

Full Equality Impact Assessment

Name of project, policy, function, service or proposal being assessed	Revenue Budget 2014/15 to 2017/18 – the updated Medium Term Financial Strategy
Date assessment completed	16 January 2014

At this stage you will need to re-visit your initial screening template to inform your discussions on consultation and refer to [guidance notes on completing a full EIA](#)

1. Consultation

		Action Points
Who do you need to consult with (which equality groups)?	The full impact of the Medium Term Financial Strategy on citizens, customers and service users is unknown. The council's most effective consultation and engagement framework to be used is the Bridgend Equality Forum comprising representatives from most of the protected characteristic groups.	BEF was consulted regarding proposals.
How will you ensure your consultation is inclusive?	The Bridgend Equality Forum, comprising representatives from most of the protected characteristic groups, will be consulted on the proposals outlined in the MTFS. The council is mindful of the different accessibility needs of people and will therefore ensure that such consultation is carried out inclusively.	BEF was consulted regarding proposals being mindful of accessibility needs.
What consultation was carried out? Consider any consultation activity	The Bridgend Equality Forum meets on a bimonthly cycle, and various meetings	BEF was consulted regarding proposals, being mindful of accessibility needs and

already carried out, which may not have been specifically about equality but may have information you can use	have been held with representative groups such as Bridgend Visually Impaired Society, Bridgend Deaf Club and Bridgend Coalition of Disabled People to discuss the council's equality agenda.	met with individuals and representative groups as necessary.
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Record of consultation with people from equality groups

Group or persons consulted	Date, venue and number of people	Feedback, areas of concern raised	Action Points
Bridgend Equality Forum	Bimonthly, 20 – 30 attendees from various representative groups. Science park	Some concerns raised generally but addressed and developed at BEF.	
Bridgend Deaf Club	Early 2012/13, 25 people at Bridgend Deaf Club	Some concerns raised generally but addressed	
Bridgend Visually Impaired Society	Monthly meetings held at Civic Offices, circa 12 people in attendance	Some concerns raised generally but addressed	
Bridgend Coalition of Disabled people	Bi Monthly Meetings initially held but now are covered within the Bridgend Equality Forum	Some concerns raised generally but addressed	
General public	Online consultations carried out with members of the public and Citizens Panel regarding specific budget reduction proposals.		

2. Assessment of Impact

Based on the data you have analysed, and the results of consultation or research, consider what the potential impact will be upon people with protected characteristics (negative or positive). If you do identify any adverse impact you **must**:

a) Liaise with the Equalities Team who may seek legal advice as to whether, based on the evidence provided, an adverse impact is or is potentially discriminatory, and

b) Identify steps to mitigate any adverse impact – these actions will need to be included in your action plan.

Include any examples of how the policy helps to promote equality.

Actions to mitigate

This is a high level Equality Impact Assessment on the Council's budget proposals. Separate EIAs have been completed for individual proposals within the Council's budget proposals which may impact on certain groups of citizens within the County Borough.

In anticipation of the reductions in spending required of Bridgend County Borough Council (BCBC) in the financial years 2014/15, 2015/16, 2016/17 and 2017/18, our obligations under the existing statutory equality duties and our responsibilities under the single Public Sector Equality Duty the Council has undertaken a range of activities.

Within the process of developing savings proposals, a high level equality analysis was undertaken to identify key areas where there may be implications for specific protected groups under the equality legislation. As a result of this initial analysis and identification of the equality implications, Members considered the options and sought to minimise the potential negative impact on protected equality groups by revising the options.

The proposals are accompanied by a summary analysis of those areas where the most significant equality impacts had been identified. Where possible, mitigating action has already been taken to ensure that negative impacts on protected equality groups have been minimised.

However, we acknowledge that some negative impacts will be experienced by residents and staff within the County Borough due to the ongoing need for budget reductions.

This has been recognised in the information that has been considered by Members and we will be seeking further ways to mitigate any negative impact on protected groups as the changes which are necessary are implemented. Some areas within the budget proposals clearly require further and ongoing equality impact assessment work.

