

Equality Impact Assessment



Cumulative Equality Impact Assessment of proposed budget savings 2022-23	
<input checked="" type="checkbox"/> Budget Proposal	<input checked="" type="checkbox"/> Changing
Directorate: Resources	Lead Officer name: Denise Murray
Service Area: Finance	Lead Officer role: Service Director - Finance

1.1 What are the aims and objectives/purpose of this proposal?

Budget context

Every year, we agree on a budget for the following year which shows how much money we will be able to spend on the services we provide. The money the council has available to spend on delivering day-to-day services to citizens is called the revenue budget. Bristol City Council is required by law to set a balanced budget however we face a large potential gap in our core budget next year. With such a significant challenge the budget cannot be balanced without additional funding, making greater efficiencies (doing the same for less money) or by transforming the way we do things.

The Council has defined statutory responsibilities, but deliver against a far broader agenda, providing universal services benefiting the whole community, and targeted services aimed at individuals, communities with particular needs, and businesses – administered by our workforce, city partners, stakeholder organisations and commissioned services.

The COVID-19 pandemic has been far reaching, with a lasting impact on our people and our economy. Our finances are stretched to the limit and up and down the country councils are facing similar funding crisis with less money to keep services going. This is because more money is needed to: help citizens with the immediate impact of the COVID-19 pandemic including the economic impact for low-income households; support more people than ever with mental health and social care services; and meet the rising need and cost of home to school transport for children with special educational needs and disabilities (SEND). At the same time, the pandemic saw us receive less income from business rates, commercial rentals, parking, sports facilities, and our museums, shops and cafes – and we expect this trend to continue for some time.

The [Medium Term Financial Plan](#) underpins the Council's financial planning process and outlines the approach we will take to meet the challenges presented by focusing primarily on delivering efficiencies, service re-design programmes which cut across directorate boundaries, and increasing external income and Invest to Save revenue.

The Budget Equality Impact and Cumulative Impact Assessment process

Bristol City Council anticipates the potential impact for different communities of our budget proposals by carrying out an equality impact assessment process on each of the proposed savings. Even when we plan to consult in more detail on specific service delivery proposals at a later time, we must make sure that any proposals that are likely to affect future services are informed by sufficient consultation and proper analysis, this is how we pay due regard to any decisions made. This is so that decision makers can have due regard to any likely disproportionate or negative impact for citizens, service users or employees on

the basis of their protected and other relevant characteristics at the time the budget is approved and on an ongoing basis as propositions are further developed.

This Cumulative assessment looks at the potential collective equality impacts of all the proposed savings and key budget decisions taken together as a whole to identify any particular compound issues or disparities, and what we can do to mitigate them.

Decision making

The recommendations regarding the budget proposals are made by the Mayor in Cabinet and then taken to Full Council, where the budget is set. During the development of budget proposals, officers and Cabinet members have been mindful of the potential impacts that any changes could have on key communities and on the city as a whole, and for several savings proposals there has already been a comprehensive equality impact assessment developed throughout existing projects which has been updated.

We are still scoping changes to our Capital Programme which may result in additional equality impacts. Equality Impact Assessments will be conducted with mitigations for any impacts and published ahead of Full Council.

There are no specific savings currently attached to reviewing waste services, but this will be considered in future in-line with the Bristol Waste business plan and a full Equality Impact Assessment will be conducted.

Our Approach

A key part of our purpose as a local authority is to support those at risk or in need, and the majority of our revenue budgets are spent on services for people. Therefore any change to the costs of delivering our services or our funding, has potential for impact and we have taken into consideration the issue of both direct and indirect impacts on individuals and groups of people when working to deliver a set of proposed budget reductions. It is also important to recognise that although the proposed level of reduction is significant, we will still be spending or directing the spend of significant sums across the city to achieve our priorities.

Our existing Corporate Strategy sets out how we work with other service providers and organisations and how we are planning to meet the challenges of a growing and ageing population, increased demand for care services and make sure people have the services they need, regardless of background.

[Corporate Strategy - bristol.gov.uk](https://www.bristol.gov.uk/corporate-strategy)

Our Equality and Inclusion Policy sets our vision: recognising the contributions that people from different backgrounds make, actively tackling inequality and fostering good relationships across our communities. As well as our firm commitment to the Public Sector Equality Duty our aspirations go further to include people in care, refugees and migrants, people with caring responsibilities and the inequality resulting from socio-economic disadvantage. [Equalities policy - bristol.gov.uk](https://www.bristol.gov.uk/equalities-policy)

Our aim is to minimise direct and indirect impacts on our communities in this budget, specifically our communities from equalities groups, people living in deprivation and those with other characteristics, and where impacts are probable or likely, that we mitigate against these how and where we can. In building our approach to these budget reductions, we have at all times sought to find the required savings in areas which have the minimum direct impact on people and been clear how we will reshape the ongoing investment to pick up key areas of work. In this context we have also looked at wider measures which have enabled us to maintain many of our services targeted to those more vulnerable in our city.

As well as asking people about options for Council Tax funding and a Social Care Precept¹, the broad areas of priority that we consulted on are:

- Property and capital investment
- Be more business-like and secure more external resource
- Improve efficiency
- Digital transformation

¹ [Budget 2022-2023 Consultation - Bristol - Citizen Space](#)

- Reducing the need for direct services
- Redesigning, reducing, or stopping services

1.2 Who will the proposal have the potential to affect?

<input checked="" type="checkbox"/> Bristol City Council workforce	<input checked="" type="checkbox"/> Service users	<input checked="" type="checkbox"/> The wider community
<input checked="" type="checkbox"/> Commissioned services	<input checked="" type="checkbox"/> City partners / Stakeholder organisations	
Additional comments:		

1.3 Will the proposal have an equality impact?

<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No	[please select]
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2.1 What data or evidence is there which tells us who is, or could be affected?

