

1. BCP Council 2023/24 Budget Equality Impact Assessment Process

The council is legally required by the Equality Act 2010 to evidence how it has rigorously considered its equality duties in the budget-setting process.

For the 2023/24 budget setting process, a series of budget Equality Impact Assessment (EIA) panels were held from November 2022 through to January 2023 to understand which of the budget savings proposals would impact on any group defined by a protected characteristic, as a customer or member of staff.

Members are referred to the full text of [s149 of the Equality Act 2010](#) which must be considered when making decisions on budget proposals.

EIA panels were chaired by the Policy Team, independent from the service and proposals were presented by Service Directors, Service Heads and Service Unit Equality Champions.

Assessments were made on how each proposal would impact each protected group. Consideration was given as to whether the impact would be positive, negative, cumulative or disproportionate for any particular group(s) when compared against any other protected characteristic. If a substantial negative or positive equality impact was identified consideration was given to the mitigating actions that could be taken to reduce, remove or maximise it. Further equality impact analysis and assessments will continue throughout the budget consideration process where relevant and during implementation where a budget proposal is accepted.

Outcomes from panels are recorded in budget EIA conversation forms which have been used to prepare this report. Only proposals that identified a positive or negative impact for a protected group have been included. Full copies of all the conversation forms are available from the Policy and Research Team.

Proposals were also considered against the six domains of the Equality Human Rights Commission (EHRC) measurement framework. The framework reflects the things or areas in life that are important to people and enable them to flourish: Education, Work, Living standards, Health, Justice and personal security, and Participation. Improvement in any of the domains reduces the equality gap. BCP council has identified this measurement framework as a key way of monitoring progress with equality, diversity and inclusion.

This EIA is based on information made available for consideration during the budget process. It also includes outcomes of EIA panels held earlier in the year where the proposals had previously been discussed. It is important to note that some information may change as the budget process concludes. Full EIA's will still need to be carried out for each of the savings proposals that proceed and include the outcomes of any subsequent service user consultation. These will need to be brought back to an EIA panel in due course.

2. About the BCP Area

The Place: Bournemouth, Christchurch and Poole (BCP) has a combined population of 400,300 and a £10bn economy supported by the tenth largest urban local authority in England. It's a region that promotes and enables wellbeing in all its forms with 15 miles of south-facing sandy beaches and 19 Sites of Special Scientific Interest making up nearly a fifth of the area, as well as being home to the second largest natural harbour in the world. This promotes a healthy work life balance, shaping people's everyday lives. The outstanding natural environment is something residents cherish about living in BCP with a strong sense of belonging to the local area. Yet, like many places BCP has areas of contrast, including some of the most affluent and most deprived areas in England.

There are three world-class universities with about 22,000 students; a multiple site college catering for 11,000 students and collaborating with over 2,000 businesses delivering one of the most successful apprenticeship programmes in the country; and 98 state-funded schools, comprised of 66 primary, 25 secondary, 5 special and 2 AP/PRU¹ schools as well as a long-established language school sector.

The People: The local population is ageing, with predictions that by 2028, 24% will be aged 65+. BCP Council is a member of the Dorset Armed Forces Covenant given the proportion of local residents identifying as current personnel or veterans. BCP also has a high proportion of unpaid carers. In the 2011 census, 11% of the local population identified as unpaid carers with the majority providing up to 19 hours of care per week and it's suspected this number will have risen since then. Life expectancy and healthy life expectancy is better in BCP than it is nationally and this has generally been improving. However, there are some areas where our populations health could be better. Deprivation is strongly linked with many health outcomes, with clear inequalities in life expectancy across the BCP area.

The relationship between unemployment and health status is clear at ward level for BCP. Wards where levels of unemployment are significantly above the BCP average also have the lowest life expectancy. Areas with the highest unemployment rates are significantly more likely to include residents that have no or few qualifications, people with disabilities and mental ill-health, those with caring responsibilities, lone parents, some ethnic minorities, older workers and particularly young people.

The Economy: Around 61% of the total resident population are of working age with higher concentrations of employment in financial services (with the largest financial sector outside London), real estate, tourism & hospitality, arts, entertainment and creative industries, and healthcare. There is also a rich engineering and advanced manufacturing sector. The proportions of workforce educated to higher levels have fallen behind the national, while a fifth of our working age people have no Level 2 qualification, regarded a basic standard for numeracy, literacy, and employability.

The pandemic had more profound effects on the BCP labour market than seen nationally particularly impacting businesses in the tourism and hospitality sector. Despite this, rapid adaptation and digital adoption allowed large parts of the economy to bounce back. BCP was among the top business survival rate nationally. With up to a third of the workforce expected to move into retirement, the area needs to invest in young people and create opportunities locally for them to enter the workforce.

Cost of living: Wages are 8% lower than the average earnings in England. This is most notable for women who earn 16% less in BCP compared to the England average. Average house prices and rental costs are significantly higher than average wages and this has only been exacerbated by rising inflation, making housing affordability a key issue for the area

BCP Council Staff: As at 31 May 2022 BCP Council had 4,600 permanent employees (excluding school staff). In terms of age, 69% were between 25 and 64; 58% were 45 and of these, 4% over 65 and 3% of staff were under 25. Women make up 66% of the workforce. The provision of additional equality monitoring data is optional. The following data is from information voluntarily input to the council's employee system but this is not a complete profile of council staff:

Disabled staff account for 4%; 67% of staff state that they are not disabled; the status of the remaining 29% is unknown. The ethnic origin of 6% of staff was identified as being black or minority ethnic; 1% Other White; 65% White British and 28% were unknown or preferred not to say. In terms of religion, 7% declared they were Agnostic; 26% Christian; 14% of no Religion and 2% had other religions or beliefs and 50% preferred not to say. Monitoring data shows that 47% of the workforce identify as Heterosexual, 2% identify as Gay or Lesbian; 50% prefer not to declare their sexual orientation or it is unknown. There are insufficient numbers to determine the number of people who identify as Trans and data on Pregnancy and Maternity is not currently recorded.

¹ Alternative Provision and Pupil Referral Units

4. Summary of equality Impacts by Protected Group

Both individual and cumulative impacts have been considered for each protected characteristic. The cumulative impact has also been considered where a person may fall into two or more groups that may be negatively impacted. The cumulative impact of these budget proposals shows that low-income households and individuals will be most negatively impacted, followed by older age groups and disabled people. Conversely, older people and those who fit within the protected characteristic of disability are most likely to benefit most from the proposals overall.

People with low socio-economic status, older and disabled people would be impacted mostly in relation to those proposals which affect their ability to participate in normal day to day activities and areas of life, such as access to day services, community transport and discretionary concessions. Such changes when coupled with increased council tax and proposed increases to car parking charges plus escalating increases in the cost of utilities and living; will undoubtedly negatively impact on the quality of life they currently have. The profile of our elderly population suggests that it is likely that more women will be impacted than men. Therefore, the severity of impact the changes will differentiate between men and women.