For the years 2015/16 and 2017/18 we will have the opportunity to undertake more in depth EIA work including consultation and involvement with relevant protected groups and their representatives. However, for the decisions impacting on 2014/15 there is a requirement on the Council to determine its Council Tax at its meeting on 19th February 2014 and this necessitates the budget for 2014/15 being agreed beforehand. The law requires the Council to have determined its budget within a prescribed timescale and for the agreed budget to be in place before 1st April this year.

Gender	Impact or potential impact	Actions to mitigate
Identify the impact/potential impact on women and men.	The impact on women and men may differ based on the demographics of Bridgend County Borough not on service delivery/provision. There were 139,740 people living in Bridgend (2011 census) with a gender split of 49.4% male (69,031) and 50.6% female (70,709).	Mitigating action will be for Bridgend County Borough Council to regularly monitor the potential impact of budget reductions on protected characteristic groups.
Disability	Impact or potential impact	Actions to mitigate
Identify the impact/potential impact on disabled people (ensure consideration of a range of impairments, e.g. physical, sensory impairments, learning disabilities, long-term illness).	A number of the budget reductions outlined in the council's Medium Term Financial Strategy have the potential to impact on disabled people if not managed properly. Of the 139,740 people living in Bridgend (2011 census), 34,359 consider that their day to day activities are limited either a lot or a little by a physical, sensory or learning disability or a long term illness. Whilst we are mindful of this potential impact we have identified opportunities for us to work in partnership with other providers and 3 rd sector partners to deliver alternative forms of	Mitigating action will be for Bridgend County Borough Council to regularly monitor the potential impact of budget reductions on protected characteristic groups.

	service.	
Race	Impact or potential impact	Actions to mitigate
Identify the impact/potential impact of the service on Black and minority ethnic (BME) people.	From the 2011 census there are approximately 2000 BME people living in Bridgend. This figure comprises of 1.5 % of our total population. Whilst the full impact of our budget reductions on BME people is currently unknown we will continue to monitor the impact of reductions on BME people and consider mitigating action if necessary.	Mitigating action will be for Bridgend County Borough Council to regularly monitor the potential impact of budget reductions on protected characteristic groups.
Religion and belief	Impact or potential impact	Actions to mitigate
Identify the impact/potential impact of the service on people of different religious and faith groups.	From the 2011 census, 77,860 people in Bridgend declared religious beliefs. These were: <ul style="list-style-type: none"> • Christian – 76,625 • Buddhist – 357 • Hindu – 270 • Jewish – 33 • Muslim – 529 	Mitigating action will be for Bridgend County Borough Council to regularly monitor the potential impact of budget reductions on protected characteristic groups.

	<ul style="list-style-type: none"> • Sikh - 46 <p>From the 2011 census there are:</p> <ul style="list-style-type: none"> • Gypsy/Traveller – 63 • Mixed – 998 • Asian – 1549 • Black/African/Caribbean – 315 • Other – 226 <p>This total figure of 3151 comprises 2.3 % of our total population. Whilst the full impact of our budget reductions on BME people is currently unknown we will continue to monitor the impact of reductions on BME people and consider mitigating action if necessary.</p>	
Sexual Orientation	Impact or potential impact	Actions to mitigate
Identify the impact/potential impact of the service on gay, lesbian and bisexual people.	Available data on lesbian, gay and bisexual people living in Bridgend is either not reported or is unreliable as a request for disclosure is not always welcome Whilst the full impact of our budget reductions on LGB people is currently	Mitigating action will be for Bridgend County Borough Council to regularly monitor the potential impact of budget reductions on protected characteristic groups.

	unknown we will continue to monitor the impact of reductions and will refer any issues to the Bridgend LGB & T forum for advice and consider mitigating action if necessary.	
Age	Impact or potential impact	Actions to mitigate
Identify the impact/potential impact of the service on older people and younger people.	<p>From the 2011 census the age breakdown of people living in Bridgend is:</p> <p>0 – 15 – 18.3% (25,572)</p> <p>16 – 64 – 63.2% (88,316)</p> <p>65+ - 18.5% (25,852)</p> <p>The impact on age will differ and will be dependent on service delivered and service user.</p>	Mitigating action will be for Bridgend County Borough Council to regularly monitor the potential impact of budget reductions on protected characteristic groups.
Pregnancy & Maternity	Impact or potential impact	Actions to mitigate
	Unknown	

