

<b>TITLE</b>
<b>CAPITAL AND REVENUE BUDGETS 2021/22 OVERARCHING DIVERSITY IMPACT ASSESSMENT (DIA)</b>
<b>DATE</b>
Feb 2021
<b>LEAD OFFICER.</b>
Katey Durkin Head of Finance Strategy
<b>1 Summary description of the proposed change</b>
What is the change to policy / service / new project that is being proposed? How does it compare with the current situation?
<b>Overarching Diversity Impact Assessment</b> This Diversity Impact Assessment (DIA) does not seek to duplicate the service specific DIAs. Instead, its purpose is to bring together their findings, summarising the cumulative impact that the budget proposals may have on people with protected characteristics within the Medway community and workforce (as defined in the Equality Act 2010).  Each service is expected to carry out a DIA to support the proposals set out in the Budget 2021/22 report to Council.  <b>Budget 2021/22</b> The Capital and Revenue Budgets 2021/22 report sets out the Council's spending plans for 2021/22 and how it intends to resource the delivery of services. In accordance with the Constitution, this will be submitted to Council for consideration and approval on 18 February 2021.
<b>2 Summary of evidence used to support this assessment</b>
Eg: Feedback from consultation, performance information, service user. Eg: Comparison of service user profile with Medway Community Profile
Evidence used to support this overarching DIA includes: <ul style="list-style-type: none"> <li>Capital and Revenue Budget Report 2021/22.</li> </ul>
<b><u>Proposals 2021/22</u></b> Budget changes have been proposed across a wide range of services as follows:
<b>Regeneration, Culture, Environment (RCE)</b> Overall, the RCE directorate budget has increased. The proposed budget addresses pressures arising from demographic growth, impacting on waste, and contractual uplifts. The impact of ongoing restrictions introduced by the government to manage the Covid-19 pandemic has meant leisure and cultural facilities have remained largely closed and parking usage continues to be lower than typical, however compensation will be claimed from the government. Any changes as a result will be considered though service specific DIA's.

### **Business Support Department (BSD)**

Overall, the BSD budget has had a modest increase to reflect the Council's continued investment in ICT to support our digital innovation journey and new ways of working brought about by the Covid-19 pandemic.

### **Children and Adults (C&A) including Public Health**

Overall, the C&A directorate budget has increased. The proposals reflect significant increases in Adult Social Care expenditure based on the impact of Covid-19 on placement numbers and provider fees increasing and driving up placement costs. The proposals also reflect additional increase in Children's Services to reflect the continued demographic growth and price increases in Children's Services.

### **3 What is the likely impact of the proposed change?**

Is it likely to:

Adversely impact on one or more of the protected characteristic groups

Advance equality of opportunity for one or more of the protected characteristic groups

Foster good relations between people who share a protected characteristic and those who don't

(insert Yes when there is an impact or No when there isn't)

Protected characteristic groups (Equality Act 2010)	Adverse impact	Advance equality	Foster good relations
<b>Age</b>	Yes	Yes	Yes
<b>Disability</b>	Yes	Yes	Yes
<b>Gender reassignment</b>	No	No	No
<b>Marriage/civil partnership</b>	No	No	No
<b>Pregnancy/maternity</b>	Yes	Yes	Yes
<b>Race</b>	No	No	No
<b>Religion/belief</b>	No	No	No
<b>Sex</b>	Yes	Yes	Yes
<b>Sexual orientation</b>	No	No	No
<b>Other (eg low income groups)</b>	Yes	Yes	No

Protected characteristic groups (Equality Act 2010)	Adverse impact	Advance equality	Foster good relations

#### 4 Summary of the likely impacts

Who will be affected?

How will they be affected?

##### Summary of impacts:

Services have identified savings proposals for 2021/22. The consequent likely impacts on people with protected characteristics – both positive and adverse, have been summarised below.

##### Positive impact:

The journey to a smart Medway continues to transform the council's processes to make it quicker and easier for customers to access our services online. This will allow our customers to access services at a time that suits them, meet their expectations and delivers value for money. Any resident who wants to take advantage of new online processes can be supported in libraries by staff, or a volunteer computer buddy.