Data / Evidence Source [Include a reference where known]	Summary of what this tells us
<u>Census 2011</u> and <u>Census 2021</u> <u>2011 Census Key Statistics About Equalities Communities</u>	The Census details the demographic profile of Bristol. The first results of the 2021 census will not be available until Spring 2022, so demographic data is still informed by 2011 census and other population related documents (listed below)
<u>The population of Bristol</u>	Updated annually. The report brings together statistics on the current estimated population of Bristol, recent trends in population, future projections and looks at the key characteristics of the people living in Bristol.
<u>New wards: data profiles</u> <u>Ward Profiles - Power BI tool</u>	The Ward Profiles provide a range of data-sets, including Population, Life Expectancy, health and education disparities etc. for each of Bristol's electoral wards.
<u>Bristol Quality of Life survey 2020/21 final report</u> <u>Quality of Life 2020-21 — Open Data Bristol</u>	<p>The Quality of Life (QoL) survey is an annual randomised sample survey of the Bristol population, mailed to 33,000 households (with online & paper options), and some additional targeting to boost numbers from low responding groups. In brief, the 2020 QoL survey indicated that inequality and deprivation continue to affect people's experience in almost every element measured by the survey.</p> <p>The Open Data 'Equalities View' tool shows at a glance the disparities for each Quality of Life indicator based on people's characteristics and circumstances including protected characteristics, caring responsibility, tenancy, education level, and deprivation.</p> <p>Additional sources of useful workforce evidence include the <u>Employee Staff Survey Report</u>, <u>Pulse surveys</u> and <u>Stress Risk Assessment Form</u> completed by individuals and teams [internal links only]</p>

<p><u>Citizens' Assembly</u></p>	<p>The citizens' assembly is composed of 60 randomly selected participants. The group reflects as far as possible the diversity of the population in terms of age, sex, ethnicity, disability, employment status, and geographical location. Bristol Citizens' Assembly was part of a process created by the city of Bristol to gather public input to inform its COVID-19 recovery plan.</p>																														
<p><u>Joint Strategic Needs Assessment (JSNA)</u></p>	<p>The Joint Strategic Needs Assessment reports on the health and wellbeing needs of the people of Bristol. It brings together detailed information on local health and wellbeing needs and looks ahead at emerging challenges and projected future needs. The JSNA is used to provide a comprehensive picture of the health and wellbeing needs of Bristol (now and in the future); inform decisions about how we design, commission and deliver services, and also about how the urban environment is planned and managed; improve and protect health and wellbeing outcomes across the city while reducing health inequalities; and provide partner organisations with information on the changing health and wellbeing needs of Bristol, at a local level, to support better service delivery.</p>																														
<p><u>Final report on progress to address COVID-19 health inequalities - GOV.UK (www.gov.uk) December 2021</u></p>	<p>Multiple sources of data and evidence have highlighted the disproportionate impact of COVID-19 on equalities communities, and the impact of measures taken to address this. This final report highlights the government response to the original recommendations and the long lasting 'take homes'. This highlights the importance of not treating ethnic minorities like a homogenous group and nurturing existing local partnerships and networks for public health programmes. It also gives recommendations around communications, developing and providing materials in multiple languages and working with community partnerships to improve understanding and co-create content for key audiences.</p>																														
<p><u>HR Analytics: Power BI reports (sharepoint.com) [internal link only]</u></p> <p><u>Equality and Inclusion Annual Progress Report 2020-21 (pdf, 982KB) Appendix – Workforce Diversity Data – summary analysis</u></p>	<p>The Workforce Diversity Report shows Bristol City Council Workforce Diversity statistics for Headcount, Sickness, Starters and Leavers data. The report is updated once a month with data as at the end of the previous month. It excludes data for Locally Managed Schools/Nurseries, Councillors, Casual, Seasonal and External Agency employees. The report is based on the sensitive information that staff add to Employee Self Service on iTrent (ESS).</p> <table border="1" data-bbox="651 1653 1516 2143"> <thead> <tr> <th></th> <th>BCC headcount % (30 Nov 2021)</th> <th>Bristol Working Age Population (16-64)</th> </tr> </thead> <tbody> <tr> <td>Age 16-29</td> <td>12.7%</td> <td>39.0%</td> </tr> <tr> <td>Age 30-39</td> <td>22.2%</td> <td>24.0%</td> </tr> <tr> <td>Age 40-49</td> <td>24.4%</td> <td>16.0%</td> </tr> <tr> <td>Age 50-64</td> <td>40.7%</td> <td>21.0%</td> </tr> <tr> <td>Disabled</td> <td>9.0%</td> <td>12.0%</td> </tr> <tr> <td>Asian / Asian British</td> <td>2.6%</td> <td>5.8%</td> </tr> <tr> <td>Black / Black British</td> <td>5.1%</td> <td>5.3%</td> </tr> <tr> <td>Mixed ethnicity</td> <td>3.5%</td> <td>2.9%</td> </tr> <tr> <td>Other ethnic groups</td> <td>0.5%</td> <td>1.0%</td> </tr> </tbody> </table>		BCC headcount % (30 Nov 2021)	Bristol Working Age Population (16-64)	Age 16-29	12.7%	39.0%	Age 30-39	22.2%	24.0%	Age 40-49	24.4%	16.0%	Age 50-64	40.7%	21.0%	Disabled	9.0%	12.0%	Asian / Asian British	2.6%	5.8%	Black / Black British	5.1%	5.3%	Mixed ethnicity	3.5%	2.9%	Other ethnic groups	0.5%	1.0%
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	White	80.2%	85.0%
	Female	60.4%	49.0%
	Male	39.2%	51.0%
	Use another gender term	0.1%	-
	Christian	26.5%	43.5%
	Other religion/belief	6.7%	7.3%
	No religion/belief	39.8%	41.5%
	Lesbian, Gay or Bisexual	5.6%	9.1%
	Trans	0.1%	-

[Nomis - Official Labour Market Statistics \(nomisweb.co.uk\)](https://www.nomisweb.co.uk)

[Business demography, UK - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk)

Within the West of England, Bristol is the primary economic centre and prior to COVID-19 nearly half of all the jobs (44.8%) and enterprises (40.1%) were located in Bristol. The employment rate in Bristol is the second highest of the UK core cities and above the national average at 75.4%. Bristol has a higher proportion of people employed in managerial, professional and technical roles (58% compared to 50% for Great Britain).

While the diverse and high skilled economy of the city has provided protection for some of our key industries and employment, there has been significant impact on key sectors e.g. hospitality, retail and leisure. 12,300 working age residents were unemployed in the 12 months ending December 2020, a rate of 4.6% equal to the UK unemployment rate (model based). In July 2021 16,585 working age residents were claiming out of work benefits, this represents 5.2% of the city's working age population. The overall claimant count includes 2,890 young people aged 16-24 years (17% of claimants) and 3,175 residents aged 50 years and over (19% of claimants).