Disabled people are also likely to have an older age profile as the onset of conditions that would fit within the definition of a disabled person as defined within the Equality Act 2010 would be additionally impacted by the proposals to change the level of supported employment and the provision of day centre meals which these members of this group are able to access.

On the other hand, an area which is likely to improve the lives of our more vulnerable adults is the proposed expansion of the shared lives schemes. Enabling adults from this group to live more independently in the community would also reduce health inequalities as it would increase opportunities to engage and participate in areas of community life where there is under representation and contribute to improved mental health through the reduction of social isolation.

The increased cost of living and pressures on household budgets across BCP area is well documented and it is important to note that the cumulative impact of the proposals will add to the financial burden of some residents within the BCP Council area, increasing the pressure on some of our residents in **lower socio-economic groups**. The removal of grants, cultural activities, and free attractions in the three towns will reduce opportunities for inclusion and participation. These activities tend to strengthen communities as it brings groups of different ages, ethnic origins, religions and beliefs and sexual orientations together. Community based activities and events also have a positive contribution on, and promote feelings of belonging, participation, and social inclusion. They also help to reduce anti-social behaviour and make residents feel safer and are opportunities for the Council to improve engagement and access communities that are seldom heard.

A reduction of the role of economic development funding, reduced grants for certain areas or our community and the cessation of some festivals could all negatively impact on our local businesses and community organisations and employment within these areas, as well as visitors and aspects of the local economy. Loss of trade with falling footfall generated by the free events in local areas has the potential to have a detrimental effect on small and medium local businesses.

The impact of staff is not known at this time as there have not been any definitive decisions on which proposals will be taken forward.

5. Setting the Council Tax

This year the Council is seeking to increase Council Tax.

Most of the council's money is spent providing life changing support for some of the most vulnerable – including older people, people with disabilities and children who need our care and protection. Like other local authorities across the country, BCP Council is facing significant pressures on its budget. The cost of living is affecting fuel prices, food, and energy costs, which means services like waste collection, street lighting, and the resources that keep our most vulnerable adults and children safe, are all becoming more expensive to run.

It is likely that some of our residents on lower earnings in unprotected groups will be affected negatively by the increase. With 10% of households in the BCP area experiencing fuel poverty, an increase in Council Tax will negatively impact on households already struggling financially which is not necessarily limited to just lower socio-economic groups given the recent rises to the cost of living.

Positive Impact: Increasing council tax will enable the council to continue to support the most vulnerable in our communities and provide the services everyone in the community uses.

Mitigating Actions: There are several schemes in place to assist residents on lower incomes with their Council Tax bills. These include:

Council Tax Support: Residents on lower incomes can apply for assistance with their Council Tax bill by applying for Council Tax Support, further information is available on the Councils website <https://www.bcpCouncil.gov.uk/Benefits-support-and-advice/Benefitssupport-and-advice.aspx>

Single Person Discount: If you're the only person over 18 in your home, you may be entitled to a 25% reduction on your Council Tax.

Council Tax Discounts and exemptions: Further details of ways in which council tax could be reduced for qualifying households is available on the website including student exemptions. <https://www.bcpCouncil.gov.uk/Council-Tax/Council-Tax-discounts-andexemptions/Council-Tax-discounts-and-exemptions.aspx>

Discretionary Reduction and Help with Paying Council Tax Bill: Section 13A (1c) of the Local Government Finance Act 1992 allows local authorities to, in exceptional circumstances, reduce the Council Tax liability for a charge payer. Statutory exemptions and discounts must first have been exhausted.

However, it is likely that some of our residents on lower earnings in unprotected groups will be affected negatively by the increase. A single person discount is available for those qualifying households. Single Person households make up 34% of all households in the BCP. 44% of those are aged 65+ and 8% are white ethnic minority or Black and other Asian Minority Ethnic.

For further information please contact the Council's Policy Team via bcpequalities@bcpCouncil.gov.uk

Table of Budget Proposal Impacts on Protected Groups

Click on a heading below to navigate to the associated Equality Impact Assessment. To return to this table click on the EIA number in the title.	Age	Disability	Gender Reassignment	Marriage & Civil Partnership	Pregnancy and Maternity	Race	Religion or belief	Sex	Sexual Orientation	Military veterans	Children in Care	Care Leavers	Carers	Socio Economic Status	Local business or community organisations
1. <u>Revised Leadership Structure</u>								x							
2. <u>Food Safety standards review in line with food Safety Standard Rules (List 1)</u>						x								x	x
3. <u>Reduction in grant support for central advice services and council for community and voluntary sector (List 2)</u>	x			x	x	x		x						x	x
4. <u>Bringing Service in house (List 1)</u>						x									x
5. <u>Phased reduction in Cultural Grants over a 5-year period (List 2)</u>		x				x	x		x						x
6. <u>Reshape Cultural Compact Activity with Partners (List 1)</u>	x	x				x	x							x	x
7. <u>Leisure Centres – (List 1)</u>														x	
8. <u>Bournemouth Indoor Bowls Club alternative management model (excluding skills and learning) (List 1)</u>	x														
9. <u>Pricing increases across the Poole Leisure Estate (List 1)</u>														x	
10. <u>Seek community management of Littledown Leisure Centre Paddling Pool (outdoors) if not secured close (List 2)</u>	x				x			x						x	
11. <u>Reduce Sports grants by 10% a year for 5 years (List 1)</u>	x	x												x	x
12. <u>Innovative cost reduction and income generation for Christmas Tree Wonderland and Poole Maritime Festival (List 1)</u>														x	x
13. <u>Harmonisation of beach huts fees and charges (List 1)</u>		x												x	

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14. Highway Network Management Street Works (List 1)	x	x			x			x						x	x
15. Reshape Park Operations (List 1)	x	x			x										
16. Seek community management / transfer of paddling pools and if not secured close (List 2)	x	x			x			x			x			x	x
17. Green bin waste income - increased charge (List 1)														x	
18. Temporary Accommodation Grant Funding (List 1)	x	x				x								x	
19. Telecare Income Generation (List 1)	x	x						x						x	
20. Cease Neighbour notification letters (List 1)	x	x													
21. Car Parking Charges (List 1)		x												x	
22. Minor Parking Harmonisation Charges (List 1)		x												x	
23. National Concessionary Fare Scheme - remove discretionary elements (List 2)	x	x											x		
24. Review Community Transport offer (List 2)	x	x						x					x	x	
25. Capital investment in alternative to School Crossing Patrols at specific locations (List 1)	x	x			x			x						x	
26. Dimming of street lighting in residential areas (List 1)	x	x	x		x	x	x	x	x					x	x
27. Reduction of Economic Development - Reduce Budget non staffing (List 2)	x													x	x
28. Smart Places – Reduce budget (List 2)	x	x												x	x
29. Day Opportunity Strategy Implementation (List 1)	x	x						x							
30. Expand Shared Lives (List 1)	x	x				x	x					x			