Transgender	Available data on transgender people living in Bridgend is either not reported or is unreliable as a request for disclosure is not always welcome. While the full impact of our budget reductions on transgender people is currently unknown we will continue to monitor the impact of reductions and will refer any issues to the Bridgend LGB & T forum for advice and consider mitigating action if necessary.	Mitigating action will be for Bridgend County Borough Council to regularly monitor the potential impact of budget reductions on protected characteristic groups.
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It is essential that you now complete the action plan. Once your action plan is complete, please ensure that the actions are mainstreamed into the relevant Thematic Service Development Plan.

3. Action Plan

Several of the proposals summarised in the Attachment identify the mitigating actions that will be taken. The key proposals within the budget that require a change in policy will be the subject of separate reports to Cabinet. Significant changes are subject to periodic post implementation monitoring and review by the Council’s Cabinet and the relevant Overview & Scrutiny Committee; and in some instances, by the Regulatory bodies. The Business Plans of Directorates are aligned with the Council’s Budget and performance against these and the wider performance of the Council’s services is monitored in quarterly Comprehensive Performance Assessment meetings. Budget monitoring is subject to quarterly reports to Cabinet and Performance reports are now also being produced for Overview and Scrutiny Committees on a half yearly basis.

ATTACHMENT

Ref.	Links to Population Outcome	Categories	Savings Proposals	2014-15 £000
CHILDREN & SCHOOL BUDGETS				
CH2	Wise	BUR	Staff Restructure Strategic Partnerships and Commissioning	85
CH3	Healthy	CST	Youth Offending Service Collaboration	77
CH4	Corporate Business	BUR	Retender Learner Transport contracts	250
CH5	Corporate Business	MSR	Rationalise Special Education Needs transport	200
CH9	Wise	BUR	Progress School modernisation programme which includes rationalisation of nursery provision	80
CH10	Healthy and Wise	PC	Reductions to various adoption allowances and reduced expenditure on looked after Children (LAC) and Children in Need (CIN)	60
CH12	Healthy	PC	Review xmas, birthday and holiday fostering allowances and reduce in line with the WG recommended national minimum maintenance allowance.	64
CH15	Healthy	PC	Revision of payments to foster carers removing payments when Looked After Children in respite care.	60
CH16	Healthy & Wise	MSR	Reduction catering service budget	140

Ref.	Links to Population Outcome	Categories	Savings Proposals	2014-15 £000
CH17	Corporate Business	BUR	Reduce premises costs for Additional Learning Needs services	20
CH18	Wise	MSR	Cease Duke of Edinburgh Scheme	10
CH19	Wise	PC	Youth orchestras to be fully self-financing. This will include a review of the provision of Orchestra courses	27
CH20	Wise	MSR	Reduce 'early years' budget and increase recharges to schools for governing body and caretaking support.	20
CH21	Corporate Business	BUR	Staff Restructures - Business Support functions	325
CH22	Healthy & Wise	BUR	Staff Restructures - Access team and review of statementing	89
CH23	Corporate Business	BUR	Reduce non staff budgets across directorate	185
CH24	Healthy & Wise	BUR	Staff Restructure - Inclusion and Additional Learning Needs	410
CH25	Healthy & Wise	BUR	Restructure Senior Leadership - Childrens Directorate	450
CH26	Wise	BUR	Youth Service Restructure	310
CH27	Corporate Business	BUR	Review Children & Young Persons Partnership (CYPP) Funding	70
SCH1	Wise	MSR	Falling School Roles 2014-15	116

Ref.	Links to Population Outcome	Categories	Savings Proposals	2014-15 £000
			Total Savings Identified	3,083

