

# Equality Impact Assessment – Ref Number: 1236

## PART A Introductory Information

**Proposal name**

Budget 23/24 options: Reduction in Service –  
Activity Budget

### Brief aim(s) of the proposal and the outcome(s) you want to achieve

Aim of the proposal would be to deliver a reduction in the amount of revenue funding required to run the service.

A 10-15% reduction across activity budgets within Economic Development and Skills.

Outcome: to aid the council's legal requirement to deliver set a balanced budget.

The reduction in funding will require strong prioritisation of activity, seeking different means of delivery and some lost opportunities.

### Proposal type

Budget       Non Budget

### If Budget, is it Entered on Q Tier?

Yes       No

If yes what is the Q Tier reference

### Year of proposal (s)

<input type="radio"/> 21/22	<input type="radio"/> 22/23	<input checked="" type="radio"/> 23/24	<input type="radio"/> 24/25	<input type="radio"/> other
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### Decision Type

- Coop Exec
- Committee (e.g., Health Committee) which committee Economic Development, Skills and Culture
- Leader
- Individual Coop Exec Member
- Executive Director/Director
- Officer Decisions (Non-Key)
- Council (e.g., Budget and Housing Revenue Account)
- Regulatory Committees (e.g. Licensing Committee)

**Lead Committee Member**

Martin Smith

**Lead Director for Proposal**

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Diana Buckley

**Person filling in this EIA form**

Lorna Jackson / Carly Stratford

**EIA start date**

18/8/22

**Equality Lead Officer**

- Adele Robinson
- Annemarie Johnston
- Bashir Khan
- Ed Sexton
- Louise Nunn
- Beverley Law

**Lead Equality Objective ([see for detail](#))**

- |   |   |   |   |
|---|---|---|---|
| <input type="radio"/> Understanding Communities | <input type="radio"/> Workforce Diversity | <input type="radio"/> Leading the city in celebrating & promoting inclusion | <input checked="" type="radio"/> Break the cycle and improve life chances |
|---|---|---|---|

**Portfolio, Service and Team**

**Is this Cross-Portfolio**

- Yes
- No

**Portfolio/s**

City Futures

**Is the EIA joint with another organisation (e.g. NHS)?**

- Yes
- No

Please specify

**Consultation**

**Is consultation required? (Read the guidance in relation to this area)**

- Yes
- No

**If consultation is not required, please state why**

see action plan

**If consultation has already been carried out, please provide details of the results with equalities analysis**

**Are Staff who may be affected by these proposals aware of them?**

- Yes
- No

**Are Customers who may be affected by these proposals aware of them?**

- Yes
- No

**If you have said no to either please say why**

See action plan

**Initial Impact**

Under the [Public Sector Equality Duty](#) we have to pay due regard to the need to:

- eliminate discrimination, harassment and victimisation
- advance equality of opportunity
- foster good relations

For a range of people who share protected characteristics, more information is available on the [Council website](#) including the [Community Knowledge Profiles](#).

**Identify Impacts**

**Identify which characteristic the proposal has an impact on tick all that apply**

<input type="radio"/> Health	<input type="radio"/> Transgender
<input type="radio"/> Age	<input type="radio"/> Carers
<input type="radio"/> Disability	<input type="radio"/> Voluntary/Community & Faith Sectors
<input type="radio"/> Pregnancy/Maternity	<input type="radio"/> Cohesion
<input type="radio"/> Race	<input type="radio"/> Partners
<input type="radio"/> Religion/Belief	<input checked="" type="radio"/> Poverty & Financial Inclusion
<input type="radio"/> Sex	<input type="radio"/> Armed Forces
<input type="radio"/> Sexual Orientation	<input type="radio"/> Other

**Cumulative Impact**

**Does the Proposal have a cumulative impact?**

- Yes       No

<input type="radio"/> Year on Year	<input type="radio"/> Across a Community of Identity/Interest
<input type="radio"/> Geographical Area	<input type="radio"/> Other

*If yes, details of impact*

**Local Area Committee Area(s) impacted**

- All       Specific

*If Specific, name of Local Committee Area(s) impacted*

## Initial Impact Overview

**Based on the information about the proposal what will the overall equality impact?**

Economy, Skills & Culture delivers activity across a range of areas to further economic development – as such our work helps reduce poverty and financial inclusion.