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31. <u>Work in partnership with Tricuro to reduce contract value (List 1)</u>	x	x						x							
32. <u>Alternative meals provision (bring future savings forward) (List 1)</u>	x	x												x	
33. <u>Employment support service (List 1)</u>	x	x										x		x	x
34. <u>Reprovision of some carers services (List 1)</u>		x						x					x	x	
35. <u>Education - Revised Delivery Models (List 1)</u>	x	x									x				
36. <u>Targeted Family Support - Clinical psychology (List 1)</u>	x	x									x	x			

Budget EIA 1 – Revised Leadership Structure	
Summary of Equality Impacts	<p>Sex: 75% of the current posts are occupied by females and 25% occupied by males so the proposals are likely to impact more on women.</p> <p>Once the proposal has been agreed a more accurate equality profile of the people impacted by the decision will be provided.</p>
Level of Impact	<p>The proposals may create some additional leadership posts that could provide the opportunity to increase the diversity of our senior leadership team which has been under scrutiny by the Equality Action Commission and contribute to the achievement of one of the Equality Footprint actions.</p> <p>Any recruitment for the newly created posts is subject to the Independent Observer process as all are at the requisite level or grade.</p> <p>The proposals provide an opportunity for targeted recruitment which may impact on the profile of the Leadership structure contributing towards BCP Council's aim for it to be more representative of the Communities it serves.</p> <p>This proposal will not directly impact on service users.</p>
Mitigating actions	<p>Whilst the specific implications of the proposal are currently unknown future mitigating actions could include:</p> <ul style="list-style-type: none"> • Redeployment • Early retirement • Applications for voluntary redundancy can be made • Applicants are entitled to submit up to 3 preferences in order. • Mental Health support
Date discussed	25 January 2023
Budget EIA 2 - Food Safety standards review in line with food Safety Standard Rules (List 1)	
Summary of Equality Impacts	<p>Race: The businesses impacted are more likely to be operated by Ethnic Minority Groups. It will impact residents and businesses where English is not the first language. Reduced ability for minority businesses to comply with legal requirements, due to lack of understanding, with potential for reduction in food safety standards and resultant escalation to legal action.</p> <p>Socio-economic status: Research shows that areas of lower social economic status have a higher density of takeaway premises, which as a category, has demonstrated lower compliance with food safety standards, and that ethnic minority groups are more likely to live in the most deprived neighbourhoods in England.</p> <p>Local business or community organisations: Businesses and residents where IT access and/or IT skills impacts accessibility of information - Reduced ability for residents and businesses to access and/or understand food safety advice and engage with our services, where there are language and/or IT barriers.</p> <p>EHRC: This may impact on the health of the community and businesses being able to operate.</p>

Level of Impact	<p>A reduction in inspection of the food businesses is likely to result in a decline of food safety standards in a number of food retailers. Hence there is potential for increased risk of unsafe food reaching the marketplace with consequential impact on the wider community within the BCP Council area and beyond.</p> <p>Ethnic minority groups are more likely to live in the most deprived neighbourhoods which have a higher density of takeaway premises that tend to demonstrate lower compliance with food safety standards. Hence, ethnic minority groups will be disproportionately impacted by the reduction in the food safety programme with consequential impact on food safety standards. Mitigations will include better signposting in relevant languages, together with more focused prioritisation of higher risk food retailers for inspection and intervention.</p>
Mitigating actions	<ul style="list-style-type: none"> • More signposting • Advice & Information • Inspection of Food Businesses • Work with Partner Organisations • Oversight & audit by the Food Standards Agency
Date discussed	29 November 2022
Budget EIA 3 - Reduction in grant support for central advice services and council for community and voluntary sector (List 2)	
Summary of Equality Impacts	<p>Age: Older age population - higher proportion of clients from ages 65+</p> <p>Disability: 55% of clients has a disability or long-term limiting illness. 49 clients in Q2 supported with health and community care issues.</p> <p>Marriage and civil partnership: 172 clients supported in Q2 with relationship and family issues</p> <p>Pregnancy and maternity: 172 clients supported in Q2 with relationship and family issues</p> <p>Race: 87 clients supported in Q2 with immigration and asylum issues.</p> <p>Sex: 66% of clients in Q2 were female</p> <p>Socio-economic status: 682 clients in Q2 supported with benefits and tax credits issues. £19,144 value of debt written off. The services mostly accessed in the deprived wards.</p> <p>Local business or community organisations: In relation to CAN, the community and voluntary sector groups and organisations that are supported cover a wide range of different groups, some of whom may provide support to groups of protected characteristics.</p>
Level of Impact	<p>Significant impact – will affect those in crisis.</p> <p>For CA there is likely to a reduction in service provision which will increase waiting times for residents seeking support. It is fair to assume that for some residents the delay will result in their situation worsening and could lead to negative outcomes such as eviction, repossession, loss of benefits, marital difficulties, domestic abuse etc.</p> <p>For CAN, there is likely to be a reduced service provision to the community and voluntary sector, which in turn may result in groups closing or other difficulties such as inadequate governance arrangements. The closure of groups may impact upon residents who are receiving support from that organisation.</p>

	There is likely to be increased demand on the council as a result of the reduction in service provision for both grants. The reduction in the CA grant will negatively impact a number of protected characteristics and other communities of interest. The reduction in the CAN grant will negatively impact council departments such as Adult Social Care and Children's Social Care who look to the community and voluntary sector to provide support to residents who don't meet the threshold for service level intervention. The reduction to CAN also impacts on the Council's ability to be an 'enabling council' as it is looking to the community to take on more responsibilities but at the same time removing the support from CAN to support this activity.
Mitigating actions	The only partial mitigating factor is that the proposals are for a reduction rather than completed removal of the two grants, given that they are non-statutory functions. Further information will be obtained on AFC and Care leavers. Other organisations exist that provide the services CAB offer. E.g. debt advise service.
Date discussed	29 November 2022
Budget EIA 4 – Bringing Service in house (List 1)	
Summary of Equality Impacts	Race: All the protected groups may be affected by this as they intersect the race/ethnic protected group itself. The nature of the work the grant supports is to understand where these intersections lay and mitigate the work according to the impact of race and ethnicity. Removal of the grant will directly impact Black and Minority Ethnic groups. Local business or community organisations: This may impact on the ability of the organisation to continue functioning. EHRC: This may negatively impact on our ethnically diverse communities by limiting their ability for participation and it may also impact on justice and personal security .
Level of Impact	As key partners in delivering strengths-based community engagement interventions across BCP, we have identified that there is a need to work with our ethnically diverse communities more effectively and innovatively. Removing this limited grant project will impact on the organisation but the success of the much larger National Lottery funded project that we are currently in the process of applying for will enable the organisation to extend their services, reach more communities and improve our partnership working whilst reducing duplication. If the National Lottery funded project is unsuccessful it will have a detrimental effect on the work that can be delivered in supporting the Council and its equalities objectives. It will also impact the delivery of community engagement especially amongst both communities that we currently do not engage effectively with and those ethnically diverse communities that we need to build relationships with. It will affect our Hate Crime work and Engagement work. It could impact on support services for ethnically diverse communities across BCP. It may also affect work with the Council to deliver more effective and appropriate work delivering our services, policies and procedures and acting as a critical friend
Mitigating actions	BCP Council and its partners, are working on a new funding project that has the capacity to replace the funding for objectives 3, 4 and 5 of the original Council contract. This funding application to the National Lottery is for an Ethnically Diverse Communities Project, totalling £750,000 over a 5-year period. The funding application is currently being co-produced by partners and communities across BCP to go to England National Lottery Committee panel in January 2023.
Date discussed	29 November 2022

