

Resources Scrutiny Commission Supplementary Information



Date: Tuesday, 22 November 2022

Time: 2.45 pm

Venue: The Council Chamber - City Hall, College Green, Bristol, BS1 5TR

Distribution:

Councillors: Geoff Gollop (Chair), Heather Mack (Vice-Chair), Mark Bradshaw, Martin Fodor, Zoe Goodman, John Goulandris, Gary Hopkins, Mohamed Makawi, Tim Rippington, Henry Michallat, Donald Alexander, Amal Ali, Kerry Bailes, Jenny Bartle, Amirah Cole, Kye Dudd, Emma Edwards, Chris Jackson, Tim Kent, Ellie King, Brenda Massey, Graham Morris, Barry Parsons, Steve Pearce, Kevin Quartley, James Scott, Sharon Scott, Andrew Varney, Mark Weston and David Wilcox

Issued by: Johanna Holmes, Scrutiny Coordinator
City Hall, Bristol, BS1 5TR
Tel: 0117 90 36898
E-mail: scrutiny@bristol.gov.uk
Date: Wednesday, 16 November 2022



Supplementary Agenda

6. Budget Consultation 23/24

3.30 pm

(Pages 3 - 21)

Savings proposals including other proposals that are not being consulted on.



Section 1: Open for consultation as part of budget consultation

These are proposals for which we are consulting now on both the forecast saving and how we propose to make the savings, as described in the tables in Section 1 below. We would like to hear your feedback as part of this budget consultation. We do not plan to consult separately on these proposals.

Where a saving is shown in one year, the budget would stay reduced by that amount in all subsequent years (shown as 0 in subsequent years, indicating no additional saving). Where savings are shown in more than one year, the budget would be reduced by the amount shown in the first year and then further reduced by the amounts shown in subsequent years. We have grouped our proposals in this section under the seven themes in the council's [Corporate Strategy 2022 to 2027](#).

The reference numbers (P11, GR5 etc) are internal codes the council uses to track these savings. It would help us if you refer to these codes if you make any comments in the free text question in the survey.

Children and young people:

Ref	Proposal for consultation	23/24 £000	24/25 £000	25/26 £000	26/27 £000	27/28 £000	Total £000	Equalities Impact
P11 Page 3	Foster carer recruitment and retention Supporting Fostering Services to recruit and retain foster carers, with innovative approaches and strategies to encourage and support people with the right skills and experience to come forward and offer some of our most vulnerable children an opportunity to experience a stable family life. This proposal would significantly increase our cohort of local foster carers and reduce the use of more expensive distant placements and the use of independent fostering agencies.	600	950	0	0	0	1,550	Further equality impact assessment is underway. However, this should have a positive equality impact for children and young people across the city including some minoritised ethnic groups who are over-represented in the children in care population. It should also help us improve equality of opportunity and diversity of our foster carers.
P12	Specialist fostering programmes To provide additional specialist support to foster carers to provide care for children with complex needs. These foster homes provide better outcomes for children who can then stay within their communities, continue to attend their local schools and are significantly more cost effective.	800	2,600	0	0	0	3,400	No significant equality impact identified at this stage. Some minoritised ethnic groups are over-represented in the children in care population and further equality impact assessment is underway to ensure that the diverse needs of children with complex needs are fully met by specialist fostering arrangements.