In 2020 there were 22,780 business units in Bristol (VAT / PAYE registered), 18,560 business units (over 81%) with 0-9 employees and therefore classified as micro businesses. Just under 19% of registered businesses in 2020 were private sector employers with 10-250 people. Bristol had 91.3 business start-ups per 10,000 working age population in 2019.

[Designing a new social reality - Research on the impact of covid-19 on Bristol's VCSE sector and what the future should be – Black South West Network 2020](#)

Local research has highlighted how long-term underinvestment and lack of equity in funding and procurement has eroded the local Voluntary and community sector – in particular for Black and minority ethnic led organisations. 30% of the organisations surveyed stated to operate on an annual budget below £5,000, and an additional 18% operated on below £25,000. 42% of the organisations sampled had no paid staff at all and fully relied on volunteers to deliver their activities and services.

[Delivering an inclusive economy post COVID-19](#)

Our local partners have conducted some research into the impact of covid and women, and have provided recommendations on what service providers can do to reduce impact further impact.

2.2 Do you currently monitor relevant activity by the following protected characteristics?

<input checked="" type="checkbox"/> Age	<input checked="" type="checkbox"/> Disability	<input checked="" type="checkbox"/> Gender Reassignment
<input checked="" type="checkbox"/> Marriage and Civil Partnership	<input checked="" type="checkbox"/> Pregnancy/Maternity	<input checked="" type="checkbox"/> Race
<input checked="" type="checkbox"/> Religion or Belief	<input checked="" type="checkbox"/> Sex	<input checked="" type="checkbox"/> Sexual Orientation

2.3 Are there any gaps in the evidence base?

Although our corporate approach is to collect diversity monitoring for all relevant characteristics, there are gaps in the available local diversity data for some characteristics, especially where this has not always historically been included in census and statutory reporting e.g. for sexual orientation. We also know there are some under-reporting gaps in our workforce diversity information - where personal and confidential information is voluntarily requested from staff.

Although disabled people, lesbian gay and bisexual people, and older age groups were well represented in consultation responses, women were somewhat underrepresented (41%), as were young people (aged under 24), Black/Black British and Asian/Asian British people, and Muslims.

2.4 How have you involved communities and groups that could be affected?

We held a public Budget Consultation from Friday 5 November 2021 until Friday 17 December 2021. Alongside asking for views on different options for Council Tax next year in different formats including an [EasyRead](#) and a [British Sign Language](#) version, we shared some of the broad areas where we were looking at to reduce council spend to seek citizen's view. We made it clear in our communications that "We know we may need to consult with you about some of our more detailed saving proposals before we make any final decisions about them in future, and they may include difficult choices." In carrying out budget saving equality impact assessments we have also incorporated key learning from local equalities communities in response to previous consultations.

2.5 How will engagement with stakeholders continue?

All responses to the Budget Consultation will be analysed and included in the Council's Budget report that will be published on the Bristol City Council website in early 2022. We will take Budget consultation responses into account when developing our final proposals to put to the Cabinet and a meeting of the Full Council for approval. The final decision will be taken by Full Council at its budget setting meeting in February / March 2022.

Following the setting of the overall budget envelope there will be extensive engagement, consultation and co-design with affected communities on *some* specific proposals which will inform future decision making prior to implementation. Our approach to public engagement and consultation will proactively target under-represented respondents to increase the participation of people from equality groups and their local representative organisations. This will help to ensure that our services and actions are informed by the views and needs of all our citizens.

3.1 Does the proposal have any potentially adverse impacts on people based on their protected or other relevant characteristics?

GENERAL COMMENTS (highlight any potential issues that might impact all or many groups)

As well as identifying whether budget changes will have a disproportionate impact on particular groups (e.g. because they are over-represented in a particular cohort of affected service users), we need to pay particular attention to the risk of indirect discrimination: when an apparently neutral decision

puts members of a given group at a particular disadvantage compared with other people because of their different needs and circumstances.

Decision makers will have the ability to make changes to some of the individual spending plans following further consultation as appropriate and detailed evaluation of the impact of specific proposals. Within the proposed budget envelope there will be financial mitigation put aside for a degree of re-profiling and agreed amendments to proposals which may occur due to future consideration of equalities issues or other factors.

Where budget proposals are likely to impact on our workforce we will carry out consultation in line with the Council's Management of Change process and seek advice from HR and the Equality and Inclusion Team to mitigate risks of discrimination. For any savings which are likely to lead to changed job roles for our employees we will: use positive action initiatives as appropriate to address under representation across the workforce; advertise any new job opportunities in a range of ways to ensure a wide pool of applicants; review job paperwork including job descriptions and employee specification to make they are only for the skills, experiences and qualities needed to do the job and there are no discriminatory statements, requirements; and check tests, assessments and interview processes are accessible and transparent. Whilst such a significant reduction in budget will inevitably reduce the overall number of jobs in the council, we are already taking steps to reduce the impact on employees. For example, through vacancy management with the common activities programme, by deleting budgeted vacancies and also reducing the number of managers through succession planning. Where any jobs are subject to change we will prioritise redeployment opportunities for affected colleagues. For proposals which are likely to impact external workforce teams e.g. in commissioned services, we will consider any likely disproportionate impacts of TUPE transfer arrangements etc.

Proposals which look at reducing the number of buildings we use are also very much focused on making sure they have good quality facilities. Where proposals relate to changing work locations or conditions we will also consider the impact on those who may be more reliant on car parking or public transport; and provide and support access to funding for workplace adaptations and aids to enable disabled employees to obtain and retain their employment. We will provide reasonable adjustments whenever they are required and promote flexible working patterns wherever possible to maximise opportunities for people with caring responsibilities and those from faith groups or other relevant requirements.

As there is evidence showing that lack of equity in funding and procurement has eroded the local voluntary and community sector, we need to consider the extent to which any proposed reductions in budgets for commissioned services, or proposals to increase income (e.g. by reducing subsidies, passing on increased costs, or charging more commercial rates for premises and services) may have a disproportionate impact and without alternative income generating opportunities for the sector, could undermine the resilience of smaller organisations which are led by and/or support local equalities communities.

We are also aware of existing structural inequality and particular considerations, issues and disparities for people in Bristol based on their characteristics, and background which we have taken into account in making this budget proposal (see details below).