Budget EIA 5 – Phased reduction in cultural grants over a 5-year period (List 2)	
Summary of Equality Impacts	<p>Disability, Race, Religion or belief and sexual orientation: There may be equality impacts for these specific groups as projects designed to connect with them through outreach programmes may not be funded.</p> <p>Local business or community organisations: There would also be a significant number of jobs and freelancer roles lost in the local economy. There is also a risk some community groups may fold.</p> <p>EHRC: A reduction in cultural grants could impact on those activities that enhance the normal educational offer. There will be missed opportunities for social inclusion, participation and the loss of activities could impact mental health and living standards.</p>
Level of Impact	<p>The organisations would have to reduce their cultural activity under this proposal. The work they co-create with diverse and underserved communities, including all protected groups, is a very significant part of their activity.</p> <p>Under the proposals they would likely retain their core “cash cow” activities, such as cinema and blockbuster concerts, for example, but reduce the expensive outreach, learning and participation work, which is key to what makes them socially beneficial organisations. This work is how they inclusively engage and co-create with communities, underserved, under-represented and all protected groups.</p> <p>Protected groups would therefore be hardest hit and more marginalised by reductions in grants. There would be significant impact also on the wider cultural economy and ecosystem, which could result in the closure of small businesses supporting the creative sector. This may have significant impact on the Lighthouse and it’s ability to continue running. This in turn would impact on the BSO and other groups that use the facilities such as the disabled theatre group.</p>
Mitigating actions	None.
Date Discussed	30 November 2022
Budget EIA 6 - Reshape Cultural Compact Activity with Partners (List 1)	
Summary of Equality Impacts	<p>Age: Reshaping cultural compact activities around education will impact on young people.</p> <p>Disability: Ceasing cultural compact activities around education will impact on those with disabilities including mental health. Also see race below.</p> <p>Race and religion & belief: Will not be able to build upon the Your Shout programme of research and development of ethnically and disability led cultural organisations, aiming to enable these to develop and curate more diverse and inclusive programmes. Examples of these which the Compact has enabled to deliver in 2022 were The World of Love Festival and Reggae Weekender. The next major commission was extensive cultural network mapping, to ensure that the Compact knows what community cultural groups are out there to reveal the “invisible city” of underserved and under-represented cultural groups highlighted by the 2019 Cultural Enquiry.</p> <p>Socio-economic status: Lack of cultural attractions may impact on the free events that families on low incomes can attend.</p> <p>Local business or community organisations: Lack of events drawing visitors/residents into the town may impact on local businesses</p> <p>EHRC: Could impact on social inclusion and, participation which in turn may impact on mental health.</p>

Level of Impact	The Compact has a diverse board and strong policies of equality and inclusion for all communities, residents, visitors and protected groups. Reshaping the BCP Cultural Compact may eliminate BCP's growing reputation as a place where great culture can happen. The Compact is a multi-sector body, bringing together sectors such as the NHS, Education, Business, Tourism and young people, bringing in investment and joining up sector priorities and plans so that BCP can thrive as a place where people can benefit from cultural participation.
Mitigating actions	No mitigating actions for the results of ceasing on the protected groups.
Date Discussed	30 November 2022
Budget EIA 7 - Leisure Centres – 2 Riversmeet – Review of pricing (List 1)	
Summary of Equality Impacts	Socio-economic status: Raising fees may impact on those already experiencing financial pressures due to the cost-of-living crisis. EHRC: May be detrimental to Health if price rise excludes users from participating in exercise.
Level of Impact	Impact on the organisations and their delivery of services: Two Riversmeet will need to review the pricing across all offers. The Centre has the ability to offer new and enhanced services to support additional income generation. Impact on equalities and inclusion: Two Riversmeet will aim to increase further the offer for users therefore increasing the ability to be inclusive to local residents and users. Price increases may impact negatively on users but even within the savings required all costs associated with supplies and utilities are increasing which require us to budget accordingly.
Mitigating actions	No mitigating actions identified.
Date discussed	30 November 2022
Budget EIA 8 - Bournemouth Indoor Bowls Club alternative management model (excluding Skills and Learning) (List 1)	
Summary of Equality Impacts	Age: Most bowls players are older so older people will be impacted more. EHRC: May impact on both a persons ability to participate and their health.
Level of Impact	The site would still operate to provide access for Adult Skills and Learning and Mini Monkeys so those organisations would be able to continue their services unaffected. Disadvantages bowls players who are members and pay to play users, Poole Indoor bowls club and Christchurch and East Dorset club have capacity to take on these players and <u>needs to continue?</u>
Mitigating actions	The Council have managed to secure reduced joining rates for those who wish to use one of these other sites.
Date Discussed	30 November 2022
Budget EIA 9 - Pricing increases across the Poole Leisure Estate (List 1)	
Summary of Equality Impacts	Socio-economic status: Increasing the cost of services to users would impact on families already experiencing difficulties due to cost of living rises.

