

Full Equality Impact Assessment

Name of project, policy, function, service or proposal being assessed	Revenue Budget 2015/16 to 2017/18 – the updated Medium Term Financial Strategy
Date assessment completed	19 November 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 council is mindful that the full impact of the proposed budget reductions outlined in the Medium Term Financial Strategy will be high level, negative and potentially impacting many customers, citizens, visitors and service users from across most of the protected characteristic groups. The council is also mindful that, in order to maximise its reach into its communities, and the people who use its services, it needed to consider further innovative engagement methods. The council introduced an online budget simulator, used social media, local papers and radio, online consultation methods, distributed hard copies of consultation documents to libraries and public buildings, worked with the citizens' panel and arranged a series of community engagement workshops encouraging citizens to attend and give their views on	<p>Budget Simulator: an interactive tool designed to enable consultees to control the budget in order to develop an understanding of services, costs and the impact of reducing or increasing budgets.</p> <p>Social Media: (Facebook and Twitter) were used to raise awareness amongst the council's "followers" of the consultation process, encouraging them to take part in the consultation (via the hyperlink included) and feedback their views.</p> <p>Local newspaper and radio: were used to raise awareness of the consultation process, encouraging the public to take part in the consultation and feedback their views.</p> <p>Online consultation: was used to</p>

	<p>the consultation. Additionally, the Bridgend Equality Forum comprising representatives from most of the protected characteristic groups, was consulted.</p>	<p>encourage people to give their feedback via the council's website.</p> <p>Citizens Panel: was used as a consultative group to feedback views as representatives of Bridgend County Borough Council's citizens, customers and communities.</p> <p>Community Engagement Workshops: were held across the county borough over a 3 week period enabling citizens, customers and service users to feedback, on a face to face basis, their views to council representatives who were facilitating the meetings.</p> <p>The Bridgend Equality Forum: used as a representative group to feedback views on behalf of the individuals it represents.</p>
<p>How will you ensure your consultation is inclusive?</p>	<p>The council is mindful of the different accessibility needs of people and consultation was carried out inclusively using as wide a range of formats and access opportunities as possible.</p>	<p>The consultation methods comprised of hard copy materials in various font sizes, online methods for customers and citizens who wished to feedback in a digital environment, face to face focus groups/community workshops enabling people to feedback verbally to council representatives and the Bridgend Equality Forum who engaged with their individual groups on the council's behalf.</p>
<p>What consultation was carried out? Consider any consultation activity</p>	<p>The council's consultation period on its Medium Term Financial Strategy began</p>	<p>The consultation methods comprised of hard copy materials in various font sizes,</p>

already carried out, which may not have been specifically about equality but may have information you can use	on 6 October 2014 and ended on 17 November 2014. The Bridgend Equality Forum meets on a bimonthly cycle and various meetings are 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.	online methods for customers and citizens who wished to feedback in a digital environment, face to face focus groups/community workshops enabling people to feedback verbally to council representatives and the Bridgend Equality Forum who engaged with their individual groups on the council's behalf.
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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.	
Community Engagement Workshop 1	29 October 2014, 6.30pm, Coleg Y Dderwen, 6 attendees	Discussions with attendees facilitated by BCBC Officers centred on similar themes across each Community Engagement Workshop. Whilst consultees found the budget process difficult to balance, the main themes are outlined in the table below.	
Community Engagement Workshop 2	3 November 2014, 6.30pm, Maesteg Comprehensive School, 6 attendees	“	
Community Engagement Workshop 3	4 November 2014, 6.30pm, Pencoed College 8 attendees	“	

Community Engagement Workshop 4	6 November 2014, 6.30pm, Bridgend College, 8 attendees	“	
Community Engagement Workshop 5	11 November 2014, 6.30pm, Cynffig Comprehensive School, 9 attendees	“	
Community Engagement Workshop 6	12 November 2014, 6.30pm, Grand Pavilion, Porthcawl, 34 attendees	“	

Members of the public found it very difficult to make any changes to main service area budgets, however the following table shows the average % of respondents who decreased main service areas:

Service Area	% of Respondents who decreased budget	Average % Change to Budget
Corporate Functions	91.88%	-6.12%
Resources	67.91%	-12.44%
Legal & Regulatory	61.46%	-13.67%
Communities	58.58%	-14.26%
Sports, Play & Active Wellbeing	53.41%	-12.28%
Children's	47.93%	-5.33%
Adult Social Care	41.33%	-9.36%
Schools	41.24%	-4.98%

Consultees completing the online budget simulator were also asked to consider the council's proposals for income generation. The feedback on these proposals is as follows:

Percentage of 'yes' responses for income generation proposals

1. Introduce a charge for pest control:	58%
2. Introduce a parking charge for Blue Badge holders in our off street car parks:	58%
3. Introduce a charge for credit card payments made to the council:	55%
4. Reduce the subsidy on primary school meals:	39%
5. Introduce charging for black refuse bags:	38%
6. Increase charges for meals at home:	37%
7. Increase parking charges:	32%
8. Remove subsidies on fees for bereavement services:	31%

Percentage of 'yes' responses for efficiencies proposals

1. Deliver libraries and cultural services through a "not for profit" trust:	64%
2. Review and change our policy on home to school transport:	50%
3. Introduce more stringent eligibility criteria for adult social services:	39%
4. Review of rationalisation of school crossing patrol service:	37%
5. Review of provision of public conveniences:	34%
6. Review of provision of supported bus services:	34%
7. Review of lifeguard services to reduce length of season and beach coverage:	26%
8. Limit the amount of holiday support for the carers of adults with learning disabilities:	20%

During the consultation period, the council received 271 responses to its Budget Simulator, 106 online surveys and 83 hard copy surveys (including workshop submissions) were received.

The key messages from the qualitative data we have received is to:

1. Encourage citizen engagement;
2. Outsource services where possible;
3. Invest to improve the infrastructure;
4. Provide statutory obligations;
5. Undertake activities to generate income;
6. Remove and reduce a wide range of non-essential services;
7. Restructure the council and realign the level of services provided;
8. Encourage economic development and
9. Optimise planning and management

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, which are outlined in detail in Appendix C. Separate EIAs have been completed for individual proposed budget reductions which may impact on certain groups of citizens within the County Borough. In anticipating the reductions in spending required of Bridgend County Borough Council (BCBC) in the financial years 2015/16, 2016/17, 2017/18 and 2018/19, 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, in some areas, 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 2016/17, 2017/18 and 2018/19 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 2015/16 there is a requirement for the Council to determine its Council Tax at its meeting in February 2015 and this necessitates the budget for 2015/16 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 2015.

Gender	Impact or potential impact	Actions to mitigate
Identify the impact/potential impact on	The impact on women and men may differ based on the demographics of Bridgend	Mitigating action will be for Bridgend County Borough Council to regularly

<p>women and men.</p>	<p>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).</p> <p>The makeup of Bridgend County Borough Council's employees taking into account the possible future need to reduce staffing levels (as at 30 September 2014) is:</p> <p>1397 (22.2%) male and 4901 (77.8%) female</p>	<p>monitor the potential impact of budget reductions on protected characteristic groups.</p>
<p>Disability</p>	<p>Impact or potential impact</p>	<p>Actions to mitigate</p>
<p>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).</p>	<p>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 3rd sector</p>	<p>Mitigating action will be for Bridgend County Borough Council to regularly monitor the potential impact of budget reductions on protected characteristic groups.</p>

	<p>partners to deliver alternative forms of service.</p> <p>Of the council's 6298 employees (as at 30 September 2014), 113 (1.8%) had declared a disability.</p>	
Race	Impact or potential impact	Actions to mitigate
Identify the impact/potential impact of the service on Black and minority ethnic (BME) people.	<p>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.</p> <p>As at 30 September 2014, 72 employees (1.1%) had disclosed as BME.</p>	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.	<p>From the 2011 census, 77,860 people in Bridgend declared religious beliefs. These were:</p> <ul style="list-style-type: none"> • Christian – 76,625 	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"> • Buddhist – 357 • Hindu – 270 • Jewish – 33 • Muslim – 529 • 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

<p>Identify the impact/potential impact of the service on gay, lesbian and bisexual people.</p>	<p>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 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.</p>	<p>Mitigating action will be for Bridgend County Borough Council to regularly monitor the potential impact of budget reductions on protected characteristic groups.</p>
<p>Age</p>	<p>Impact or potential impact</p>	<p>Actions to mitigate</p>
<p>Identify the impact/potential impact of the service on older people and younger people.</p>	<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>Mitigating action will be for Bridgend County Borough Council to regularly monitor the potential impact of budget reductions on protected characteristic groups.</p>

65+ - 18.5% (25,852)

The age breakdown of Council employees (accounting the possible staff reductions to be considered by the council) as at 30 September 2014 was as follows:

16 – 19: 12 (0.2%)

20 – 25: 326 (5.2%)

26 – 30: 554 (8.8%)

31 – 35: 677 (10.8%)

36 – 40: 806 (12.8%)

41 – 45: 1023 (16.3%)

46 – 50: 985 (15.6%)

51 – 55: 903 (14.3%)

56 – 60: 684 (10.8%)

61 – 65: 270 (4.3%)

Over 66: 58 (0.9%)

The impact on age will differ and will be dependent on service delivered and service user.

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.

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

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 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.

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: Ness Young

Date: 19 November 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.