ASC1	Healthy & Wise	CST	Transfer of 4,400 local authority provided homecare hours to the independent sector	164
ASC2	Healthy & Wise	CST	Support increased independence through enablement and progression in Learning Disability services	100
ASC3	Healthy & Wise	PC	Develop new assessment framework based on need.	30
ASC4	Healthy & Wise	PC	Review criteria for Fairer Charging disregards in relation to charging for care	320
ASC5	Healthy & Wise	BUR	Consolidation of Adult Day Services premises	80
ASC6	Healthy & Wise	BUR	Relocation of Wood-B to B-Leaf at Bryngarw	20
ASC8	Healthy & Wise	CST	Review of funding for dementia liaison service	45
ASC9	Healthy & Wise	BUR	Additional vacancy management measures across Adult Social Care	97
ASC10	Healthy & Wise	BUR	Management, Admin and Training Implement measures to achieve 6%, 7% and 5% across the 3 years	184

Ref.	Links to Population Outcome	Categories	Savings Proposals	2014-15 £000
ASC11	Healthy & Wise	CST	Reprovision and remodelling of Shared Lives	165
ASC12	Healthy & Wise	MSR	Reduction in Service central costs as part of the efficiencies agenda	110
ASC13	Healthy & Wise	MSR	Reduction in sickness across services	50
ASC14	Healthy & Wise	BUR	Review Social Services Complaints function and current arrangements for Social Care Workforce Development Programmes	50
ASC15	Healthy & Wise	CST	Implement next phase of Residential Resettlement into Community settings	350
ASC16	Healthy & Wise	BUR	Re-commission existing in-house Supported Living service from independent sector	75
ASC17	Healthy & Wise	MSR	Review CHC-eligible cases to secure appropriate contribution to packages of care	237
ASC18	Healthy & Wise	BUR	Develop income stream for specialist Mental Health placements at Glyn Cynffig	100
ASC19	Healthy & Wise	BUR	Maximise effective use of Residential provision to reduce overall unit cost	300
ASC20	Healthy & Wise	MSR	Implement a 7.5% reduction across service delivery budgets	500
ASC21	Healthy & Wise	PC	Review current Meals at Home subsidy	122
			Total Adult Social Care	3,099

Ref.	Links to Population Outcome	Categories	Savings Proposals	2014-15 £000
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HL1	Healthy	CST	Transfer leisure centres and swimming pools to a partner organisation - continuation of previous savings identified	401
HL2	Healthy & Wise	CST	Implementation of recommendations from the Library Review	100
HL3	Corporate Business	BUR	Reduction in staffing budgets.	15
			Total Healthy Living	516

COMMUNITIES

COM1	Corporate Business	BUR	Negotiate with NPTCBC for further reductions in waste disposal costs at the MREC as our use of the facility reduces	780
COM2	Corporate Business	BUR	Increased generation of fee income within Housing & Community Regeneration for management costs from grant funded projects	50
COM3	Corporate Business	MSR	Extend part night switch off of street lights to over 30mph and rural roads	70
COM4	Place	MSR	Review of supported bus services	50
COM5	Place	CST	Savings anticipated on food waste disposal following procurement of regional anaerobic digestion facility	100
COM6	Wealthy	BUR	Reduce net running costs of Bridgend Bus Station by reviewing service provision	60

Ref.	Links to Population Outcome	Categories	Savings Proposals	2014-15 £000
COM7	Place	BUR	Review staffing structures within the Communities Directorate to identify savings	163
COM8	Place	BUR	Increased generation of fee income within Streetscene relating to charging for collection of bulky waste items	180
COM9	Place	BUR	Review of Other Cleaning Service	200
COM14	Corporate Business	BUR	Review of Highways maintenance/DLO Services	75
Total Savings Identified				1,728

RESOURCES

RES1	Corporate Business	BUR	Staffing restructures in Finance and Performance/Vacancy Management	333
RES2	Corporate Business	BUR	Re-negotiate banking contract, cash collection and cash payment contracts.	15
RES3	Corporate Business	BUR	Reduction in Empty Rate Charge on completion of sale of Ogmore Residential Centre	45
RES4	Corporate Business	BUR	Agreed reduction in external audit fees with Wales Audit Office	30
RES6	Corporate Business	BUR	Reduce internal printing costs resulting from the implementation of the Print Strategy initiative	125