	EHRC: May be detrimental to Health if price rise excludes users from participating in exercise.
Level of Impact	The possible option of price rises to provide the saving required would impact users of some of their services though the addition in the region of £1 to cost of the activity. The overall price still remains in line with other centres and Everyone Active would retain the Access to Leisure option with no price increase for those signed up to the scheme (those who meet certain criteria re finances/disabilities)
Mitigating actions	Since identifying this as a possible savings option, some discussions have taken place with Everyone Active and they have suggested they could reduce the Service fee by the amount required and keep the Dolphin Leisure Centre option <u>or open?</u> if they were given approval to increase their prices. Proposals for pricing have been sent through and are being reviewed.
Date Discussed	30 November 2022
Budget EIA 10 - Seek community management of Littledown Leisure Centre Paddling Pool (outdoors) if not secured close (List 2)	
Summary of Equality Impacts	<p>Age: Young children will lose the facility.</p> <p>Pregnancy and maternity: Would impact young families who use the facilities.</p> <p>Sex: More women than men will be impacted as more women use the service.</p> <p>Socio-economic status: May affect those unable to access leisure facilities outside of their local area due to economic reasons.</p> <p>EHRC: May impact on participation, health and living standards.</p>
Level of Impact	The closure of the outdoor paddling pool would reduce the option of free outdoor leisure provision.
Mitigating actions	There are no mitigating actions being put in place.
Date discussed	30 November 2022
Budget EIA 11 - Reduce Sports grants by 10% a year for 5 years (List 1)	
Summary of Equality Impacts	<p>Age: The removal of this grant is likely to impact young people more as their sporting organisations would have accessed the grant.</p> <p>Disability: It is not known how many disabled sport organisations would be affected by reducing the grant as there have been no applications over the last 3 years.</p> <p>Socio-economic status: It is possible that those from the most deprived areas of the borough will be affected however, there have been no recent applications for the funding.</p> <p>Local business or community organisations: Poole sports council as the main recipient of the fund are likely to experience negative impacts as a result of reducing funding.</p> <p>EHRC: may have implications for health, participation and education.</p>
Level of Impact	Reduces the available funding for individuals and organisations but retains whilst still retaining the ability to provide some financial support

Mitigating actions	The proposal is for a reduction in grant and not the total removal. As there has been not take up of the grant over the last 3 years, there is no mitigating action as the grant can still be accessed.
Date discussed	30 November 2022
Budget EIA 12 – Innovative cost reduction and income generation for Christmas Tree Wonderland & Poole Christmas Maritime Light Festival (List 1)	
Summary of Equality Impacts	<p>Socio-economic status: As this is a free event this is likely to impact on those families on low incomes.</p> <p>Local business or community organisations: Traders would be impacted on loss of income. Feedback from Dorset Police is that the attractions, particularly in Bournemouth, have made the area a safer place in the late evening as the illuminations deter anti-social behaviour around the town centres, gardens and the Quay. This could also impact on trade.</p> <p>EHRC: Reduced contribution is unlikely to negative impact on any of the domains.</p>
Level of Impact	There would be little or no impact as the attractions would still be delivered. These attractions are free in complete contrast to similar Christmas Illuminations offerings in other towns and cities – e.g., Longleat, Blenheim Palace, Kew Gardens which are ticketed, making these events, particularly CTW, unique in inclusivity for all regardless of level of income. They are both easily accessible in public open space being level with no steps to negotiate making them both buggy and wheelchair friendly. For anyone with neurodiverse needs information is provided on the website to ensure that the attraction can be enjoyed by all.
Mitigating actions	Mitigating actions will depend on what option is chosen.
Date discussed	30 November 2022
Budget EIA 13 - Harmonisation of beach huts fees and charges	
Summary of Equality Impacts	<p>Disability: The Seafront Service enables access to beach huts for a range of other Council services including: Youth Services; Fostering Services; Carer Support; and Access to Resources (total 6 huts). The Council also supports access by external organisations including the NHS and Royal Life Saving Society. There are two charitable organisations that rent a hut on an annual basis and may be affected by the fee proposals within this report. There are no direct public health implications related to this report however, some beach hut tenants may feel their well-being is being impacted by the proposed changes which should be considered as part of decision making</p> <p>Socio-economic groups: Whilst research shows that the majority of tenants and those on the waiting list are from more affluent demographics, the pricing strategy may affect affordability for some beach hut tenants. Harmonisation of prices also means that the strategy may have a proportionately higher impact in some areas. Beach huts are available for hire from the Council or private tenants for shorter term or daily bookings for those unable to afford to rent on a longer term or annual basis.</p> <p>EHRC: This will impact on living standards, health and participation.</p>
Level of Impact	There are no specific implications for equality groups related to the proposed changes however, the pricing proposal may affect affordability for some beach hut tenants. Shorter term options are available for those unable to afford to rent on a longer-term basis.

Mitigating actions	To help mitigate the impact, it is proposed that the changes to pricing are implemented over time and the Council considers the removal of restrictions on sub-letting to widen the private hire market enabling more people to access the service more often on a short-term basis.
Date discussed	13 October 2022
Budget EIA 14 - Highway Maintenance - 10% reduction in Highway Maintenance (List 1)	
Summary of Equality Impacts	<p>Age: Deterioration of footpaths may impact on elderly ability as more hazards may be faced. Deterioration of footpaths may impact on young children as they cycle on the pavement and may encounter more hazards.</p> <p>Disability: Deterioration of footpaths may impact on disabled as more hazards may be faced. Impacts both physical and visual impairments.</p> <p>Pregnancy and maternity: Deterioration of footpaths may impact on pregnant and young parents with pushchairs as more hazards may be faced.</p> <p>Sex: Women may be impacted more from a walking perspective or pushing pushchairs. Deterioration of main commuter routes may impact men more as they tend to drive/cycle more than other groups.</p> <p>Socio-economic status: May impact those with a lower socio-economic status as they are less likely to own cars.</p> <p>Local business or community organisations: Uneven highways may be detrimental to business by discouraging customers.</p> <p>EHRC: May impact on living standards, work, and participation.</p>
Level of Impact	This will impact on all BCP highway asset users such as pedestrians, cyclists, drivers and vehicle passengers. There are likely to be differential impacts across the protected groups depending on the aspect of the network which is being considered. However, the scale of the differential impacts is not quantifiable at this stage, as it is currently not possible to accurately define the impact that the proposals will have on the network.
Mitigating actions	The movement away from measurement-based intervention levels to investigatory levels allows Inspectors greater flexibility through a risk assessment process to identify defects which may result in a negative impact on highway users, and which pose the greatest risk. This enables greater flexibility for Inspectors to identify defects such as those outside schools, residential homes, or GP surgeries. Improvements through the Transformation Programme will enable swifter action on the receipt of public reports.
Date discussed	21 November 2022
Budget EIA 15 – Reshape Park Operations (List 1)	
Summary of Equality Impacts	<p>Age: Older people may be affected with accessibility issues.</p> <p>Disability: People with disability may be adversely affected if access to open areas is reduced.</p> <p>Pregnancy and maternity: People with pushchairs may have accessibility issues.</p> <p>EHRC: No impact on any domain identified.</p>