Activity includes: flexible budget to respond to partner opportunities and collaboration projects as well as bidding additional funding (using a proportion of this budget as match funding). It also covers sponsorship opportunities, commissions for strategy, research, and evaluation as well as marketing activity and essential database and system licenses.

With reduced budget we will have to scale back on activity, but we will mitigate the impact by considering equality impacts as part of our decision making and mitigate as required. It is anticipated that the equality impact should be minimal.

**Is a Full impact Assessment required at this stage?**  Yes  No

**If the impact is more than minor, in that it will impact on a particular protected characteristic you must complete a full impact assessment below.**

## Part B

### Full Impact Assessment

#### Health

**Does the Proposal have a significant impact on health and well-being (including effects on the wider determinants of health)?**

Yes  No *if Yes, complete section below*

#### Staff

Yes  No

#### Customers

Yes  No

#### Details of impact

**Comprehensive Health Impact Assessment being completed**

Yes  No

*Please attach health impact assessment as a supporting document below.*

**Public Health Leads has signed off the health impact(s) of this EIA**

Yes  No

Name of Health Lead Officer

### Age

**Impact on Staff**

Yes  No

**Impact on Customers**

Yes  No

**Details of impact**

### Disability

**Impact on Staff**

Yes  No

**Impact on Customers**

Yes  No

**Details of impact**

### Sex

**Impact on Staff**

Yes  No

**Impact on Customers**

Yes  No

**Details of impact**

### Pregnancy/Maternity

**Impact on Staff**

**Impact on Customers**

Yes       No       Yes       No

**Details of impact**

### **Race**

**Impact on Staff**

Yes       No

**Impact on Customers**

Yes       No

**Details of impact**

### **Religion/Belief**

**Impact on Staff**

Yes       No

**Impact on Customers**

Yes       No

**Details of impact**

### **Sexual Orientation**

**Impact on Staff**

Yes       No

**Impact on Customers**

Yes       No

**Details of impact**

### **Gender Reassignment (Transgender)**

**Impact on Staff**

Yes       No

**Impact on Customers**

Yes       No

**Details of impact**

**Carers**

**Impact on Staff**

Yes                       No

**Impact on Customers**

Yes                       No

**Details of impact**

**Poverty & Financial Inclusion**

**Impact on Staff**

Yes                       No

**Impact on Customers**

Yes                       No

**Details of impact**

**Cohesion**

**Impact on Staff**

Yes                       No

**Impact on Customers**

Yes     No

**Details of impact**

**Partners**

**Impact on Staff**

Yes                       No

**Impact on Customers**

Yes     No

**Details of impact**

**Impact on Staff**

Yes  No

**Impact on Customers**

Yes  No

**Details of impact**

**Other**

*Please specify*

**Impact on Staff**

Yes  No

**Impact on Customers**

Yes  No

**Details of impact**

**Action Plan and Supporting Evidence**

**What actions will you take to mitigate any equality impacts identified? Please include an Action Plan with timescales**

consider equalities impact when planning the programme of activity for the year  
continue to seek income opportunities to provide further activity

**Supporting Evidence** (Please detail all your evidence used to support the EIA)

[Empty text box for Supporting Evidence]

**Detail any changes made as a result of the EIA**

[Empty text box for Detail any changes made as a result of the EIA]

**Following mitigation is there still significant risk of impact on a protected characteristic.**  Yes  No



**If yes, the EIA will need corporate escalation? Please explain below**

**Sign Off – Part B (EIA Lead to complete)**

**EIAs must be agreed and signed off by the Equality lead Officer in your Portfolio or corporately. Has this been signed off?**

Yes       No

Date agreed

Name of EIA lead officer

**Review Date**

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