

Equality Impact Assessment (EIA)	
Title of policy/proposal and EIA number	Key aspects of council budget proposals for 2020-2021
Date of assessment	7, 9 11 October 2019

Overview

This EIA considers the impact of the key 2020-2021 budget proposals on the protected characteristics groups and the implications for the Public Sector Equality Duty (Equality Act 2010). Where any adverse impact is identified, mitigating actions will be considered.

1. What is being introduced/amended and why? What are the anticipated outcomes?

The proposals in the council's Budget for 2020 to 2021 are wide ranging. This assessment provides a summary of equalities assessments carried out to consider the key aspects of the draft budget that could have a direct impact on local people from protected characteristics and other groups. These include proposals to:

- a. increase number of Community Safety Patrol Officers by 2.5 FTE
- b. review contract management and service efficiencies in public and community transport in the borough
- c. review public convenience services in the borough
- d. increase charges for bulky household waste collection, full-sized allotments, parking season tickets, residents and visitors parking permits, Sunday parking charges to brought in line other days and removal of the free hour in Central and Joices Yard car parks

2. Who is intended to benefit from the policy/proposal etc.?

Any change to these services would go towards covering the current gap in the council's budget, ensuring that essential services are maintained and continue to benefit a range of people in the borough.

3. Using the table on the next page, identify who is affected by the policy/proposal etc. and explain if it has a differentially* positive/negative or neutral impact on this/these group/s (read the notes below before you start)

** A 'differential impact' is when a policy/proposal etc. has a different impact on certain groups compared to others (positive = promotes equality or negative = disadvantages/ could discriminate). A 'neutral' impact is when something is generally positive or negative for everyone.*

Consider how the policy/proposal demonstrates due regard to the aims of the Public Sector Equality Duty (PSED)**:

- a. Eliminating discrimination/harassment - furthering equal opportunities, removing/minimising disadvantage, could it disadvantage certain group/s?
- b. Advancing equality of opportunity - meeting needs of specific groups, encouraging participation, could it specifically support certain group/s?
- c. Promoting good relations between different groups - promoting understanding or integration between groups, could the proposal build better relationships between communities?

***For marriage and civil partnership, legislation requires that you only need to demonstrate how you would eliminate unlawful discrimination, harassment and victimisation.*

IMPORTANT: Give brief reasons and **evidence** for your decision. Consider borough equality and diversity profile information, service monitoring data, census statistics, other organisations EIAs, customer consultation, etc. For any adverse impact identified, describe actions already taken to address it. **Any planned actions to enhance a policy/proposal or address issues must be identified in section 5.**

- 4. Summarise details of any research or consultation carried out to evidence your comments in the table.**
- Community Safety Patrol Officers: there are areas in the borough that are not currently reached / visited regularly by the CSPOs. This proposal aims to cover those gaps to support communities to be safer and more resilient.
 - Public conveniences: an initial review of these public conveniences has been undertaken to understand levels of usage and the condition of the following council-owned services: Castons Yard (accessible toilet only), Stratton Park (currently closed), Worting Road Cemetery (minor usage), Eastrop Park (high usage) and parish council provision at Kingsclere, Whitchurch, Overton and St Mary Bourne, which have generally low usage levels. Further research into potential future options for these facilities is pending.
 - Community / public transport: before any decisions are made the following will be considered: evidence of usage (some protected characteristics groups can be identified via the use of concessionary passes), opportunities to downsize / change routes and timings, possibility of taxi sharing, HCC funding for transport in areas that may be affected, possibility of pilot service runs if appropriate. Any changes would only be possible when current contracts come to an end. Local consultation with communities and councillors would take place to consider all possible options before any changes are implemented. This can include looking at ways of promoting the service to increase the current usage.
 - Increase in certain charges: research has been carried out to review the charges that are made by other local authorities and organisations. Information on the current levels of usage of these services has also been considered to inform the proposals.

5. List any actions resulting from this assessment – either to enhance a policy/proposal or to mitigate/address any negative impact identified (these should be included in, and monitored as part of, your Business Unit Plan).

Action	Officer Responsible	Target date
The assessments carried out should be reviewed after the public consultation to consider any unforeseen impacts of the proposals on any groups.	Finance Team	Jan. 2020
If the proposal to review public / community transport is approved, officers should work carefully with operators, affected communities and councillors to consider local circumstances and identify mitigating actions, where they are feasibly possible.	Transport Team	TBC
If the proposal to review public convenience provision in the borough is approved, more research into the current provision and options should be carried out, alongside discussion with local groups (Disability Forum, Access4All etc.) to inform future decision making.	Operations Team	TBC
Any changes should be informed through the collection of robust evidence and communicated through a range of communication channels.	All teams	TBC

6. Summary of findings for reporting purposes (briefly say what was assessed, what the findings were and note any actions).

Equality Impact Assessments have been undertaken to consider the impact of the key 2020-2021 Budget proposals on the protected characteristics groups and the implications for the Public Sector Equality Duty (please refer to report Appendix for the summary assessment). These assessments concluded the following:

- The proposal to increase the number of CSPOs would benefit all groups. It would be differentially positive for people who are potentially vulnerable and will go towards improving community relations in the wards that have not previously had support from the Community Safety Team.