Priority areas and high-level summary of potential cumulative impact

Property and capital investment

How we get the best use of our assets, reduce our office accommodation and find new ways to share building space with partners and/or community groups. Amongst other things this could include a review on how much we charge businesses or other organisations that rent or lease from us, in most cases increasing rents. We may also use more of our capital (physical infrastructure) investments to reduce

- **Increasing rent/lease charges on property may have a disproportionate impact on small businesses and the local voluntary and community sector** – in particular for Black and minority ethnic led organisations, and for those who support equalities groups. We will consider Social Value in all future cost/benefit analysis.
- **Reducing office accommodation is likely to have a disproportionate impact on some employees**

<p>ongoing costs, for example by prioritising spending on preventative maintenance rather than new infrastructure. We would develop a plan that will:</p> <ul style="list-style-type: none"> • Identify opportunities to reduce the number of properties we manage to reduce risks, liabilities and revenue costs of the council’s estate • Directly respond to the climate emergency by reducing carbon emissions from our estate • Increase cost effectiveness of our buildings by increasing usage and value-for-money of our estate <p>(87% of consultation respondents agreed with this overall approach)</p>	<p>e.g. those who are more reliant on car parking or public transport (Age, Disability, Pregnancy/Maternity). We will provide and support access to funding for workplace adaptations and aids to enable disabled colleagues to obtain and retain their employment; promote flexible working patterns wherever possible to maximise opportunities for people with caring responsibilities; and continue to provide multi-faith spaces at our main working sites.</p>
<p>Be more business-like and secure more external resource</p> <p>When we charge clients, partners or citizens for goods or services, we may do so at the kind of market rates that you’d expect from a private business and reducing subsidies by other taxpayers. We may seek to secure more grants and external funding for services and activities, and collect debts which are owed to us ethically, but more effectively.</p> <p>(78% of consultation respondents agreed with this overall approach)</p>	<ul style="list-style-type: none"> • Increasing charges for goods/services may have a disproportionate impact on small businesses and the local voluntary and community sector in particular for Black and minority ethnic led organisations, and for those who support equalities groups. we will consider the impact of particular users on a case-by-case basis, promote initiatives which address lack of equity, and provide discretionary concessions for external equalities-led stakeholder organisations where appropriate.
<p>Improve efficiency</p> <p>Improving business efficiency by joining up services, removing unnecessary duplication, doing things once and buying our goods and services smarter to make sure we get great value from our suppliers. In improving our processes, we will ultimately benefit our citizens and the wider organisation</p> <p>(95% of consultation respondents agreed with this overall approach)</p>	<ul style="list-style-type: none"> • Any reduction in Council staffing could have a disproportionate impact for some employees, particularly on the basis of age, disability, ethnicity and sex where there are existing pay gaps and disparities. Where colleagues are in scope for a specific saving proposal that goes ahead following Full Council’s setting of the budget, we will carry out consultation in line with our HR Managing Change policy where required. Whilst such a significant reduction in budget will inevitably reduce the overall number of jobs in the council, we are already taking steps to reduce the impact on employees. For example, through vacancy management with the common activities programme, by deleting budgeted vacancies and also reducing the number of managers through succession planning. Where any jobs are subject to change we will prioritise redeployment opportunities for affected colleagues. It will be the main focus of the senior leadership team and managers to look at the impact of these changes and how we re-prioritise our work against our Corporate Strategy priorities. If managers and their teams are being asked to do ‘more for less’ we will prioritise workplace mental health and wellbeing initiatives.
<p>Digital transformation</p> <p>Making more use of digital technology to help remove or reduce costs. Through more use of digital technology, we can be more efficient and effective, whilst improving outcomes by targeting services to those who need them and addressing digital exclusion</p>	<ul style="list-style-type: none"> • Some groups in Bristol are much less likely to feel comfortable using digital technology, including older people, disabled people, carers, those living in Council accommodation and in the most deprived areas of the city – We will invest in making our digital services more accessible and

<p>- those who can't access digital services or find using them difficult or unaffordable. (90% of consultation respondents agreed with this overall approach)</p>	<p>ensure there are always alternatives for those that need them. The council is using innovative ideas to address digital exclusion Digital inclusion scheme - bristol.gov.uk and the efficiencies gained through prioritising digital services can be used to provide better face to face or alternative services.</p>
<p>Reducing the need for direct services Working to develop and enable other organisations, communities, and individuals to take things on, where possible doing less directly ourselves. Work to build resilience and prevent problems in people's lives escalating, intervening early to support independence and prevent more need for us in the future (65% of consultation respondents agreed with this overall approach)</p> <p>Redesigning, reducing, or stopping services Different ways we can deliver services whilst saving costs such as merging, redesigning, or allowing others to deliver services on our behalf. Where necessary, stopping, reducing, changing, or pausing services to make savings, without there necessarily being any replacement for them, based on the need to fund our highest priorities (51% of consultation respondents agreed with this overall approach)</p>	<ul style="list-style-type: none"> • Stopping, reducing or increasing the threshold of need at which we offer services may have a disproportionate impact on vulnerable citizens including on the basis of their protected characteristics, deprivation and caring responsibilities. Because the underlying reasons for the Council's budget deficit are very far reaching and likely to impact other public bodies and providers - we will avoid making any assumptions that people's needs will still be met by other / external provision if we reduce or decommission our existing services. We will ensure that service redesign is informed by meaningful consultation, comprehensive needs analysis and equality impact assessment that includes consideration of the changing landscape of external specialist provision.
<p>Council Tax funding The Council Tax options we consulted on ranged from making no change to a 1.99 per cent increase in the amount you pay for general council services. This increase would add around £28.72 per year (55 pence per week) to the council's element of the bill for a typical band B property. It would also raise around £4.7 million towards meeting the council's rising costs. This excludes the amount charged or raised by the Fire Services and Police and Crime Commissioner who decide individually on levels of Council Tax precept. No increase would widen the budget gap in 2022 to 2023, meaning we would need to look at ways of increasing income or finding more savings or efficiencies.</p>	<ul style="list-style-type: none"> • Consultation respondents living in the most deprived areas of Bristol were more likely to prefer no increase to core Council Tax (45% compared to 22% for those living in the least deprived areas). Likewise those in the least deprived areas were most likely to prefer an increase of 1.99% • Continuation of the Council Tax Reduction scheme at the same level of up to 100% would provide financial assistance with Council Tax bills for working age adults who are on a low income or less able to pay and pensioners.
<p>Social Care precept We consulted on a range of Social Care Precept options from making no change to a 1 per cent increase, on top of any increase in core Council Tax. An additional 1 per cent Social Care Precept increase would raise an additional £2.4 million to be spent on adult social care services. This would increase the council element for a band B property by a further £14.36 (or 28 pence per week). Having no increase would widen the budget gap in 2022 to 2023, increasing the need to find ways of generating income or identify further savings or efficiencies to support adult social care services.</p>	<ul style="list-style-type: none"> • Consultation respondents living in the most deprived areas of Bristol were more likely to prefer no additional Social Care Precept (53% compared to 27% for those living in the least deprived areas).
<p>Age: Young People</p>	<p>Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/></p>

