

Appendix 10 - FINAL CUMULATIVE EQUALITY IMPACT ASSESSMENT

2025/2026 BUDGET-SETTING

Introduction

- 1.1. This report provides an assessment of the overall equalities implications of the 2025/26 final budget proposals, based on equality impact assessments carried out for each individual policy savings proposals included in the final budget report.
- 1.2. This report summarises the key cumulative equalities implications for the 2025/26 budget and provides more detail on the potential impact of the specific proposals. It seeks to show that we understand the likely equalities impact of the proposals, ensuring we comply with the Public Sector Equality Duty and are not disproportionately disadvantaging groups who share protected characteristics.
- 1.3. Through examining the likely cumulative impact of the various proposals, the Council can be better assured that any changes involved in the proposals are planned with due regard to our duties under the Equality Act to eliminate discrimination, advance equality of opportunity, and foster good community relations.
- 1.4. The equality impact assessments on the budget proposals have also been reviewed and updated following the conclusion of the consultation on the budget proposals.

2. Background

- 2.1 The Council has a Public Sector Equality Duty under the Equality Act (2010) to have due regard to:
 - Eliminate discrimination, harassment and victimisation and any other conduct prohibited under the Act.
 - Advance equality of opportunity between people who share protected characteristics and those who do not.
 - Foster good relations between people who share protected characteristics and those who do not.
- 2.2. The equality duty covers the nine protected characteristics: age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation. The Council also needs to have due regard to the need to eliminate unlawful discrimination against someone because of their marriage or civil partnership status. This means that the first aim of the duty applies to this characteristic but that the other aims (advancing equality and fostering good relations) do not apply.
- 2.3. Equality implications are assessed by reviewing the potential impact on those with protected characteristics as defined in the Equality Act 2010 and then given

a score of either no equalities impact, positive impact, negative impact, both positive and negative impact and unknown impact

- 2.4. No equalities impact indicates the proposal has no impact at all (either advantageous or adverse) on those who share protected characteristics.
- 2.5. A positive impact means the proposal is likely to benefit groups who share protected characteristics, leading to better outcomes for some or all these groups, helping to foster good relations between different groups and/or supporting equality of opportunity.
- 2.6. A negative impact means the proposal is likely to have an adverse impact on groups who share protected characteristics, potentially leading to worse outcomes or undermining good relations. In cases where a negative impact is anticipated, services should consider what actions can be taken to reduce or mitigate this impact.
- 2.7. Both positive and negative impact indicates that a proposal might potentially have both types of these impacts i.e. positive and negative impacts.
- 2.8. Unknown impact means that at this stage, the potential equalities impact of the proposal is unknown and will be confirmed as the proposals are further developed, whereupon the likely equalities impact (and the EIAs) will be reviewed taking into consideration any changes made or additional information that has come to light.

3. Key findings

- 3.1 There are 11 policy proposals in the 2025/26 budget report that have had individual equality impact assessments (EIAs) carried out. More detail about the substance of each proposal is included in the budget report. EIAs undertaken by service areas for these proposals suggest a range of different impacts for those with protected characteristics. The table below outlines the assessment of each proposal and some analysis to support the outcome of the EIAs.
- 3.2 Of the 11 proposals, 2 proposals are anticipated to have a positive impact, 3 proposals a negative impact, 3 proposals both positive and negative impact and there are 3 proposals where the impact is unknown at this stage.
- 3.3 The 2 proposals that have indicated a **positive impact** are:
 - Children's – Maximisation of payment by results grant opportunities through Supporting Families programme
 - Children's – Strengthened processes around children coming into care, placement decisions and funding
- 3.4 The 3 proposals that have indicated a **negative impact** include:
 - Adults – Market Management
 - Children's – Planned withdrawal from services upon cessation of grant funded projects with drawn up exit plans

- Bereavement Services
- 3.5 The 3 proposals that have indicated **both positive and negative impact** include:
- Children's – Opportunities to streamline early help and prevention services but also focus on intervention in families' lives being at the lowest possible levels
 - Senior Management capacity
 - Adults – Service changes, improvement and staffing efficiencies
- 3.6 The 3 proposals which have indicated that the equalities **impact is unknown at this stage** are:
- Children's – the redesign and restructure of the service to reduce cost through rationalisation of senior managers
 - Children's – Continued challenge of partners to provide equitable contributions including for care packages
 - Children's – Seek to maximise digital opportunities
- 3.7 Overall, the anticipated impact (on service users with protected characteristics) of all the budget policy proposals taken together, can be seen to range across all types of impact.