Section 1: Children and young people – continued

Ref	Proposal for consultation	23/24 £000	24/25 £000	25/26 £000	26/27 £000	27/28 £000	Total £000	Equalities Impact
P26	Homes for children with complex needs We aim to create more locally based homes for children with complex care needs. We will appoint a strategic partner to provide local, good value placements for children with complex care needs. This will enable the council to ensure that an appropriate level of care is provided for vulnerable children with complex needs and we will reduce expenditure on multiple different contracts.	1,000	5,000	0	0	0	6,000	Further equality impact assessment is underway to ensure that the flexibility, appropriateness, and range of offer from a strategic partner will meet the diverse and complex needs of children and young people.
P24	Support for families and special guardians Provide additional support through the Family Network and Special Guardianship (SGO) support team to families and special guardians to care for teenagers who cannot live with their parents. This will help ensure that they do not return into care, improving outcomes whilst reducing our overall expenditure.	120	0	0	0	0	120	Potential positive impact on children and families. Further equality impact assessment is underway to ensure culturally appropriate services support the diverse needs of children and families.
P15	Social worker retention and recruitment Increase retention of our experienced social workers so that we can reduce our spend on agency temporary social workers.	245	220	0	0	0	465	Potential positive impact. Further equality impact assessment underway to support aligned aims of the Children and Families equality action plan to increase the diversity of social work team, including senior roles.
P25	Bristol children's homes We will increase our available capacity of council run children's homes. This will help us to try and reduce the number of children who are placed in expensive placements outside of the city, improving outcomes whilst reducing our overall expenditure.	600	0	0	0	0	600	Potential positive impact on children in care. Further equality impact assessment is underway to ensure that the diverse needs of looked after children are met within council run children's homes, and that any new locations are accessible and inclusive.

Environment and sustainability:

Ref	Proposal for consultation	23/24 £000	24/25 £000	25/26 £000	26/27 £000	27/28 £000	Total £000	Equalities Impact
GR5	<p>Sustainable city and climate change</p> <p>Reduce the cost of running our Sustainable City and Climate Change services, and secure longer term external funding so that we do not impact on the delivery of our climate and carbon neutral ambitions.</p>	286	0	0	0	0	286	No significant equality impact identified at this stage.

Health, care and wellbeing:

Ref	Proposal for consultation	23/24 £000	24/25 £000	25/26 £000	26/27 £000	27/28 £000	Total £000	Equalities Impact
Page 5	<p>Adult Social Care staffing budget</p> <p>Reduce workforce costs in Adult Social Care to focus capacity in statutory areas. This could include reducing use of agency staff and management restructures. These measures will reduce our overall capacity to deliver discretionary services and will change how we resource the delivery of statutory services.</p>	1,500	0	0	0	0	1,500	Where changes impact service delivery for individuals receiving adult social care and support there may be a disproportionate impact on people with protected characteristics in particular age and disability. Further equality impact is underway to identify and address any disproportionate impact for service users.

Section 1: Health, care and wellbeing – continued

Ref	Proposal for consultation	23/24 £000	24/25 £000	25/26 £000	26/27 £000	27/28 £000	Total £000	Equalities Impact
P10	<p>Adult Social Care purchasing budget</p> <p>Strengthening the council's governance of third party spend (where we pay external organisations to provide care services on our behalf) to ensure the services we provide are fair, affordable and represent good value. This better management of our expenditure will enable us to spend less and also ensure we achieve best value.</p>	4,000	0	0	0	0	4,000	The governance process should continue to include consideration of any particular and cultural needs of diverse service users arising from their protected characteristics when assessing suitability. Further equality impact assessment is underway to examine and mitigate any potential disproportional impacts on service delivery for individuals receiving adult social care and support (who may have a number of protected characteristics in particular age and disability) – for example, increased waiting lists, increased time taken to respond, reduction in planned work, or increased amount of crisis response.
P6	<p>East Bristol Intermediate Care Centre</p> <p>Review with the intention to offer East Bristol Intermediate Care Centre to alternative providers, or close the centre. The centre provides care and accommodation for 17 people over the age of 18 who stay for up to six weeks to help them to be independent after a hospital admission or illness. This is a discretionary service offered by the council.</p>	400	500	0	0	0	900	The majority of service users are older people. Further equality impact is underway to identify and address any disproportionate impact for service users.
R22	<p>Debt collection outreach</p> <p>Reduce the temporary funding to the debt outreach programme, which worked with individuals in debt to the council, and instead improve signposting to specialist providers of debt advice in the city.</p>	100	-100	0	0	0	0	Further analysis is underway to ensure the approach does not exacerbate existing issues or disparities in debt by protected characteristics. Ethical debt policy should partially mitigate risks.

