

APPENDIX 4 - EQUALITY IMPACT ASSESSMENT

REVENUE BUDGET SAVINGS PROPOSALS 2023/24

1.	Title of EIA	Equality Impact Assessment – Revenue Budget Savings Proposals 2023/24	
2.	Person responsible for the assessment	Rob Dobson	
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4.	Date of assessment	23/01/2023	

SUMMARY

The outcome of this equality impact assessment is that all proposals being currently considered for savings in 2023/24 are neutral in terms of their impact on people with protected characteristics under equalities legislation.

OBJECTIVE

1.	What is the main purpose of the project?	To set a budget for the council in 2023/24 that: <ul style="list-style-type: none">• is in line with the agreed Medium Term Financial Strategy;• responds to the financial challenges facing the council;• enables the council to continue its focus on agreed priorities.
2.	Who are the main stakeholders?	Stakeholder analysis showed that the main stakeholders are Burnley Council's: <ul style="list-style-type: none">• service users• residents/Council tax payers• Councillors; and• Council employees.
3.	How are they expected to benefit?	Through the council ensuring a sustainable future for its services through good financial management and transparent decision making to determine priorities.

4.	How will the change be implemented?	The budget will be agreed through decision making structures and processes in line with the council constitution.
6.	Is the responsibility for the proposed function shared with another department or authority or organisation?	The decisions on council budget rest with the council.

A. DATA COLLECTION

1.	Approach and background to EIA analysis, including data collection	Budget proposals drawn up by service managers.
2.	What monitoring data do you have on the number of people (from different equality groups) who are using and could be impacted upon by the change in function?	Various data sources are held, including: <ul style="list-style-type: none"> • Analysis of workforce profile • Analysis of services • Census data.

B. COMMUNICATION AND INVOLVEMENT

1.	What information has assisted in completing this EIA?	Guidance including information contained on the Equalities and Human Rights Commission website and examples from other local authorities are considered in completing EQIAs.
2.	What communications activities have assisted in completing this EIA?	None- given the low to medium equality impact following the initial review of the savings proposals.

Group	Area/s of impact	Positive impact	Negative impact – specified as high, medium or low	Neutral impact	Reason
Age	All areas of impact ¹			✓	All impacts in respect of people in this group were identified as neutral, but please see below regards CAB proposal.
Disability	All areas of impact		✓ Medium-low		The welfare system and employment rights legislation is designed to protect people with protected characteristics. CAB exists to help people exercise their rights within the welfare system and wider legal system, so by extension a proposal to reduce CABs capacity has a negative equality impact. Demand for CAB services is high given the cost of living crisis which affects those with limited discretionary spending power (such as those with fewer options to increase their income due to disability) to a greater extent. In addition, the combined impact of cuts to local statutory and discretionary services in local government may have a disproportionate impact on people with disabilities (LCC's welfare rights service is much reduced and the ICANN service which helps residents with PIP applications is only funded for the first 6 months of 2023). This is being offset by the council's investment in Burnley Together. The negative impact is considered a low to medium, as the proposal is a reduction, not a full cut, to the grant.
Gender reassignment	All areas of impact			✓	All impacts in respect of people in this group were identified as neutral, but please see above regards CAB proposal.
Marriage and civil partnership	All areas of impact			✓	All impacts in respect of people in this group were identified as neutral, but please see above regards CAB proposal.
Pregnancy / and maternity	All areas of impact			✓	All impacts in respect of people in this group were identified as neutral, but please see above regards CAB proposal.
Ethnicity	All areas of impact			✓	All impacts in respect of people in this group were identified as neutral, but please see above regards CAB proposal.

¹ 'All areas of impact' refers to the list of proposed revenue budget savings proposals 2023/24

Group	Area/s of impact	Positive impact	Negative impact – specified as high, medium or low	Neutral impact	Reason
Religion and belief	All areas of impact			✓	All impacts in respect of people in this group were identified as neutral, but please see above regards CAB proposal.
Sex (gender)	All areas of impact			✓	All impacts in respect of people in this group were identified as neutral, but please see above regards CAB proposal.
Sexual orientation	All areas of impact			✓	All impacts in respect of people in this group were identified as neutral, but please see above regards CAB proposal.

Equality impact assessment action plan

Actions to help reduce the impact of a reduction in capacity in CAB include continued investment in Burnley Together throughout 2024 and offering support to the CAB to help them increase their volunteer base.