4. Next Steps

- 4.1 If the savings proposals contained in the final budget setting report are approved, then the equality impact assessments will continue to be reviewed by services as work begins to implement the proposals operationally.

Equalities Impact Analysis by proposal

The table below outlines the initial assessment of the likely equalities impact of each proposal with some brief analysis giving further information. This is based on individual equality impact assessments (EIAs) completed for each proposal. EIAs require an assessment to be made against each protected characteristic and that the impact be evaluated as:

- positive
- negative
- both positive and negative
- no impact
- impact unknown (to be confirmed)

Division	Proposal	Assessment	Analysis
Adults	Market Management	Negative	<p>There will be a negative impact of this proposal which relates to:</p> <ul style="list-style-type: none"> • Excluding general inflation from the fee rate award to providers of social care. • Some working age adults with disabilities who rely on adult social care provision; and • Older people and people with disabilities who rely on adult care provision with some providers at risk of failure/quality issues
	Service changes, improvement and staffing efficiency	Both positive and negative impact	<p>The impact of this proposal has been assessed as potentially both positive and negative as follows;</p> <ul style="list-style-type: none"> • Potential impact on working age adults, older people and people with disabilities

Division	Proposal	Assessment	Analysis
			<p>which is mitigated through involving people with care and support needs and unpaid carers in changes that affect them</p> <ul style="list-style-type: none"> • Change, in itself, has an impact which needs to be further understood • The work progressing under this area include increased use of technology and in particular using technology instead of other forms of care and support where possible. This has positive and negative benefits as it can both support people to remain at home and reduce the volume of ‘hands on’ care required but can also reduce the level of human contact for people who may live alone. <p>The equality impact assessment will be revised once the specific workstreams under the proposal are developed.</p>
Childrens	Redesign and restructure of service to reduce cost through rationalisation of senior managers	Impact unknown at this stage	<p>The impact of this proposal is unknown at this stage and will be confirmed once a wider review of the Children and Education service is undertaken after the ILACS Ofsted Inspection later this year. The Council will work to ensure that any potential impacts on protected groups within the workforce are mitigated to ensure the best use of resources to remove any duplication of services and join up services across the Council.</p>

Division	Proposal	Assessment	Analysis
Childrens	Opportunities to streamline early help and prevention services but also focus on intervention in families' lives being at lowest possible levels	Both positive and negative impact	Positive impact through more children and families benefitting from the right support at the right time, with interventions being delivered in a timely way to improve their outcomes. However, some children and families needing more than a low level of support may be impacted.
	Planned withdrawal from services upon the cessation of grant funded projects with drawn up exit plans	Negative	<p>There will be a negative impact of this proposal on children and families who are no longer able to receive support through grant funded projects.</p> <p>The withdrawal of grant funded projects will be reviewed further to manage the impact of services/ service users in a planned way, though there may be a negative impact on those children and families who are no longer able to receive support through funded projects.</p>
	Strengthened processes around children coming into care, placement decisions and funding	Positive	The continuity of care and support through this proposal will positively impact children coming in to care and their transition into adulthood. There are also anticipated to be benefits to children with some protected characteristics within the cohort.
	Continued challenge of partners to provide equitable contributions including for care packages	Impact unknown at this stage	The impact of this proposal is unknown at this stage and is dependent on partners accepting the outcomes of an independent review of multi-agency working practices, eligibility criteria and funding contributions. The EIA will be reviewed once further information is available – and the

Division	Proposal	Assessment	Analysis
			Council will aim to ensure that any impacts identified are mitigated against.
	Seek to maximise digital opportunities	Impact unknown at this stage	The impact of this proposal is unknown at this stage and whilst it is recognised that maximising digital opportunities will have a positive impact on service users, the full impact of the proposal will not be known until full details are developed further and implemented, both corporately and specifically within the service.
Children	Maximisation of payment by results grant opportunities through Supporting Families programme	Positive	Positive impacts from more children and families receiving support to services funded through funding streams
Corporate	Senior Management capacity	Both positive and negative impact	<p>This proposal could impact both positively and negatively on the cohort of employees subject to any restructures, dependent on individual outcomes of the process.</p> <p>Mitigation measures will include support to those potentially and then subsequently actually impacted by the organisational design process. Consideration of anti-discrimination during the design so no unintended consequences and during the subsequent change process. Reasonable adjustment where appropriate, decisions made with inclusivity in mind. Dignity at all times in the process.</p>

Division	Proposal	Assessment	Analysis
City Services	Bereavement Services	Negative	This proposal to increase bereavement costs will have potentially negative impacts for many groups with protected characteristics wishing to utilise the service.