The proposed increase to Adult Social Care and Children's Services are anticipated to enable improved service provision.

##### Adverse impact:

Any adverse impact due to proposed budget changes will be managed by services through the completion of a service specific DIA which will enable services to make more informed choices regarding solutions which may mitigate potential adverse impacts.

##### Fees and Charges:

The budget proposals have been formulated on an assumption that fees and charges would generally increase by 2.0%, however where market conditions allow or where the Council has a statutory obligation to recover costs, greater increases have been applied. Any additional charges or changes to service provision will be considered through service specific diversity impact assessments.

##### Covid-19:

Covid-19 has impacted through loss of income and increased numbers accessing services. Any changes to service provision will be considered through service specific diversity impact assessments.

**5 What actions can be taken to mitigate likely adverse impacts, improve equality of opportunity or foster good relations?**

What alternative ways can the Council provide the service?

Are there alternative providers?

Can demand for services be managed differently?

**Consultation:**

Following the decision on the budget for 2021/22, in some circumstances services may need to carry out consultation with service users. This would inform how specific services or programmes should be redesigned to meet user needs, balanced against the Council's financial resources.

**Equality duty:**

The Council is committed to having due regard to s149 Equality Act 2010 as an integral part of its decision making. Carrying out DIAs helps to anticipate the likely effects of budget proposals on different communities and groups, and thereby assists the Council to comply with its equality duties when discharging its public function of budget setting. DIAs will be undertaken (or the existing DIA will be updated) before any final decisions that could impact on people with protected characteristics, are made through the Council's processes. This will enable services to make more informed choices regarding solutions which may mitigate potential adverse impacts

**Performance Review:**

In addition, the Council will continue to review the performance of services as part of the existing quarterly monitoring process to take account of the impact on people with protected characteristics when making decisions in future about services.

**Action Plans:**

Where potential adverse impacts are identified, an action plan which sets out how the service will mitigate the impact will be included in the service specific DIAs. All DIAs and associated action plans are approved by Assistant Directors.

**Council Equalities and Workforce Policies:**

Existing council equalities and workforce policies are used to minimise or avoid negative impacts on staff, especially those with protected characteristics.

**Alternative Delivery Models:**

In seeking to deliver services more efficiently and embrace more commercial ways of working, the Council has established three primary alternative delivery vehicles; Medway Norse, Medway Commercial Group and the Medway Development Company.

<p><b>6 Action plan</b> Actions to mitigate adverse impact, improve equality of opportunity or foster good relations and/or obtain new evidence</p>		
<b>Action</b>	<b>Lead</b>	<b>Deadline or review date</b>
Carry out appropriate consultation once the overall 2021/22 budget decision has been approved, incorporate the findings into new/updated DIA and resubmit to Council decision-making processes.	relevant service manager	end of Q2 Sept 2021 (6 months)
Directorate Management teams (DMTs) to review cumulative risk of DIAs once completed and ensure action plans are completed	DMTs	end of Q2 Sept 2021 (6 months)
<p><b>7 Recommendation</b> The recommendation by the lead officer should be stated below. This may be: to proceed with the change, implementing the Action Plan if appropriate, consider alternatives, gather further evidence If the recommendation is to proceed with the change and there are no actions that can be taken to mitigate likely adverse impact, it is important to state why.</p> <p>The budget decision will be made by Full Council on 18 February 2021.</p> <p><b>Recommendations:</b></p> <ul style="list-style-type: none"> <li>• Where decisions are yet to be made on how to implement cost savings, for specific services, DIAs will be undertaken (or updated) before such decisions are made. Consultation will be undertaken (where appropriate) to inform service specific DIAs</li> <li>• DMTs to continue to monitor equalities impact of changes to services and assess cumulative impact of service changes across Directorates, including the delivery of DIA actions.</li> </ul>		
<p><b>8 Authorisation</b> The authorising officer is consenting that the recommendation can be implemented, sufficient evidence has been obtained and appropriate mitigation is planned, the Action Plan will be incorporated into the relevant Service Plan and monitored</p>		
<b>Assistant Director</b>		
Phil Watts		
<b>Date of authorisation</b>		
Feb 2021		