, ensure consultation with those potentially affected and produce a plan to deliver the best outcome. This report is not intended to act as a substitute for individual assessments where these are required.

The Council continues to face substantial pressure on its budgets and at the same time demand for services is rising. This means we need to reduce and reprioritise our spending. In doing so, we will take positive steps to mitigate the impact of budget reductions on the vulnerable. By anticipating any negative effects, we can take early action to minimise the effect on our communities.

We have a legal obligation under the Equalities Act 2010 to pay 'due regard' to nine protected characteristics when carrying out our annual budget planning process. These are: age, gender, gender reassignment, disability, religion & belief, race, sexual orientation, marriage & civil partnership, and pregnancy & maternity.

This means that decision makers must be able to evidence that they have considered any impact of the proposals under consideration on people who share the protected characteristics before decisions are taken – including decisions relating to how they act as employers; how they develop, evaluate and review policy; how they design, deliver and evaluate services, and how they commission and procure from external providers.

Summary of Impact

The budget includes twenty-six savings proposals for 2020/21 onwards. This assessment of these proposals found that:

None of the proposals are assessed as potentially having a high adverse impact on protected groups

Three proposals expect a medium adverse impact on some or all protected groups – these require a full EqIA

One proposal expects a low adverse impact on some or all protected groups

Ten proposals were considered to potentially have a positive impact on a people belonging to a group with a protected characteristic

The remainder identify no adverse equality impacts from the savings proposals.

The main groups impacted by the proposals are age, disability and race.

Equality and Inclusion in Wiltshire

The council is firmly committed to the principles of equality and inclusion in both employment and service provision. We are keen to celebrate the diversity of people who live and work in Wiltshire.

This means making our services accessible to all, treating people fairly and providing a fully inclusive working environment.

We oppose all forms of unlawful and unfair discrimination and are committed to building a workforce which broadly reflects the diversity of the local community. By working with partner agencies, organisations and community groups, we can promote equality and inclusion within Wiltshire.

In November 2019 Wiltshire Council adopted its new Equality & Inclusion Objectives and Action Plan. The objectives for 2019-22 are:

- 1. Equality considerations are embedded in the council's leadership, partnership and organisational commitment and complement the council's [equality vision](#) and [statutory duties](#)**
- 2. Build community resilience through understanding and listening to the voices and diversity of Wiltshire, with regard to all protected characteristics, with a focus on strengthening engagement with previously under-represented groups such as Lesbian, Gay, Bisexual, BME and Trans communities**
- 3. Embed an inclusive workplace for all employees, ensuring a skilled and committed workforce that is fit for the future**
- 4. Ensure equality considerations are built into the council's approach to customer access and service delivery which will ensure that our Services are fully accessible for all our communities and customers**
- 5. Ensure the Accessibility Strategy is implemented by engaging more schools and communities in robustly embedding their joint equality responsibilities and actions towards children and young people**

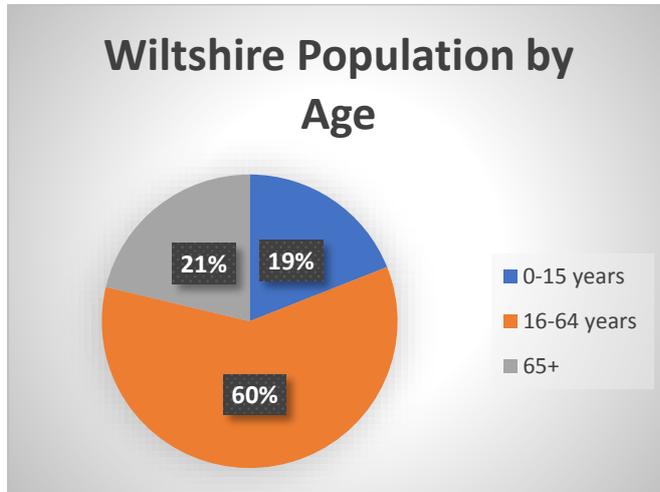
Growth

In addition to making savings, external factors such as inflation on contracts, increased demand due to demographic changes (children's and adults' services) and reduction or cessation of Government grants have put further pressure on the council's budget.

To relieve these pressures, there will be growth in some areas of the budget. As a result, it is expected that there will be an overall positive impact on service users, particularly children and young people, older people, and disabled people.

Savings - Details of impact by protected characteristic

Age



Population projections for Wiltshire show an increasing proportion of people in the 65+ age bracket, with a decrease in working age (16-64) and under 16 remaining about the same. The percentage of the population in the 85+ and 90+ age range is expected to increase at the highest rate.

The proposals identified as having a potential adverse impact on people due to their age are:

APCH7 Access & Reablement (Low impact)

This proposal is to review direct payment accounts to make sure individuals have the correct funds available to them.