Cumulative impact and mitigations	<p>Proposals to review services improve efficiency, align payments and make savings in commissioned services for children and young people may reduce the focus on providing accessible and flexible services unless revised specifications have an explicit equality and inclusion focus.</p> <p>Workforce efficiencies and changes may have a disproportionate impact on younger employees who are more likely to be employed on fixed term contracts and a large proportion of under 35's are leaving after the end of a fixed term contract. The impact of increased working from home during COVID-19 restrictions can make it harder for younger and newer employees to be fully part of pre-existing teams – this will be mitigated where possible through positive action initiatives and ongoing liaison with the Young Professionals Network staff led group.</p>
Existing issues / considerations	<p>Community and living / engagement</p> <ul style="list-style-type: none"> • Young people are often under-represented in engagement and consultation and in Bristol are less satisfied than average with the way the council runs things. • Children and young people in Bristol are considerably more ethnically diverse than the overall population of Bristol. • Young people in Bristol are more likely to find inaccessible public transport prevents them from leaving their home when they want to • Young people are more likely to feel comfortable using digital services <p>Health and wellbeing</p> <ul style="list-style-type: none"> • Children and young people from the most deprived areas of Bristol have the poorest outcomes in health and education in terms of health, education and future employment etc. • Young people in Bristol are more likely to have poor emotional health and wellbeing <p>Economic / Education and Skills</p> <ul style="list-style-type: none"> • 6.8% of 16-17 year olds (2020/21) were “not in education, employment or training” (NEET) • Young adults are most likely to have lost work or seen their income drop because of COVID-19
Age: Older People	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Cumulative impact and mitigations	<ul style="list-style-type: none"> • Savings proposals which relate to transport, buildings, parking, parks and green spaces etc. may lead to service changes which have a disproportionate on older citizens unless there is ongoing consideration of their particular needs. • The population of older people in Bristol is increasingly diverse and proposals to make savings in commissioned services for older adults may reduce the focus on providing accessible and flexible services unless revised specifications have an explicit equality and inclusion focus. • Workforce efficiencies and changes may have a disproportionate impact on older employees if they are closer to retirement age – see comments above re. mitigating risks of discrimination.
Existing issues / considerations	<p>Community and living / engagement</p> <p>Older people in Bristol are:</p> <ul style="list-style-type: none"> • less likely to be comfortable using digital services • more likely to be reliant on public and community transport • more likely to help out or volunteer in their community <p>Health and wellbeing</p> <ul style="list-style-type: none"> • Older people in Bristol are more likely to be an unpaid carer • Bristol Ageing Better says at least 11,000 older people are experiencing isolation in the city. • We must factor aging and the needs of older people into long term budgeting and service design • Older people are more likely to experience “Limited day to day activities” <p>Economic / Education and skills</p>

	<ul style="list-style-type: none"> Older people are less likely to have formal qualifications
Disability	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Cumulative impact and mitigations	<p>Where there are proposals to make general savings and efficiencies to services and better use of technology we must ensure that our capacity to make anticipatory and responsive reasonable adjustments for disabled people is not in any way reduced. We will ensure that those who require resources in alternative formats or who need phone or face-to-face support can still access it. We will involve disabled users in testing new technology to make sure accessibility features are effective.</p> <p>Where possible proposals will explicitly address the needs of disabled people such as Better Lives At Home changes to <u>HomeChoice</u> which will prioritise people with care needs and learning disabilities in the allocation of Council accommodation.</p> <p>We should consider whether any savings proposals which aim to reduce or introduce new charges for services which particularly benefit disabled people might reduce our public sector equality duty to advance equality of opportunity.</p> <p>Workforce efficiencies and changes may have a disproportionate impact on disabled colleagues unless emerging accessibility issues are adequately mitigated through ongoing equality impact assessment and liaison with the Disabled Colleagues Network prior to implementation. The overall proportion of disabled employees in the Council has been stable and slowly increasing, however there is a disability pay gap and disabled employees are over-represented in those submitting grievances, and subject to disciplinaries. This should be addressed through a range of positive action initiatives.</p>
Existing issues / considerations	<p>Community and living / engagement</p> <ul style="list-style-type: none"> 17% of Bristol's population are disabled. There are more disabled women than men living in Bristol. A higher proportion of disabled people rent from a social provider (local authority or housing association) Disabled people have lower car ownership levels Disabled people are less likely to be in rent arrears <p>Health and wellbeing</p> <ul style="list-style-type: none"> There is a disproportionate impact of COVID-19 on disabled people <u>The lived experience of disabled people during the COVID-19 pandemic - GOV.UK (www.gov.uk)</u> Disabled people should be empowered to make independent living choices and have a say in access to service provision. Budget setting needs to provide sufficient resource and flexibility to meet our legal duty to make anticipatory and responsive reasonable adjustments for disabled people including: <ul style="list-style-type: none"> changing the way things are done e.g. opening / working times; changes to overcome barriers created by the physical features of premises. providing auxiliary aids e.g. extra equipment or a different or additional service. is 'anticipatory' so we must think in advance and ongoing about what disabled people might reasonably need. Disabled people must not be charged for their reasonable adjustments, accessible formats or other adaptations. It is a legal requirement under the Equalities Act to ensure information is accessible to disabled employees and service users. <p>Economic / Education and skills</p> <ul style="list-style-type: none"> The UK Disability pay gap is 20% (2020) Disabled people are less likely to be employed in a managerial or professional occupation