Level of Impact	Very low risk. Reducing grass cutting will mean that some areas are left to grow longer. This may mean that certain groups have less access to some open spaces.
Mitigating actions	None required.
Date discussed	21 November 2022
Budget <u>EIA 16</u> - Seek community management / transfer of paddling pools and if not secured, close (List 2)	
Summary of Equality Impacts	<p>Age: Paddling pools are part of the broad offer of green spaces in providing a range of facilities, particularly for early years. Young – preschool groups who use the pools for recreation.</p> <p>Sex: More women than men will be impacted as more women use the service.</p> <p>Disability: Those with disabilities particularly around mental health and neurodivergent characteristics that use the facilities,</p> <p>Pregnancy and maternity: Parents who use the facilities with their children.</p> <p>Children in care: Children in care who use the facilities.</p> <p>Socio-economic status: This is a free amenity and people on a low income may be disadvantage by not have access to it.</p> <p>Local business or community organisations: Redhill and Hamworthy Park sites act as 'Green Heart parks' providing a range of facilities for the local community that would otherwise see café facilities lose their trading viability.</p> <p>EHRC: May impact on participation, health and living standards.</p>
Level of Impact	<p>This is going to have a high impact on the communities that the paddling pools serve. Some of the impact concerns protected groups which has been highlighted but the loss of a community resource could impact on the overall health and wellbeing (both physical and mental) of the pool users.</p> <p>Closure of the pools could also impact on the cafes that service the sites and reduce parking income.</p>
Mitigating actions	To try and hand over the pools to community groups to run.
Date Discussed	21 November 2022
Budget <u>EIA 17</u> - Green bin waste income - increased charge (List 1)	
Summary of Equality Impacts	<p>Socio-economic: An increase in the Green Bin Waste income will impact on those with lower incomes at a time when there is an increased cost of living.</p> <p>Profile data – is not available for garden waste customers. Garden waste subscribers are anecdotally and via mapping predominately determined by in the first instance the size of their garden and therefore volume of waste to be disposed of.</p>
Level of Impact	Low but combined with other increases could be higher.
Mitigating actions	Homeowners are able to take waste for free to recycling centres. For those without transport they could home compost or share a bin with a neighbour – no vehicle required
Date Discussed	22 July 2022

Budget EIA 18 - Temporary Accommodation Grant Funding (List 1)	
Summary of Equality Impacts	<p>Age: 55% of people in temporary accommodation are those under 25 so this will impact on young people</p> <p>Disability: 7% have ill health or a disability. 3% have a learning disability.</p> <p>Socio-economic status: Most homeless clients using temporary accommodation are receiving benefits.</p> <p>Race: Proposals may impact on a particular group as it relates to social and temporary housing.</p> <p>EHRC: Will impact on living standards, justice and personal security and Health.</p>
Level of Impact	<p>A blanket increase of for the service charges regardless of accommodation type. This will mean larger accommodation affordability is subsidised by smaller. However, this is fair as clients don't get to choose where they are placed.</p> <p>The introduction of a new method for charging users for utilities may have a disproportionate impact on a specific racial group in accordance with the profile of residents who live in that area. A full EIA will be carried out once the chosen method has been selected. It is intended to implement the fairest method for charging users.</p>
Mitigating actions	<p>Mitigating actions include:</p> <ul style="list-style-type: none"> • Assessment of suitability before going into temporary accommodation e.g. bedroom sizes, affordability, disabilities. • Affordability part of suitability • Ensure cost is equal for every client going in
Date discussed	29 November 2022
Budget EIA 19 - Telecare Income Generation (List 1)	
Summary of Equality Impacts	<p>Age: Most users are older so the increase will impact those over 65.</p> <p>Disability As most users are elderly it is likely that they will have mobility issues. No data is held as to whether younger people with a disability use the service.</p> <p>Sex: Because of the age profile of BCP residents it is likely that more users of the service are women.</p> <p>Socio-economic status: This is an optional service that users choose to buy. The proposed increase sits within the charge range of similar services provided by other organisations. It may affect users who have limited funds.</p> <p>EHRC: Could be detrimental to health, justice and personal security and living standards.</p>
Level of Impact	<p>An increase in service charges could lead to 30% of current users withdrawing from the service. The loss of income from these users is covered in the increase.</p> <p>This will disproportionately impact on vulnerable people who may be more at risk through not being able to afford the service.</p>
Mitigating actions	Service users do have the option to search for competitive alternatives.
Date discussed	29 November 2022

Budget EIA 20 - Cease Neighbour notification letters on planning applications and harmonising press notices procedure	
Summary of Equality Impacts	<p>Age: Older residents may be negatively impacted as they may be less mobile and unable to leave the house.</p> <p>Disability: This may include housebound residents, for example those with physical or visual impairment.</p> <p>EHRC: Might impact on people's ability to participate.</p>
Level of Impact	Low.
Mitigating actions	<p>Although such an approach accords with national legislation the use of site notices to notify interested residents of a planning application in their locality rather than writing to residents directly could result in residents being unaware of an application.</p> <p>To mitigate this it is proposed to enhance the circulation of the weekly list of planning applications by sending it to councillors and residents' groups as well as promote it to interested residents. As the Council and the Planning System becomes more digitally enabled it is expected that there will be further ways to optimise notification over time.</p> <p>Consideration will also be given to the language notices will be written in. This will be dependent on the profile of the ward.</p>
Date discussed	21 November 2022
Budget EIA 21 - Parking Charges Changes (List 1)	
Summary of Equality Impacts	<p>Disability: The proposed changes impact all Town Centre, District and car park users, however the impact on blue badge holders will be less on-street due to the free parking their blue badge entitles them to; off-street all disabled tax-exempt vehicle (DTEV) permit holders are able to purchase a £25 permit which enables them to park unrestricted in all BCP surface car parks.</p> <p>All payment options through the cashless mobile phone and car park Pay & Display machines remain available.</p> <p>To maintain access to parking the Blue Badge and Parent and Child bays are actively monitored by the enforcement team and PCNs issued to any unauthorised vehicles.</p> <p>Socio-economic status: Some residents parking zones are in areas where there is high demand for on-street parking owing to a lack of off-street parking provision. Some of these areas are in areas of deprivation meaning residents that own a vehicle in these areas have no choice but to purchase a permit to park their vehicle near their home. Some residents may need to own their vehicles for work purposes and potentially as a means to care for relatives if the use of public transport is impractical. The actual maximum cost increase for permit holders for resident on-street parking areas is of the order of £20 per annum.</p> <p>EHRC: Increased car parking charges could impact on work, living standards and participation.</p>
Level of Impact	Increasing Car parking charges will impact everyone especially at a time when the cost of living is increasing.
Mitigating actions	<p>Disability: The proposed changes impact all service users, however blue badge holders will not be impacted on-street due to the free parking their blue badge entitles them to; off-street all disabled tax-exempt vehicle (DTEV) permit holders (£25 annual fee) are able to park unrestricted in all BCP surface car parks. No 20% increase to DTEV permits is included in this proposal. The rationale for this is that this protected group is less likely to be able to switch to alternative transport modes or car share.</p>

