

Diversity impact assessment

TITLE
CAPITAL AND REVENUE BUDGETS 2023/24 OVERARCHING DIVERSITY IMPACT ASSESSMENT (DIA)
DATE
Feb 2023
LEAD OFFICER.
Katey Durkin Chief Finance Officer
1 Summary description of the proposed change
What is the change to policy / service / new project that is being proposed? How does it compare with the current situation?
<p>Overarching Diversity Impact Assessment</p> <p>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).</p> <p>Each service is expected to carry out a DIA to support the proposals set out in the Budget 2023/24 report to Council.</p> <p>Budget 2023/24</p> <p>The Capital and Revenue Budgets 2023/24 report sets out the Council's spending plans for 2023/24 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 23 February 2023.</p>
2 Summary of evidence used to support this assessment
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"> Capital and Revenue Budget Report 2023/24
<u>Proposals 2023/24</u>
Budget changes have been proposed across a wide range of services as follows:
Regeneration, Culture, Environment (RCE)
The proposed budget for 2023/24 for RCE represents an increase of £4.258 million.
The budget reflects:
<ul style="list-style-type: none"> the impact of high interest rates on contract expenditure the impact resulting from the works to turn the first floor of the Pentagon Centre into a Healthy Living Centre

Diversity impact assessment

- the introduction of the enforcement of Moving Traffic Offences, Red Routes and School Streets in Medway
- the delivery of floating support through the Council's Benefits and Financial Welfare Team
- ceasing to provide funding for Sheltered Housing to social landlords
- changes to the delivery of tourism, festivals and events

Where savings have been made, each service is expected to carry out a DIA to support the proposals so any adverse impact can be mitigated

Business Support Department (BSD)

The proposed budget for 2023/24 for Business Support represents an increase of £3.8 million.

The budget reflects:

- increase is the cost of financing the borrowing required to finance the Council's capital programme
- increases in levies charged by other bodies for statutory services including the Kent Coroners Service
- savings from ongoing work to transform the delivery of Medway Revenues and Benefits
- anticipated improvements in the Benefits Subsidy arising from the Supported Housing Improvement Project
- a review of arrangements to deliver print, post and scanning services across the Council
- savings anticipated from the CCTV service and the Replacement Asset Management System (RAMS).

Where savings have been made, each service is expected to carry out a DIA to support the proposals so any adverse impact can be mitigated.

Children and Adults (C&A) including Public Health

There has been significant growth in this budget in recent years and this continues in the proposed budget for 2023/24.

The budget reflects:

- continued increases in the complexity of need
- efficiencies and improvements in planning and tracking packages of support because of an ongoing change programme
- savings because of work to increase capacity in residential provision and more intensive parental support
- funding from the Adult Social Care Market Sustainability and Improvement Fund to help local authorities to make tangible improvements to adult social care and, in particular, to address discharge delays, social care waiting times, low fee rates, workforce pressures, and to promote technological innovation in the sector

Diversity impact assessment

- increases in National Living Wage, staff shortages making reliance on expensive agency staff a further pressure
- additional demand due to pressures in NHS
- targeted reviews to ensure care packages continue to meet the needs of clients at an appropriate cost
- increasing demand for and cost of transporting children to school which is in part mitigated by savings anticipated through increasing travel training and enabling independence

Where savings have been made, each service is expected to carry out a DIA to support the proposals so any adverse impact can be mitigated.

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
Age	Yes	Yes	Yes
Disability	Yes	Yes	Yes
Gender reassignment	No	No	No
Marriage/civil partnership	No	No	No
Pregnancy/maternity	No	No	No
Race	No	No	No
Religion/belief	No	No	No
Sex	No	No	No
Sexual orientation	No	No	No
Other (eg low income groups)	Yes	Yes	No

Diversity impact assessment

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?

Positive impact:

Budgets have been proposed to deliver the aspirations of the Council Plan and preserve those services that are most important to residents

The budget proposals are based on extensive analysis and assurance from members of the Council's senior leadership team. Portfolio Holders have worked with their respective Directors throughout the budget setting process. Overview and Scrutiny Committees have been consulted on the proposals as set out in the Draft Budget.

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.

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 circa 10%, 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 the completion of a service specific DIA.

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?

Diversity impact assessment

Consultation

Following the decision on the budget for 2023/24, in some circumstance's services will need to carry out consultation with service users. This will 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. Diversity Impact Assessments (DIA's) 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 Polices

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

6 Action plan

Actions to mitigate adverse impact, improve equality of opportunity or foster good relations and/or obtain new evidence

Action	Lead	Deadline or review date
Carry out appropriate consultation once the overall 2023/24 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 2023 (6 months)

Diversity impact assessment

Action	Lead	Deadline or review date
Directorate Management teams (DMTs) to review cumulative risk of DIAs once completed and ensure action plans are completed	DMTs	end of Q2 Sept 2023 (6 months)

7 Recommendation

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.

The budget decision will be made by Full Council on 23 February 2023.

Recommendations:

- 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
- 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.

8 Authorisation

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

Assistant Director

Phil Watts

Date of authorisation

Feb 2023