Ref.	Links to Population Outcome	Categories	Savings Proposals	2014-15 £000
RES7	Corporate Business	BUR	Staffing Restructure - Built Environment	70
RES8	Corporate Business	BUR	Staffing Restructure -Procurement	25
RES9	Corporate Business	BUR	Reduction in postage costs achieved via the introduction of a remote mail printing service and "Hybrid Mail" .	45
RES10	Corporate Business	CST	CCTV collaboration with the Vale of Glamorgan resulting in the sharing of costs and provision of income to the BCBC service.	75
RES11	Corporate Business	BUR	Administration Reviews - Property and Building Maintenance	50
RES12	Corporate Business	BUR	Rationalisation of software applications and licenses and review of outsourced arrangements	122
RES13	Corporate Business	BUR	Increase estate income - Industrial units	20
RES14	Corporate Business	BUR	Staffing Restructures - Human Resources and Organisational Development	120
RES15	Corporate Business	BUR	Reduce overtime payments	10
RES16	Corporate Business	BUR	Staffing Restructure - ICT service	50
RES17	Corporate Business	BUR	Increase Building Cleaning Services income target through more efficient ways of working	100

Ref.	Links to Population Outcome	Categories	Savings Proposals	2014-15 £000
RES18	Corporate Business	BUR	Staffing Restructures Property and Built Environment	50
RES19	Corporate Business	CST	Renegotiated Internal Audit Partnership contributions to Vale of Glamorgan Council	20
RES20	Corporate Business	BUR	Reduction in Self Insurance Fund Contribution	70
RES23	Corporate Business	BUR	Reduction in WLGA & LGA subscriptions	3
RES25	Corporate Business	BUR	Reduce County bulletin from 3 to 2 editions and change to electronic circulation of "bridgers". Also Electronic County Bulletin only from 2016-17	21
			Total Savings Identified	1,399

LEGAL & REGULATORY SERVICES

LRS1	Corporate Business	BUR	Vacancy Management/Restructure	169
LRS2	Corporate Business	BUR	Vacancy Management/Restructure	169

Ref.	Links to Population Outcome	Categories	Savings Proposals	2014-15 £000
LRS3	Corporate Business	BUR	Increased Income - Legal & Regulatory Services	30
LRS4	Corporate Business	BUR	Reduction in non-pay budgets throughout Legal & Regulatory Services	81
			Total Savings Identified	449

CORPORATE / COUNCIL WIDE

CS1	Corporate Business	BUR	Rationalise and reduce voluntary sector funding by 10%	150
CS3	Corporate Business	BUR	Use of prudential borrowing to finance minor capital works	50
CS5	Corporate Business	BUR	Review capital financing budgets	200
CS6	Corporate Business	BUR	Reduce postage costs through restricting use of first class mail and remove water coolers	35
CS7	Corporate Business	BUR	Reduce provision for non-pay inflation and auto enrolment	600
			Total Savings Identified	1,035

			GRAND TOTAL SAVINGS	11,274
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Please outline the name of the independent person (someone other the person undertaking the EIA) countersigning this EIA below:

Paul Williams, Equalities and Engagement Officer

Please outline how and when this EIA will be monitored in future and when a review will take place:

The key proposals within the budget that require a change in policy will be the subject of separate reports to Cabinet. Significant changes are subject to periodic post implementation monitoring and review by the Council's Cabinet and the relevant Overview & Scrutiny Committee; and in some instances, by the Regulatory bodies.

The Business Plans of Directorates are aligned with the Council's Medium Term Financial Strategy and performance against these and the wider performance of the Council's services is monitored in Corporate Performance Assessment meetings.

Budget monitoring is subject to quarterly reports to Cabinet and Performance reports are now also being produced for Overview and Scrutiny Committees on a half yearly basis.

Signed: Janet Smith

Date: 21 January 2014

4. Publication of your results and feedback to consultation groups

It is important that the results of this impact assessment are published in a user friendly accessible format.

It is also important that you feedback to your consultation groups with the actions that you are taking to address their concerns and to mitigate against any potential adverse impact.