	Socio-economic status: It is acknowledged that this group are negatively impacted through the cost increase, however, the permits still provide a heavily discounted parking option for both residents and non-residents compared with daily rate parking charges.
Date discussed	30 November 2022
Budget EIA 22 – Minor Harmonisation Charges	
Summary of Equality Impacts	<p>Disability: The proposed changes impact all Town Centre, District and car park users, however the impact on blue badge holders will be less on-street due to the free parking their blue badge entitles them to; off-street all disabled tax-exempt vehicle (DTEV) permit holders are able to purchase a £25 permit which enables them to park unrestricted in all BCP surface car parks.</p> <p>All payment options through the cashless mobile phone and car park Pay & Display machines remain available.</p> <p>To maintain access to parking the Blue Badge and Parent and Child bays are actively monitored by the enforcement team and PCNs issued to any unauthorized vehicles.</p> <p>Discounted parking permits are available for both residents and non-residents.</p> <p>Socio-economic status: Some residents parking zones are in areas where there is high demand for on-street parking owing to a lack of off-street parking provision (designated car parks). Some of these areas are in areas of deprivation meaning residents that own a vehicle in these areas have no choice but to purchase a permit to park their vehicle near their home. Some residents may need to own their vehicles for work purposes and potentially as a means to care for relatives if the use of public transport is impractical.</p> <p>Discounted parking permits are available for both residents and non-residents.</p> <p>EHRC: This could impact on work, living standards and participation</p>
Level of Impact	<p>In some areas charges for on-street parking are less than the off-street charges. As a general principle it is recommended that the on-street charges are higher where there are nearby car parks to encourage their use first and to discourage persons from hunting for spaces on street which can increase congestion.</p> <p>It is also recommended that all high seasons are harmonised through either the eradication of seasons leaving year-round fixed tariffs or by adjusting the existing so that there are only two seasons: high and low. High = 1 March to 31 October and Low = remainder of year.</p> <p>It is also recommended that the daytime tariffs charges for car parks apply 24/7. At present some car parks are free to use overnight and some have fixed overnight charges. The latter causes customers difficulties when they arrive before a daytime tariff begins because they are forced to pay an overnight charge and then also the daytime tariff.</p> <p>There are currently over 200 different parking related permit types. This places a huge administrative burden on the parking team. Many of the permit types contradict the Corporate Plan and specifically Climate Change Mitigation by offering parking at certain locations for a charge that is far cheaper than the sustainable transport alternatives. There is also inconsistency in the level of charge across the legacy Council areas.</p>

Mitigating actions	<p>Disability: The proposed changes impact all service users, however blue badge holders will not be impacted on-street due to the free parking their blue badge entitles them to; off-street all disabled tax-exempt vehicle (DTEV) permit holders (£25 annual fee) are able to park unrestricted in all BCP surface car parks.</p> <p>Socio-economic status: It is acknowledged that this group are negatively impacted through the cost increase, however, the permits still provide a heavily discounted parking option for both residents and non-residents compared with daily rate parking charges</p>
Date discussed	30 November 2022
Budget EIA 23 - National Concessionary Fare Scheme - remove discretionary elements (List 2)	
Summary of Equality Impacts	<p>Age: Travel by bus is higher at both ends of the age categories (those aged 16-24 and those aged 65 and over). Residents automatically qualify for a bus pass once they reach pensionable age (currently 66). Older people will be impacted more.</p> <p>Disability: People with a disability are significantly more likely to travel by bus regularly compared to those without a disability. Residents with a qualifying disability are entitled to an England national concessionary travel scheme (ENCTS) bus pass regardless of age.</p> <p>Carers: Carers will be negatively impacted by this decision as they will now need to pay to accompany a vulnerable adult on the bus.</p> <p>EHRC: This will impact on living standards and participation for those who are affected. It could also impact on their health.</p>
Level of Impact	<p>The removal of Companion Passes will impact on residents with this concession if their travelling companion is unable or unwilling to pay the required bus fare. This will result in some ENCTS bus pass holders being denied access to local buses and as a consequence, access to essential services and facilities and social contact. There could be a 'knock-on' impact on other services, for example social services should there be a need for support for people no longer getting out and about.</p> <p>The removal of the 'All Day Local' will impact on blind or partially sighted people if they had a specific reason to travel before 9.30am or after 11pm on weekdays. It is expected those who can change their travel times will do so. However, some blind or partially sighted people will use their bus pass to travel to work or education/training. They would be required to pay a fare which, depending on their financial status, could be a financial burden due to the cost-of-living crisis. This could result in them travelling less often or not at all.</p> <p>The removal of the Taxi Tokens issued to a small number of Bournemouth residents in lieu of the ENCTS bus pass will result in a requirement for these people to pay for all their taxi fares. Depending on their financial status, this could be a financial burden due to the cost-of-living crisis. This could result in them travelling less often and therefore, reduce access to essential services and facilities and social contact.</p> <p>Similarly, the removal of cash payments issued to a small number of Christchurch residents in lieu of the ENCTS bus pass will result in a requirement for these people to pay for all their taxi fares. Depending on their financial status, this could be a financial burden due to the cost-of-living crisis. This could result in them travelling less often and as a consequence, reduce access to essential services and facilities and social contact.</p>

Mitigating actions	Residents unable to use local bus services due to a change in the discretionary concessions are likely to be able to access community transport. Service provision currently varies across the BCP Council area but could include access to a voluntary car scheme, Dial-a-Bus, Dial-a-Ride or SEDCAT service.
Date discussed	30 November 2022
Budget EIA 24 - Review Community Transport (List 2)	
Summary of Equality Impacts	<p>Age: Older people who are mentally or physically unable to access other forms of public transport and benefit from supported door to door transport. Young children also use the service.</p> <p>Disability: Those who are mentally or physically unable to access other forms of public transport and benefit from supported door to door transport.</p> <p>Sex: The majority of scheme members are female so it will impact on women more.</p> <p>Carers: The burden on carers, both formal and informal, would increase should the proposal be implemented.</p> <p>Socio-economic status: Poorer residents are less likely to have access to a car.</p> <p>EHRC: This will impact on certain residents ability for participation. It could impact on their work, education and health. There may even be implications for justice and personal security.</p>
Level of Impact	<p>It won't be clear until the review has been completed whether there will be a negative or positive impact on service users. However if service provision is reduced there will be a negative impact on service users.</p> <p>This could impact those who use the community transport service and who are entirely dependent on it to access, shops, medical appointments, and the wider community.</p>
Mitigating actions	<p>It is intended to review the Community Transport Offer. This will be achieved by consulting with the key stakeholders and users of the service to quantify demand for the service thereby informing decision making with regards to potential options for delivery of the service.</p> <p>If it transpires that wider proposed changes to bus services are proposed through the reduction of bus subsidy for example then the aforementioned consultation of key stakeholders and users of the service shall also need to account/consider any potential changes to bus services.</p> <p>The provision of community transport is provided pursuant to Section 63 of the Transport Act 1985. As part of the consideration of provision under the Transport Act the Council must have regard to its functions as a social services authority amongst other factors.</p>
Date Discussed	30 November 2022
Budget EIA 25 - Capital investment in alternative to School Crossing Patrols at specific locations (List 1)	
Summary of Equality Impacts	<p>Age: As the main purpose of a SCP is to assist in enabling children to walk to school, this change is likely to impact children to a far greater extent than adults.</p>