Section 1: Health, care and wellbeing – continued

Ref	Proposal for consultation	23/24 £000	24/25 £000	25/26 £000	26/27 £000	27/28 £000	Total £000	Equalities Impact
R23	<p>Unified financial assessments</p> <p>Externally commission and/or join up pockets of the same or similar functions across the council that carry out citizens financial assessments (e.g. to determine eligibility for services, exemptions and discounts). This will reduce duplication of application for the customer, improve response time and achieve cost reductions. This area of activity has the potential to significantly increase should the adult social care charging reforms be rolled out as planned and as a result achieve greater future year efficiencies.</p>	30	0	0	0	0	30	No significant equality impact identified at this stage.
R29	<p>Discretionary rate relief (#1)</p> <p>Suspend the council's discretionary rate relief scheme and the discretion to 'top-up' relief to 100% of the Business Rates due, following the required 12 months' notice period. Eligible registered charities and other voluntary and community organisations will be restricted to mandatory relief of 80%.</p>	150	170	0	0	0	320	Potential disproportionate impacts for charities and other voluntary and community organisations that are led by or directly support equalities communities in Bristol are partially mitigated by mandatory 80% relief. Further analysis is underway to assess the extent to which this proposal might disproportionately impact e.g. Black and minoritised ethnic-led, disability-led, and LGBTQ+ led-organisations.
R30	<p>Discretionary rate relief (#2)</p> <p>Robustly administer the existing discretionary Business Rates relief policy ensuring that discretionary Business Rates relief is only paid to those organisations set out in the policy as eligible.</p>	0	200	0	0	0	200	Further analysis should assess the extent to which this proposal might disproportionately impact e.g. Black and minoritised ethnic-led, disability-led, and LGBTQ+ led-organisations.

Section 1: Health, care and wellbeing – continued

Ref	Proposal for consultation	23/24 £000	24/25 £000	25/26 £000	26/27 £000	27/28 £000	Total £000	Equalities Impact
R21	<p>Local crisis prevention fund</p> <p>Reduce contributions by 50% to the local crisis prevention fund, which provides discretionary emergency payments for essentials and household goods for individuals in financial hardship. We will refer unsuccessful claimants to other services, such as money or debt advice. We will top up the fund should additional external funding such as the government's Household Support Fund which supports low-income households be received.</p>	350	0	0	0	0	350	Further analysis is underway to identify potential mitigations where there is likely to be a disproportionate negative impact on low-income households. The local crisis prevention fund is cited as a major mitigation to address disparities for people living in poverty. The 50% allocated to support new and existing council tenants with emergency living expenses and household goods will remain.

Homes and communities:

Ref	Proposal for consultation	23/24 £000	24/25 £000	25/26 £000	26/27 £000	27/28 £000	Total £000	Equalities Impact
GR7	<p>Temporary accommodation need</p> <p>We will reduce the costs of providing temporary accommodation to those with immediate housing needs. We will do this by creating new temporary accommodation, making use of existing properties, including council housing, and working with partners to source available properties. This will reduce our spend on expensive and inappropriate accommodation like hotels.</p>	2,861	2,439	2,189	0	0	7,489	Minoritised ethnic communities, single households and younger people are over-represented in temporary accommodation and homelessness applicants locally and nationally. Further equality analysis is underway to ensure suitable accommodation is safe, accessible/ adaptable, culturally appropriate and near support networks, with a sufficient range of properties to meet differing needs including for larger families.

Transport and connectivity:

Ref	Proposal for consultation	23/24 £000	24/25 £000	25/26 £000	26/27 £000	27/28 £000	Total £000	Equalities Impact
GR15	<p>Transport and highway maintenance</p> <p>Access alternative income sources (some of which may be one-off) to pay for routine maintenance and improvements to sustainable transport and air quality to help improve health.</p>	1,000	-500	-500	0	0	0	No significant equality impact identified at this stage.

Section 2: Other ideas – consultation may be required and may follow

These proposals are newer and many of these will need more work to shape the proposals and may require further public consultation and assessment. This may change however as proposals are developed in more detail and we will keep this under review. We would like to hear your views on these proposals now, as part of this budget consultation. If further consultation is required, no decision will be made until it has been completed and considered. This does not prevent us setting a budget for 2023/24 in February as Full Council considers our overall spending envelope, not the details of how we spend the money.

