

## Bristol City Council Equality Impact Relevance Check



This tool will identify the equalities relevance of a proposal, and establish whether a full Equality Impact Assessment will be required. Please read the guidance prior to completing this relevance check.

What is the proposal?	
Name of proposal	MTFP and Capital Strategy
Please outline the proposal.	<p>The Medium Term Financial Plan (MTFP) and Capital Strategy are key parts of the Council's financial planning process and set out the Council's strategic approach to the management of its finances and provides a framework within which delivery of the Council's priorities will be progressed.</p> <p>In developing the financial outlook for 2021/22 to 2025/26 various assumptions have been made. These are modelling assumptions and at this point do not constitute a decision. The point at which decisions are made regarding these assumptions a full equalities impact will be undertaken.</p>
What savings will this proposal achieve?	The MTFP and Capital Strategy outline key resourcing principles which support long term planning and don't directly propose any specific savings
Name of Lead Officer	Michael Pilcher

### Could your proposal impact citizens with protected characteristics?

(This includes service users and the wider community)

Please outline where there may be significant opportunities or positive impacts, and for whom.

Against the uncertain backdrop of the on-going COVID 19 pandemic and local government financing, councils could face a spike in demand for already hard-pressed services such as adult and children's services and support for people at risk. The number of vulnerable adults (for example frail elderly people or those with learning disabilities and mental health) and vulnerable children (for example, those with special educational needs and disabilities) and associated cost pressures are all increasing.

The funding position beyond 2020 is very uncertain; not least the ongoing delays in the spending review. The budget planning that has followed models 2021/22 to 2025/26 and incorporate the following specific assumptions:

- Pay award of up to 2.7% for estimated pay awards in future years
- Increases in Council tax at 1.99% (subject to public consultation)
- Delivery of previously agreed savings proposals

Assumptions regarding increases in Council Tax are taken each year as part of the annual budget setting process and subject to a specific equalities impact assessment at that point.

Previously approved savings proposals from prior budget setting decisions which include ongoing savings for 2020/21 have been subject to individual equality relevance checks and/or equality impact assessments, with updates where appropriate. These are published on the council's website <https://www.bristol.gov.uk/council-spending-performance/council-budgets>. They will continue to be updated as appropriate.

Any future individual proposals will be subject to their own separate Equality Impact Assessment, consultation and assessment procedures at the relevant time. Decision makers will have the ability to make changes to the individual spending plans following consultation (where necessary) and detailed evaluation of the impact of

proposals.

These increasingly limited resources, we have continued to prioritise services that make the biggest difference to those in greatest need. We are conscious of the impact of COVID-19 and council tax increases on Bristol residents. That provides a difficult balancing act between council tax increases; income charges; income generation; financial affectability and service reductions.

The overall budget envelope sets out the monies available for the Council which enables the delivery of the Councils priorities.

The Council has continued to provide a local Council Tax reduction scheme that supports working age people on a similar basis to those who previously received 100% Council Tax benefit prior to this being abolished in 2013; and is one of a handful of English councils to do so and schemes had seem significant increase in uptake during the pandemic. Pensioners are protected from any changes under the prescribed national scheme.

Relevance Checks and EQIAs, where necessary are carried out for individual service proposals within the overall budget and individual reports associated to the key funding streams. These are live documents which are updated as more information becomes available as propositions are developed and the latest position is considered by members prior to decision making and will be submitted to Full Council with the overall budget proposals in February.

Please outline where there may be significant negative impacts, and for whom.

See above

**Could your proposal impact staff with protected characteristics?**

(i.e. reduction in posts, changes to working hours or locations, changes in pay)

Please outline where there may be significant opportunities or positive impacts, and for whom.

N/A – this is determined at a service or directorate level

Please outline where there may be negative impacts, and for whom.

N/A – this is determined at a service or directorate level

**Is a full Equality Impact Assessment required?**

Does the proposal have the potential to impact on people with protected characteristics in the following ways:

- access to or participation in a service,
- levels of representation in our workforce, or
- reducing quality of life (i.e. health, education, standard of living) ?,

Please indicate yes or no. If the answer is yes then a full impact assessment must be carried out. If the answer is no, please provide a justification.

No  
Specific Relevance Checks and EQIAs are conducted against individual proposals when related decisions are required.

Director:

Equalities Officer sign-off and date:

Denise Murray 28/09/2020

Reviewed by Equality and Inclusion Team 29/9/2020