	<ul style="list-style-type: none"> • 22% of disabled people aged over 16 are economically active in Bristol compared with 70% of the general population and are more likely to work part time. • Disability increases with age: 4.1% of all children, for the working age population it increases to 12.3% and for people aged 65 and over it increases to 55.9%. • Disabled people on average have lower qualification levels than the population as a whole. <p>Crime and safety</p> <ul style="list-style-type: none"> • Disabled people experience higher rates of hate crime and domestic abuse compared to the general population
Sex	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Cumulative impact and mitigations	<p>Although statutory and specialist provision will be preserved the cumulative impact of proposed savings may still have a disproportionate impact on women because of existing economic and structural inequalities which mean that they are more dependent on existing services. Service redesign should take into consideration the differing needs of female and male service users.</p> <p>Workforce efficiencies and changes will have a disproportionate impact on women as 60% of employees, however there is wide variance in the proportion of female and male employees between teams. Female employees are much more likely to work part time which is likely to be because of unpaid caring responsibilities for children and older adults. This can be partly mitigated through the Council’s Flexible Working Policy and we are committed to helping all employees achieve a balance between their working life and other priorities such as parental and caring responsibilities etc. Female employees are also over-represented on the lowest salary bands and in March 2021 mean average pay for men was 4.26% higher than that of women, and the median average for men was 8.53% higher than that of women.</p>
Existing issues / considerations	<p>Health and wellbeing</p> <ul style="list-style-type: none"> • Women still bear the majority of caring responsibilities for both children and older relatives. • Services and workplace requirements may not take into consideration the impact of women’s reproductive life course including menstruation, avoiding pregnancy, pregnancy, childbirth, breastfeeding, and menopause. • Young women between the ages of 16 and 24 have higher risk of common mental health problems and higher rates of self-harm and post-traumatic stress disorder etc. • Bristol female preventable mortality rates are significantly higher than the England rates • Men and boy’s health is in general poorer than that of women and girl’s • Male life expectancy at birth in Bristol is around four years less than for females. • On average men in Bristol live 18 years in poor health, women live 22 years in poor health • A higher proportion of boys have physical impairments and more boys than girls have diagnosed mental health disorders and learning difficulties. • Men in Bristol are more likely than women to have unhealthy lifestyle behaviours including being overweight and obese, smoking, alcohol and substance misuse • There are differences between men and women in health practices and the way they use health services • Men are three times more likely than women to take their own lives. <p>Economic / Education and skills</p> <ul style="list-style-type: none"> • Women in Bristol (as in the rest of the country) are poorer than men and receive on average a higher proportion of their income from benefits

	<ul style="list-style-type: none"> Nationally the gender pay gap was 15.5% in 2020. This shows the relative pay gap between female and male employees and how the balance of pay is distributed in an organisation irrespective of equal pay for job roles. Women are more likely to be excluded from conversations which affect decision making due to lack of representation in boards / organisational leadership. Women are likely to be disproportionately impacted by public sector job cuts or pay freezes since they form the majority of public sector workers. with increased childcare costs, this may lead to lower rates of employment for women and an increase in the pay gap. <p>Crime and safety</p> <ul style="list-style-type: none"> Nationally 27% of women experience domestic abuse in their lifetimes. The rate of recorded domestic abuse incidents in Bristol has shown a significant rise over the last two years and 74% of victims were female.
Sexual Orientation	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Cumulative impact and mitigations	<p>Proposals to make savings in externally commissioned services may reduce the focus on providing LGBTQ+ friendly services unless revised specifications have an explicit equality and inclusion focus.</p> <p>Workforce efficiencies and changes may have a disproportionate impact on sexual orientation if relocated lesbian, gay and bisexual staff have concerns about discrimination in their new setting. The Council is committed to promoting an inclusive working environment and challenging discriminatory behaviour.</p>
Existing issues / considerations	<p>Health and wellbeing</p> <ul style="list-style-type: none"> Research shows LGBT people face widespread discrimination in healthcare settings and one in seven LGBT people avoid seeking healthcare for fear of discrimination from staff The Stonewall LGBT in Britain - Health Report shows LGBT people are at greater risk of marginalisation during health crises, and those with multiple marginalised identities can struggle even more. In communications we should signpost and refer where possible to mutual aid and community support networks². Research has shown that LGBT people are more likely to be living with long-term health conditions, are more likely to smoke, and have higher rates of drug and alcohol use. Half of LGBT people experienced depression in the last year 14% of LGBT people have avoided treatment for fear of discrimination because they are LGBT. <p>Crime and safety</p> <ul style="list-style-type: none"> Lesbian, gay and bisexual people are statistically more vulnerable to verbal and physical abuse 1 in 5 Lesbian, Gay, Bisexual and Trans (LGBT) staff have been the target of negative comments or conduct from work colleagues in the last year because they're LGBT. More than a third of LGBT staff have hidden or disguised that they're LGBT at work in the last year because they were afraid of discrimination. 1 in 10 Black, Asian and Minority Ethnic LGBT staff have similarly been physically attacked because of their sexual orientation and /or gender identity, compared to 3% of White LGBT staff One in four lesbian and bisexual women have experienced domestic abuse in a relationship, one third of them were abused by a man. Almost half of all gay and bisexual men have experienced at least one incident of domestic abuse from either a family member or a partner since the age of 16. <p>Council Workforce</p>

	<ul style="list-style-type: none"> The proportion of LBG employees in the Council workforce is steadily increasing. 10% of new starters say they are lesbian, gay or bisexual in confidential diversity monitoring.
Pregnancy and Maternity	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Cumulative impact and mitigations	<p>Savings proposals which relate to transport, buildings, parking, parks and green spaces etc. may lead to service changes which have a disproportionate on pregnancy and maternity unless there is ongoing consideration of particular access and support needs.</p> <p>Workforce efficiencies and changes may have a disproportionate impact on pregnancy employees. We need to ensure equal access to recruitment, personal development, promotion and retention for employees who are pregnant or on maternity leave - including briefing and updates for any workforce changes.</p>
Existing issues / considerations	<p>Community and living / engagement</p> <ul style="list-style-type: none"> The Equality Act 2010 applies to those who are pregnant or have given birth in the past 26 weeks, as well as making provisions to protect the rights of breastfeeding mothers. As with disabled people, service providers physical access when using prams and pushchairs, and availability of toilets and baby-changing facilities etc. as well as flexibility of opening times etc. to meet the needs of people to make childcare arrangements <p>Health and wellbeing</p> <ul style="list-style-type: none"> Around 80% of women will give birth and many women will also experience termination, miscarriage and stillbirth Black, Asian and Minority Ethnic women more likely to experience complications at birth
Gender reassignment	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Cumulative impact and mitigations	<p>Proposals to make savings in externally commissioned services may reduce the focus on providing trans inclusive services unless revised specifications have an explicit equality and inclusion focus.</p> <p>Workforce efficiencies and changes may have a disproportionate impact on relocated trans employees if they have concerns about discrimination in their new setting. The Council is committed to promoting an inclusive working environment and challenging discriminatory behaviour.</p>
Existing issues / considerations	<p>Health and wellbeing</p> <ul style="list-style-type: none"> Bristol City Council is committed to providing and promoting inclusive services for trans people in Bristol. In normal circumstances trans people (including those who identify as non-binary) should be referred to the service that they mostly identify as. As with sexual orientation above, we need to ensure that savings proposals do not erode existing good practice that helps to make services more inclusive. <p>Crime and safety</p> <ul style="list-style-type: none"> As sexual orientation above transgender people are statistically more vulnerable to verbal and physical abuse. Transgender people regularly face prejudice and discrimination because of the way in which they transgress many of the norms of our culture and society. 1 in 8 Trans people (12%) in the workplace have been physically attacked by customers or colleagues in the last year because they were Trans <p>Council Workforce</p> <ul style="list-style-type: none"> In 2020-21 we began including reporting of Bristol City Council employees who have answered the question "Do you consider yourself to be Trans?" on confidential HR records. At end of November 2021 70%% of staff had not yet responded this question and only four employees had answered 'yes'.