We have grouped our proposals in this section under the seven themes in the council's [Corporate Strategy 2022 to 2027](#).

The reference numbers (P23, P14 etc) are internal codes the council uses to track these savings. It would help us if you refer to these codes if you make any comments in the free text question in the survey.

Children and young people:

Ref	Proposal for consultation	23/24 £000	24/25 £000	25/26 £000	26/27 £000	27/28 £000	Total £000	Equalities Impact
Page 10	<p>Early Help in communities, including children's centres and family hubs</p> <p>We are proposing to review how we provide Early Help in communities, including children's centres and family hubs. The aim is to bring together more services that can be delivered from a range of different local venues and increase the amount of outreach work and online support we are able to provide, reducing the spend on buildings and staffing costs.</p>	600	150	0	0	0	750	As children's centres are a local service, often co-located with education provision, any reductions are likely to have a disproportionate impact on low-income households, those who are more reliant on public transport or who find their transport links are less convenient and accessible, as well as parents and carers (predominantly women as main care givers) and children - particularly Disabled children and those with complex needs. Further equality impact assessment is underway to maximise the positive impact of outreach and online work and mitigate any potential negative impacts of a reduction in maintained buildings.

Section 2: Children and young people – continued

Ref	Proposal for consultation	23/24 £000	24/25 £000	25/26 £000	26/27 £000	27/28 £000	Total £000	Equalities Impact
P14	<p>Trauma-informed programme</p> <p>New trauma-informed (recognises that many behaviours and symptoms are the result of traumatic experiences) programme of support for children with very complex care needs. Delivered in association with partners this will result in improved outcomes and reduced risk, whilst lowering the contract costs of caring for children with very complex needs.</p>	750	750	0	0	0	1,500	Potential positive impact. Further equality impact assessment is underway to ensure culturally appropriate services support the diverse need of children and families.
P21	<p>Home to education transport for 16–25 year olds</p> <p>Develop more sustainable travel options, including independent travel, for young people with Special Educational Needs and Disability aged 16-25.</p>	200	200	0	0	0	400	It will be necessary to ensure that there is sufficient capacity and supply of home to school travel options which meet the needs of older children and young adults with special educational needs and disabilities. Further equality impact is underway to identify and address any disproportionate impact for service users.
P13	<p>Keeping Families Together</p> <p>We will redesign our services to focus on providing greater support to families in crisis, which would result in better outcomes and also reduced costs through reaching families quicker and identifying appropriate support quicker reducing the likelihood of escalation of needs. This will be done via service redesign, the review of third-party contracts and explore providing specific services in house.</p>	700	700	0	0	0	1,400	Further equality impact assessment is underway to consider likely disproportionate impact on e.g. digitally excluded, deprived, and ethnically minoritised communities, and outline possible mitigations.

Economy and skills:

Ref	Proposal for consultation	23/24 £000	24/25 £000	25/26 £000	26/27 £000	27/28 £000	Total £000	Equalities Impact
GR9	Culture and creative industries funding Review of the music, art and culture offer, so that spend is more targeted to better enable inclusion, and a further review of staff structures.	150	250	250	0	0	650	Further equality impact is underway to ensure that cultural investment is inclusive, accessible and sufficiently targeted to communities of interest.

Health, care and wellbeing:

Ref	Proposal for consultation	23/24 £000	24/25 £000	25/26 £000	26/27 £000	27/28 £000	Total £000	Equalities Impact
P1 Page 12	Bristol Community Links Service We will continue to make efficiencies in the delivery of our community and day services for adults.	500	0	0	0	0	500	Review of the individual care needs for service users is underway to take account of specific requirements, and consideration of equality needs will inform any external contracting process once the market engagement has commenced.
P5	Redfield Lodge To review and develop a more efficient and effective delivery model for Redfield Lodge.	676	0	0	0	0	676	Any changes to in-scope services are likely to impact on older adults, Disabled people (including people with dementia) and carers, and review of individual care services, based on the chosen model, will be subject to separate equality impact assessment.
P7	Concord Lodge To review and develop a more efficient and effective delivery model at Concord Lodge.	100	0	0	0	0	100	Any changes to in-scope services are likely to have a disproportionate impact on older adults, Disabled people (including people with dementia) and carers; and review of individual care services will be subject to separate equality impact assessment.