There should be no impact on the care and support individuals receive. This work will ensure that the contingency funds available are correct.

APCH 6 Adult Care Commissioning (medium impact)

Wiltshire Council's Community Commissioning team currently provides a Community Day Service Grant to 26 local groups. The grants are provided as a contribution towards the group's core costs which include venue hire and to pay a coordinator to facilitate the effective delivery of the service.

A cessation in funding is proposed, with 10% of funding reserved in order to provide additional support to these identified persons utilising the Three Conversations approach and reduce the impact on this group.

A full EqIA will be carried out on this proposal.

APCH5 Digital & Information (medium impact)

As many user based software tools move from perpetual license (a one off purchase at the start) to subscription licenses (a recurring annual charge) the cost these tools is increasing significantly. As a result it has become worthwhile for the Council to implement alternative cheaper tools from alternative suppliers.

The impact on users will not be known until alternative tools/products are evaluated. The production of an EQIA will need to be undertaken as part of the alternative tool selection.

APCH4 Public Health Grant

A full EqIA will be needed

Disability

It is estimated that 23,599 people in Wiltshire have a moderate physical disability and a further 7,157 have a severe disability. By 2021 it is estimated the number of those with a moderate disability will increase to 23,973 and the number of those with a severe disability will increase to 7,372.

Hearing impairment is also thought to be increasing. 56,154 adults are estimated to have a moderate or severe hearing impairment in 2017 and this is likely to increase to 62,167 by 2021. An increase will also be seen in the number of people with a moderate or severe visual impairment, from 9,046 in 2017 to 10,149 in 2021. A needs assessment looking at young people with both special educational needs and disabilities and those who are looked after in care is currently being created.

The proposals identified as having a potential adverse impact on people due to disability are:

APCH7 Access & Reablement (Low impact)

As above

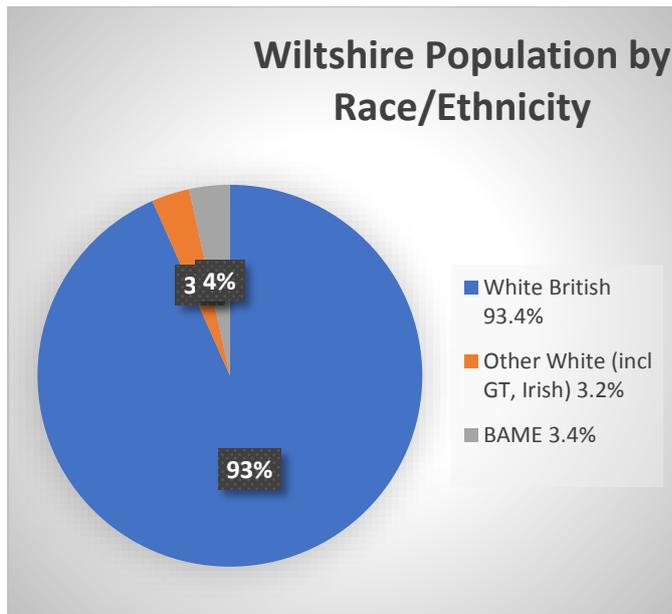
APCH5 Digital & Information (medium impact)

As above

APCH4 Public Health Grant

As above

Race



The figures shown above are from the 2011 Census. It is likely that the BAME population in the county has increased in the last 9 years, as has the other white category, largely due to immigration from eastern Europe.

The proposals identified as having a potential adverse impact on people due to race are:

APCH7 Access & Reablement (Low impact)

As above

APCH5 Digital & Information (medium impact)

As above

APCH4 Public Health Grant

As above

Religion & Belief

The religious make up of Wiltshire is 64.0% Christian, 26.0% No religion, 0.4% Muslim, 0.3% Buddhist, 0.3% Hindu, 0.1% Jewish, 0.1% Sikh, 0.1% Agnostic. The remaining 8.7% chose not to respond.

There are no equality impacts identified for this group, other than savings APCH 4 and APCH5 for the reasons explained above.

Sex/Gender

In the 2011 census the population of Wiltshire was 470,981 and is made up of approximately 51% females and 49% males.

There are no equality impacts identified for this group, other than savings APCH4 and APCH5 for the reasons explained above.

Sexual orientation

The data available for people in Wiltshire who identify as Lesbian, Gay or Bisexual; is limited. The national data puts an estimate of approximately 6% of the population being LGB.

There are no equality impacts identified for this group, other than savings APCH4 and APCH5 for the reasons explained above.

Gender reassignment

The data available for people in Wiltshire who have undergone Gender Reassignment (or identify as transgender) is limited.