	<ul style="list-style-type: none"> • There is no local economically active comparison to benchmark the number of Trans employees, and we do not have an accurate picture of how many trans people there are in the UK or locally. • The best estimate currently is that around one per cent of the UK population might identify as Trans, including people who identify as non-binary. That would mean about 600,000 Trans and Non-Binary people in Britain, out of a population of over 60 million . • On the same basis there may be over 4,600 Trans and Non-Binary people living in Bristol. The numbers of people in Britain who have obtained a gender recognition certificate are much smaller (less than 5,000 people in 2018).
Race	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Cumulative impact and mitigations	<p>Without an explicit focus on addressing race inequality in service redesign the cumulative impact of proposed savings may have a disproportionate for Black and racially minoritised communities because of existing structural inequality and disparities in terms of health, housing, education, employment etc . All service change proposals will be subject to ongoing equality impact assessment and we continue to work with our strategic partners to meet the needs of Bristol’s diverse population.</p> <p>Workforce efficiencies and changes may have a disproportionate impact on Black, Asian and minority ethnic employees who proportionally under-represented on higher salary bands, and statistically more likely to raise formal grievances and be subject to disciplinarys. This should be mitigated through a range of positive action initiatives and specific race equality actions.</p>
Existing issues / considerations	<p>Community and living / engagement</p> <ul style="list-style-type: none"> • In the last census (2011) 16% of the population belonged to a Black, Asian or minority ethnic group and this is likely to be higher now. • The top three countries of birth outside UK for Bristol residents are Poland, Somalia and India. • Black, Asian and minority ethnic households are less likely to own their home and more likely to living in overcrowded housing and intergenerational households. Bangladeshi and Pakistani groups are more likely to live in multi-family households. • Black people in the UK are less likely to hold a driving licence and more likely to rely on public transport. • Black Asian and minority ethnic groups in Bristol are more likely to find inaccessible public transport prevents them from leaving their home when they want to • Black Asian and minority ethnic people are underrepresented in political and civic leadership. • People who do not speak English as a main language may require information in plain English and community language translations or videos etc. <p>Health and wellbeing</p> <ul style="list-style-type: none"> • Black, Asian and minority ethnic people are disproportionately impacted by COVID-19 • Risk factors that are more prevalent amongst Black and minoritised communities in Bristol may include: poor housing, occupations which do not provide opportunities to work from home, unstable work conditions and incomes, stress, comorbidities such as high blood pressure, diabetes, obesity, and existing heart/lung disease • Without explicit consideration of ethnicity within health inequalities work there is a risk of partial understanding of the processes producing poor health outcomes and ineffective intervention. <p>Economic / Education and skills</p>

	<ul style="list-style-type: none"> • Ethnic minorities in Bristol experience greater disadvantage than in England and Wales as a whole in education and employment and this is particularly so for Black African people². • Bangladeshi, Pakistani, and Black ethnic groups are more likely to live in deprived neighbourhoods; and the same groups and Chinese ethnicities are about twice as likely to live on a low income and experience child poverty compared to White groups • Although the race or ethnicity pay gap has narrowed in recent years there are still wide pay differences between particular ethnic groups and most minoritised ethnic groups earn less on average than White British people. • Black African young people are disadvantaged in education compared to their White peers⁸. A disproportionately high percentage of Bristol school pupils from Black, Asian and minority ethnic backgrounds are excluded from school and In Bristol pupils with the lowest 'Attainment 8' scores are from a Black ethnic background (highest from Chinese ethnic background.) • Organisations may lack cultural competence because Black, Asian and minority staff are under- represented. • People from Black African, Other, and Black Caribbean groups have persistently high levels of unemployment and almost all minoritised ethnic groups in Bristol experience employment inequality when compared to White British people. • Black Asian and minority ethnic groups are more likely to be self-employed than the Bristol average and over-represented in low income self-employment including taxis, takeaway restaurants etc. <p>Crime and safety</p> <ul style="list-style-type: none"> • Black / Black British people in Bristol are more likely have been a victim of crime in the past 12 months (20.7% compared to 11.4% average), and less likely to feel safe outdoors after dark. • Police crime records show racial motivation is by far the most prevalent form of hate crime in Bristol
Religion or Belief	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Cumulative impact and mitigations	<p>Whilst the overall budget setting proposals have prioritised essential services there is a risk that the cumulative impact of savings in non-essential areas may have a disproportionate impact on people from non-Christian faith groups who are less likely to be satisfied with the range and quality of outdoor and cultural events, parks and green spaces and other amenities in the city. We will work with faith-led organisations in the city to understand the emerging needs of faith groups as part of ongoing service design.</p> <p>Council workforce efficiencies and changes may have a disproportionate impact on some faith groups as the category "Other religion or belief" is disproportionately represented at the lowest salary bracket of Council employees. The main City Hall and Temple St work sites have a multi-faith room, and we will continue to promote flexible working patterns wherever possible to accommodate faith holidays and prayer requirements etc.</p>
Existing issues / considerations	<ul style="list-style-type: none"> • There are at least 45 religions represented in Bristol. Approximately 1 in 20 people in Bristol are Muslims, and Islam is the second religion in Bristol after Christianity • Budget proposals should take into account differing needs because of people's religion and belief (for example different requirements around diet, life events, and holidays) • Having a designated multi-faith room can make environments such as workplaces and shopping centres is more accessible and friendly for people from faith groups where regular prayer is required.