Section 2: Health, care and wellbeing – continued

Ref	Proposal for consultation	23/24 £000	24/25 £000	25/26 £000	26/27 £000	27/28 £000	Total £000	Equalities Impact
R20	<p>Local Council Tax Reduction Scheme</p> <p>Design and implement a more targeted Local Council Tax Reduction scheme. This could include the introduction of a flat rate 10% – 20% reduction in support for working age households or the introduction of a banding scheme with targeted 100% protection to some working age households. This would align Bristol more closely with the provision made by other local authorities. The figure in this table provides an illustration only of the potential cost reduction from a 10% flat rate reduction.</p>	0	3,000	0	0	0	3,000	Although this is in line with what other local authorities are doing, the proposal will be considered in the context of the wider cumulative impact of our other budget savings proposals, and how the cost of living crisis is impacting low-income households in Bristol. As this is a £3m saving proposal and current eligibility is low income and receipt of means tested benefits, further equality impact assessment is underway to consider how to mitigate (or justify if necessary) the disproportionately negative impact overall on deprivation – as well as considering how to target reductions in an equitable way to avoid direct or indirect discrimination.

Homes and communities:

Ref	Proposal for consultation	23/24 £000	24/25 £000	25/26 £000	26/27 £000	27/28 £000	Total £000	Equalities Impact
GR11	<p>Libraries</p> <p>Reduce the amount of money we spend on the library service. Consider a reduced library service and work with communities to design the wider offer. A review will include the potential move of Central Library to another central location.</p>	-66	1,450	0	0	0	1,384	There are significant disparities in citizen satisfaction with libraries (particularly for disabled people, full-time carers, and people living in the 10% most deprived areas). Further consultation is required, and further equality analysis is underway to assess the potential disproportionate impact of library service changes on equalities groups, marginalised and migrant communities, and vulnerable people within particular localities. As well as to identify specific mitigations for access needs, digital exclusion, early years impacts, literacy, carers, young people, older people, and areas of deprivation.
GR12 -A	<p>Parks Service</p> <p>Review the council's green spaces to enable community or alternative management, reducing the council's costs. Stop, reduce, change or pause activities to make savings and reduce staff costs.</p>	-1390	2890	0	0	0	1,500	Disabled people, carers, single parents, council renters and people living in the 10% most deprived areas of Bristol are significantly less likely to be satisfied with the quality of parks and green spaces. Further assessment is underway to assess any disproportionate impacts of potential changes to front-line services, and the possibility of different standards of green spaces across the city – especially for children and young people, by locality and areas of deprivation, accessibility, health and wellbeing etc.

Section 2: Homes and communities – continued

Ref	Proposal for consultation	23/24 £000	24/25 £000	25/26 £000	26/27 £000	27/28 £000	Total £000	Equalities Impact
P20	Communities and Neighbourhoods team Reduction in Community Development Activity, to be achieved by not recruiting to a number of existing vacancies.	62	0	0	0	0	62	The Communities and Neighbourhoods Team support a wide range of diverse communities and teams across the Council, including specific work to tackle the cost of living crisis, and to promote disability equality. Equality impact assessment is underway to identify the extent of any potential external impact relating to public facing services.

Transport and connectivity:

Ref	Proposal for consultation	23/24 £000	24/25 £000	25/26 £000	26/27 £000	27/28 £000	Total £000	Equalities Impact
CP2.1	City Transport discretionary activities Reduce the City Transport budget by focusing on statutory areas and making reductions in discretionary activities, including transport studies, and reviewing our approach to income and expenditure on bus-shelters and bus-stops.	940	-100	0	0	0	840	At this stage we have not identified any significant equality impact. However, more work is required to develop the proposals and minimise any potential reduction in our capacity to ensure transport infrastructure is safe and accessible. Any specific proposals will be subject to individual equality impact assessments.