There are no equality impacts identified for this group, other than savings APCH 4 APCH5 for the reasons explained above.

Marriage & Civil partnership

In 2011 the population of Wiltshire residents who were married was 43%, with 0.1% having entered into a civil partnership.

There are no equality impacts identified for this group, other than savings APCH4 and APCH5 for the reasons explained above.

The detail of equality impacts for each savings proposal is set out in the table below. As noted above, these impacts are indicative, each proposal will have equality impacts monitored as they develop and where new impacts are identified these will be taken into account.

Appendix G /detail

Key:

No impact	Positive Impact	Low adverse impact	Medium Adverse Impact (Full EqIA required)	High Adverse Impact (Full EqIA required)
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Ref	Name	Impact of Protected characteristics										Increase in charge or Fee?	Details of Impact and Mitigation
		Age	Disability	Race	Religion or Belief	Sex	Maternity/Pregna	Gender reassignment	Sexual Orientation	Marriage or civil partnership	Other		
APCH-1	Reablement											No	Positive impact on service users and partners including care providers.
APCH-2	Reablement - Hospital Discharges											No	Positive impact on service users and partners including care providers.
APCH-3	CHC Care Packages – Adult Care											No	Positive impact for all service users
APCH-4	Public Health Grant											No	Full Equalities Impact Assessment is required to be completed.

Ref	Name	Impact of Protected characteristics										Increase in charge or Fee?	Details of Impact and Mitigation
		Age	Disability	Race	Religion or Belief	Sex	Maternity/Pregna	Gender reassignment	Sexual Orientation	Marriage or civil partnership	Other		
APCH-5	Digital & Information											Yes	The impact on users will not be known until alternative tools/products are evaluated. The production of an EQIA will need to be undertaken as part of the alternative tool selection.
APCH-6	Adult Care Commissioning											Yes	There is the potential for a reduced level of service or a different approach required. Service Users may receive a reduced level of service and some may need to pay a contribution for remaining services.
APCH-7	Access & Reablement											No	Those customers involved will have a disability this is the indicator of inclusion. There is not mitigating action to be undertaken as consent will be obtained. There should be no impact on the care and support individuals receive.

Ref	Name	Impact of Protected characteristics										Increase in charge or Fee?	Details of Impact and Mitigation	
		Age	Disability	Race	Religion or Belief	Sex	Maternity/Pregna	Gender reassignment	Sexual Orientation	Marriage or civil partnership	Other			
														This work will ensure that the contingency funds available are correct.
APCH-8	Partners4Change												No	There will be positive impacts on individuals and their families who require support from social care. This way of working is aligned to the NHS 10 year plan which has prevention and early intervention as a key
APCH-9	Learning Disabilities & Mental Health												No	Positive impact for all service users
CAE-1	Family & Children Services												No	No equality impacts
CAE-2	Education & Skills												No	No equality impacts
CAE-3	Reduce Printing												No	No equality impacts
CAE-4	HR Traded Services												No	No equality impacts

Ref	Name	Impact of Protected characteristics										Increase in charge or Fee?	Details of Impact and Mitigation
		Age	Disability	Race	Religion or Belief	Sex	Maternity/Pregna	Gender reassignment	Sexual Orientation	Marriage or civil partnership	Other		
GIP-1	Leisure VAT Changes											No	The proposal for any VAT reclaim over and above £528k to be reinvested in improvements to our leisure facilities and leisure offer will deliver preventative services to maintain the health and wellbeing of Wiltshire's residents.
GIP-2	Housing & Commercial Development											Yes	No equality impacts
GIP-3	Rental of Council Buildings											No	No equality impacts
GIP-4	Discretionary Housing Payments											No	No equality impacts
GIP-5	Housing Benefit Subsidy											No	No equality impacts
GIP-6	Communities & Neighbourhood											Yes	This should be a positive impact, as new vehicles will be used. Service users should also see a more consistent

Ref	Name	Impact of Protected characteristics										Increase in charge or Fee?	Details of Impact and Mitigation	
		Age	Disability	Race	Religion or Belief	Sex	Maternity/Pregna	Gender reassignment	Sexual Orientation	Marriage or civil partnership	Other			
														maintenance programme and consistency of work delivered through the contract.
GIP-7	Electronic Publication of Planning Decisions												No	No equality impacts
CORP-1	Upfront Pension Payments												No	No equality impacts
CORP-2	Carbon Reduction Scheme												No	No equality impacts
CORP-3	Purchase of annual leave												No	No equality impacts
CORP-4	Staff Mileage & Travel												No	No equality impacts
CORP-5	Agency / Consultancy												No	No equality impacts
CORP-6	Training & Conferences												No	No equality impacts