² CoDE Briefing Bristol v2.pdf (runnymedetrust.org)

Marriage & civil partnership	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Cumulative impact and mitigations	None identified
OTHER RELEVANT CHARACTERISTICS	
Socio-Economic (deprivation)	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Cumulative impact and mitigations	<p>In the absence of a more detailed needs analysis, which will be undertaken prior to implementation of specific proposals, we can highlight at this stage the overarching risk that a cumulative impact of multiple proposals which aim to generate funds through increased charging may have a disproportionately negative impact on low income households and people living in poverty unless this is adequately mitigated. We have addressed this risk as far as possible by protecting frontline services and prioritising services for those most in need, and through specific proposals such as allocating of a proportion of the discretionary Local Crisis Prevent Fund to support qualifying new and existing council tenants with emergency living expenses and household goods, maximising income from Council Tax Social Care Precept, and the continuation of the Council Tax Reduction Scheme at a rate of up to 100% discount.</p> <p>The Housing Revenue Account budget proposes that Council tenants' rents and service charges increase by 4.1%, which is 1% increase above inflation. For tenants who are in rent arrears this proposal will influence their current debt situation. We will be mindful that support should be put in place for those who have been identified as having existing arrears and help from appropriate services will be forthcoming. We will also reinvest rents in housing so there are benefits in terms of helping to fund housing supply and make other improvements for tenants.</p>
Existing issues / considerations	<ul style="list-style-type: none"> • Bristol has 41 areas in the most deprived 10% in England, including 3 in the most deprived 1%. The greatest levels of deprivation are in Hartcliffe & Withywood, Filwood and Lawrence Hill. • In Bristol 15% of residents - 70,800 people - live in the 10% most deprived areas in England, including 19,000 children and 7,800 older people. • 9.8% (approximately 19,572 households) of all households in Bristol are living in fuel poverty (BEIS, 2020) • 4.2% of households have experienced moderate to severe food insecurity, rising to 13% in the most deprived areas of the city (QoL 2020-21) • 25% of people in Bristol are dissatisfied with the way the Council runs things, but this is 43% for people living in the most deprived areas of the city (QoL 2020-21). • The inequalities gap in life expectancy between the most and least deprived areas in Bristol is 9.6 years for men and 7.2 years for women.
Carers	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Cumulative impact and mitigations	<ul style="list-style-type: none"> • Whilst the increasing move towards hybrid working is beneficial for some employees with caring responsibilities, proposed workforce efficiencies and changes can have a disproportionate impact if there are significant alterations made to travel requirements or working patterns. We will promote flexible working patterns and consider the needs of those who may be more dependent on vehicle use as part of any Management of Change Process.
Existing issues / considerations	<ul style="list-style-type: none"> • Being a carer can be a huge barrier to accessing services and maintaining employment • We need to consider the timing/availability of services, events etc. to allow flexibility for carers. • As with Disability and Pregnancy and Maternity – policies which aim to restrict driving or parking can have a disproportionate impact on people who are reliant on having their own transport.

	<ul style="list-style-type: none"> • Studies show around 65% of adults have provided unpaid care for a loved one. • Women have a 50% likelihood of being an unpaid carer by the age of 46 (by age 57 for men) • Young carers are often hidden and may not recognise themselves as carers_
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3.2 Does the proposal create any benefits for people based on their protected or other relevant characteristics?

The scale of the potential gap in our core funding means that there is very limited opportunity to bring genuine additional benefit to equalities groups in the circumstances. However we have considered as far as possible the need to: eliminate discrimination, harassment, victimisation and any other conduct prohibited under the Equality Act 2010; advance equality of opportunity between people from different groups; and foster good relations between people from different groups.

Our budget savings proposals are aligned to our Corporate Strategy and although we have limited resources our future focus will be on achieving those priorities we have identified including tackling poverty and intergenerational inequality. The Public Health grant will contribute to the continuation of key priority services to enable us to meet our objective to be a fair, healthy and sustainable city.

4.1 How has the equality impact assessment informed or changed the proposal?

What are the main conclusions of this assessment? Use this section to provide an overview of your findings. This summary can be included in decision pathway reports etc.

If you have identified any significant negative impacts which cannot be mitigated, provide a justification showing how the proposal is proportionate, necessary, and appropriate despite this.

Summary of significant negative impacts and how they can be mitigated or justified:

Increasing digital services and/or stopping, reducing or increasing the threshold of need at which we offer services may have a disproportionate impact on vulnerable citizens unless their needs are fully taken into consideration as part of future service redesign. Increasing external charges for rent and services etc. may have a disproportionate impact on small businesses and the local voluntary and community sector which can be partly mitigated through further needs analysis and appropriate concessions where appropriate. Any reduction in Council roles and office locations is likely to have a disproportionate impact for employees on the basis of their age, disability, sex and race unless mitigated through thorough staff consultation and ongoing consideration of specific equality impacts prior to implementation.

Summary of positive impacts / opportunities to promote the Public Sector Equality Duty:

No significant positive impacts have been identified. This analysis has concluded that overall the proposed savings are proportionate and can be justified on the basis the Council must set a balanced annual budget despite a significant potential gap in the funding required. We have listened to what citizens have told us in the budget consultation and wherever possible we plan to preserve those services that are most needed and which people have told us they value the most.

4.2 Action Plan

Improvement / action required	Responsible Officer	Timescale
All relevant EqlAs will be published on the Council's website https://www.bristol.gov.uk/council-spending-performance/council-budgets and continue to be updated as appropriate.	Denise Murray	Ongoing

4.3 How will the impact of your proposal and actions be measured?

Our Equality and Inclusion Annual Progress Reports show what we have done to achieve the aims of our Equality and Inclusion policy and strategy, and the progress we have made including reporting on all relevant KPIs and workforce diversity [Equalities policy - bristol.gov.uk](https://www.bristol.gov.uk/equalities-policy)

Review by the Equality and Inclusion Team confirms there is sufficient analysis for decision makers to consider the likely equality impacts at this stage. This is not an endorsement or approval of the proposal.

Equality and Inclusion Team Review: <i>Reviewed by Equality and Inclusion Team</i>	Director Sign-Off: Denise Murray: Service Director - Finance
Date: 10 / 2 / 2022	Date: 10 January 2022