Section 3: Other ideas – no consultation required

These proposals are new for the 2023/24 budget. However, we do not think that they are likely to mean major changes to services the council provides, so we are not planning to ask you about them any further. We are describing these here to give a full picture of our savings options.

All of the proposals in this section relate to the [Corporate Strategy 2022 to 2027](#) theme: **Effective Development Organisation**.

The reference numbers (R27, R28 etc) are internal codes the council uses to track these savings. It would help us if you refer to these codes if you make any comments in the free text question in the survey.

Effective development organisation:

Ref	Description of proposal for consultation	23/24 £000	24/25 £000	25/26 £000	26/27 £000	27/28 £000	Total £000	Equalities Impact
R27	Restructure of Finance division Undertake a review of the structures within the Finance division to support a smaller organisation.	998	0	0	0	0	998	No significant equality impact identified at this stage.
R28	Equality and inclusion Reduce spending within the Equality and Inclusion service by deleting vacancies and prioritising the role of the service in supporting the council to meet its statutory duties. This would reduce our resource for supporting the wider council and reduce initiatives to attract and develop a diverse workforce that represents the city we serve.	60	0	0	0	0	60	Whilst public sector equality duty functions will be maintained, there may be reduced capacity to support particular groups, and internally there may be less capacity to support targeted interventions and training in relation to equality and inclusion, which could particularly impact staff groups with existing disparities such as disabled and racially minoritised colleagues, unless expertise is mainstreamed in wider council services.
R1	Company governance arrangements Change the governance arrangements for companies owned by Bristol City Council, moving the cost of administration to the companies themselves whilst ensuring the necessary oversight of council spend and governance remains.	50	0	0	0	0	50	Any changed governance arrangements should ensure there is assurance that companies consider equality impacts of their functions and decision making.

Section 3: Effective development organisation – continued

Ref	Description of proposal for consultation	23/24 £000	24/25 £000	25/26 £000	26/27 £000	27/28 £000	Total £000	Equalities Impact
R3	Lord Mayor's Chapel Transfer management of the Lord Mayor's chapel to Bristol Cathedral.	60	0	0	0	0	60	No significant equality impact identified at this stage. This is a non-denominational church. Whilst the proposal does factor in the requirements of the congregation, further analysis is underway to assess whether the proposal may reduce capacity to use the Lord Mayor's Chapel for events which promote equality.
R4.1	Member Development Reduce the amount of money we spend on discretionary and external training and support for councillors and seek to maximise the support for entities such as the Local Government Association.	65	0	0	0	0	65	The member development programme includes training/awareness raising on the public sector equality duty and helps to support the aim of increasing the diversity of members. Further consideration is underway to assess whether we have sufficient in-house capacity to deliver Equality and Inclusion training.
R6	Executive Office Reduce the amount of money we spend on staff whose role is to provide administrative support to Executive Directors and Directors.	150	0	0	0	0	150	No significant equality impact identified at this stage.
R7	Mayor's Office Reduce the amount of money we spend on staff and activities performed by the Mayor's Office with a deletion of this function from 2024/25 (upon the end of the Mayoral term) and identify opportunities for reductions in 2023/24.	75	425	0	0	0	500	There may be a reduction in the capacity of the council to respond dynamically to emerging needs of specific protected characteristic groups via special projects and initiatives. Further analysis is underway to assess the potential impact and mitigations for removal/reduction of specific strands of activity.

Section 3: Effective development organisation – continued

Ref	Description of proposal for consultation	23/24 £000	24/25 £000	25/26 £000	26/27 £000	27/28 £000	Total £000	Equalities Impact
R24	Legal and Democratic Services Reduce the cost of Legal and Democratic Services.	900	0	0	0	0	900	No significant equality impact identified at this stage.
R17	Learning and development Reduce discretionary spend on Learning and Development. Prioritise funding for statutory and mandatory training and training that is in direct support of organisational priorities.	200	0	0	0	0	200	Whilst staff training is used to improve officers' knowledge of equality duties, and the needs of Bristol's diverse communities, and is cited on the majority of service level annual quality action plans, there is a commitment to prioritise this training.
R18	Workforce and Change service Restructure the council's HR, Change, and Learning and Development functions to support a smaller organisation, with a further redesign in 26/27 following the implementation of the council's change programme.	582	0	0	150	0	732	We need to ensure that overall the council has sufficient expertise to advise on HR aspects of positive action, recruitment and selection, and arbitrate in complex staff disputes which relate to harassment/victimisation etc.
R9	IT Service Reduce the amount of money we spend on staff by restructuring and reducing our internal ICT service.	450	550	0	0	0	1,000	Further analysis is underway to consider the impact on delivery of the accessibility and inclusion aims of the council's Digital Strategy such as providing dedicated accessibility expertise. There may be potential to add specialised capacity on accessibility as part of a restructure, which would offer enhanced benefits for Disabled staff and service users.

Section 3: Effective development organisation – continued

Ref	Description of proposal for consultation	23/24 £000	24/25 £000	25/26 £000	26/27 £000	27/28 £000	Total £000	Equalities Impact
R12	IT contracts Review all of our spending on IT software and services across the entire council. Seek to reduce or cancel any non-essential contracts and services.	100	50	0	0	0	150	Equality impact assessment will consider any potential impact on the council's ability to provide fully accessible digital solutions for staff and service users, as well as ensuring that technology is compatible with assistive technology and third-party providers respond to emerging issues in a timely and effective way. It is not anticipated that there will be a material direct impact on any equalities groups; however this can be an overlooked area in digital changes and impacts are often masked, so case-by-case assessments will need to be made as contracts are identified.
R14	Marketing, Communications, Design, Web and Consultation Reduce spending on marketing, communications, design, web, and consultation by council teams.	130	0	0	0	0	130	Equality impact assessment will consider the need to minimise any negative impact on the councils' ability to provide accessible, inclusive and culturally appropriate communications in a wide range of formats to meet the diverse needs of Bristol's citizens and, in particular, to reach vulnerable or marginalised groups.
GR4	Economic Development Service We will review the Economic Development Service and functions to deliver a service to businesses in Bristol which runs at a lower cost.	190	0	0	0	0	190	Potential impacts being considered include the reduction of capacity to deliver partnership plans, which impact those which focus on inclusive growth, and low paid sectors - where there is a prevalence of women, young people and people from Black, Asian and other minoritised ethnic groups.

Page 19

Section 3: Effective development organisation – continued

Ref	Description of proposal for consultation	23/24 £000	24/25 £000	25/26 £000	26/27 £000	27/28 £000	Total £000	Equalities Impact
R11	City Innovation Team Cease all activities and delete the City Innovation Team (which focuses on discretionary projects such as digital and smart city innovations).	6	76	0	0	0	82	Further analysis is underway to assess the extent to which the proposal may reduce the council's capacity to support equity in digital transformation.
R16	Networking, partnership and influence services Review and possibly reduce or stop some services that focus on partnership working at home and abroad. This includes our work with national and international networks which focus on the role of elected Mayors.	0	90	160	0	0	250	There is not anticipated to be a material impact, although women are over-represented within the affected staff group. Equality impact assessment will examine potential indirect impacts through reducing activity which can enable partnerships to deliver community activity. (For example, teams have previously facilitated city-wide work on race equity, employment etc.)
P16	Democratic engagement Review of Democratic Engagement staffing structures in the context of the change to council governance.	0	50	0	0	0	50	Further assessment is underway to consider mitigations for potential reduction in capacity to carry out work to help diversify and support equality training for members, as well as providing specific support for 14% of councillors who are Disabled.
P17	Early Years: Family Information Website Re-procurement of the Family Information Service Website has resulted in a further saving. This will result in no change of service.	15	0	0	0	0	15	No equality impact identified at this stage.

Section 3: Effective development organisation – continued

Ref	Description of proposal for consultation	23/24 £000	24/25 £000	25/26 £000	26/27 £000	27/28 £000	Total £000	Equalities Impact
R8	<p>Review of legal services budgets to reflect corporate priorities</p> <p>Save money by reducing the amount of non-essential legal work undertaken, avoid duplication and prioritise areas where legal input is required.</p>	150	0	0	0	0	150	No significant equality impact identified at this stage.