	<p>Disability: The proposed changes impact any individuals with disabilities that could for example include physical or mental disabilities, learning difficulties, etc. Some individuals may be less able to cross a road because of the speed at which they can travel or the degree to which they can process risk and harm. This also affects those in wheelchairs, the deaf, hard of hearing, blind and partially sighted who all experience challenges when crossing a road.</p> <p>Pregnancy and maternity: Pregnant people often escort their other children to school and may be less mobile due to pregnancy and/or due to the impact of having given birth and/or sleep deprivation. This could arise at any time before or after pregnancy including whilst on maternity leave which is a specific category to consider.</p> <p>Sex: Children walking to school would be likely to be split equally between male and female in line with the broader population. It is possible that more women may have caring roles and so more adult females may use the current SCP sites than adult males and therefore more women may be impacted by this change. Males of all ages are known to be at greater risk of injury on our roads and this includes pedestrians.</p> <p>Socio-economic status: School crossing patrol services are not specific to areas of deprivation as they are introduced at locations where a road is difficult to cross, where there is significant demand to cross at that point and where the route lies on a popular choice for pedestrians wishing to travel to or from a school. In some more deprived areas, car ownership may be lower, and this may limit travel choices such that in these areas more people walk to school. In more deprived areas there could be a risk that in particular younger children are less likely to be accompanied on their journey to school by an adult although we are not aware of statistics to support that theory.</p> <p>EHRC: From a safety point of view, crossings will be operational outside of normal school hours and improve personal security. Negatively, children may miss the interaction with an adult outside of their family group and reduce participation.</p>
Level of Impact	Loss of SCPs could impact child protection issues as they may not be spotted or reported. The loss may also impact on opportunities for community interaction. There may also be an increased chance of risk taking behaviour as no adult will be present to help prevent it. The loss of an individually tailored crossing service will that extra time and consideration to specific user needs won't be available. There is evidence to suggest that pedestrians will go and use an SCP to safely cross whereas they may decide not to use a physical crossing but instead risk crossing the road at a point that is more direct for their particular route but less suitable in road safety terms.
Mitigating actions	Both Zebra and signal crossings have been designed to incorporate safety features such as tactile paving, being positively illuminated at night, audible sounds and tactile cones. With signal crossings - Toucans and Puffins - we have on crossing detection which will extend the red signal to traffic time to cater for slower moving pedestrians and/or mobility scooters. The Council also offers schools pedestrian training to years 1 and 4 that aims to equip children to safely cross roads in a range of circumstances.
Date discussed	30 November 2022

Budget EIA 26 – Dimming of street lighting in residential areas	
Summary of Equality Impacts	<p>Age: Elderly people may feel less safe which could increase the potential of social isolation and lack of engagement in community life. There may also be an increased risk of collision and road traffic accidents. Significant proportions of the night time economy is supported by student activity. Reduction in lighting may increase the vulnerability of young people and females in particular given that greater amounts of alcohol is consumed.</p> <p>Disability: Those with physical and mental impairments may feel less safe because they are vulnerable. There may be an overall increase in the perception of crime.</p> <p>Gender Reassignment: Those who have had their gender reassigned may feel less safe venturing out after dark.</p> <p>Pregnancy/Maternity: Pregnant people may feel more vulnerable if street lighting levels are lowered.</p> <p>Race: Some groups may feel more vulnerable to becoming victims of hate crime.</p> <p>Religion: Those with an obvious religious appearance (such as orthodox Jews or Muslim women) may feel vulnerable due to their faith.</p> <p>Sex: Women may feel less safe if it is darker in the area they live.</p> <p>Sexual Orientation: Members of the LGBTQ community may feel vulnerable if outside after dark in an area with reduced lighting.</p> <p>Socio-economic status: Those living in deprived areas may feel less safe. In addition, those households without cars may feel less safe waking at night. It may discourage them from using bus services. They may not be able to afford taxis.</p> <p>Local business and Community organisations: local businesses and community organisations may experience a drop in businesses or membership, respectively if people do not feel safe going outside after dark.</p> <p>EHRC: Will impact on a person's personal security, ability to participate and potentially, of people feel unable to venture outside at night – work.</p>
Level of Impact	Whilst it would appear that there would be a lot of impact from the introduction of reduced lighting, from experience in the Bournemouth area, there is very little noticeable change to the level of lighting when dimming to 75% output from 8pm to midnight and this has not resulted in any complaints from local residents.
Mitigating actions	It will be important to monitor the levels of crime being experienced and also the perception of crime to ensure there is no increase as a result of these measures.
Date discussed	21/01/2022
Budget EIA 27 - Reduction of Economic Development - Reduce Budget non staffing (List 2)	
Summary of Equality Impacts	<p>Age: Children and Young People will be affected as the ability to work in partnership with schools and colleges will be reduced.</p> <p>Socio-economic status: It is not known what the impacts may be on those of a lower socio-economic status although withdrawing funding is likely to impact on this group.</p> <p>Local business and community organisations: A reduction in economic development budget will mean that the current services provided to businesses will stop and funding to other organisations. There will no longer be support to young enterprise, no business mentoring. A reduction in budget will also mean that business may not be able to access the services provided by the organisations that we will no longer be able to support. A reduction in budget may mean that some of the Community organisations that we support may cease to exist.</p>

	EHRC: A reduction in economic development budget will impact on work, education and living standards.
Level of Impact	A reduction in funding will impact on our ability to work with schools and colleges and invest in our young people providing them with opportunities to experience activities that will aid their future working life. A reduction will impact on our local businesses as some of the support given to them will no longer be available.
Mitigating actions	No mitigating actions identified.
Date discussed	23 November 2022
Budget EIA 28 - Smart Places – reduce budget (List 2)	
Summary of Equality Impacts	Age: There may be an impact on older residents as the progression of Digital Inclusion will be stymied. This will impact on participation in everyday life, particularly for some older residents. Disability: There may be an impact on residents with disabilities as the progression of Digital Inclusion will be delayed. Socio-economic status: Smart Places have been focussing elements of their projects on some of the most deprived areas within the BCP Council area and this may now not be progressed as quickly as anticipated. Local business or community organisations: Will be impacted if the ability of staff to deliver the project is restricted through a reduction in funding. EHRC: This will impact on participation, health and living standards.
Level of Impact	The impact is the ability of not being able to progress the information going forward. Not able to deliver on Corporate Priorities and the Transformation programme.
Mitigating actions	The above financial arrangements enable the Smart Place programme to continue providing benefits to protected groups, helping to reduce demand on Council services.
Date discussed	23 November 2022
Budget EIA 29 - Day Opportunity Strategy Implementation (List 1)	
Summary of Equality Impacts	Age: As most day centre users are elderly this will impact our older residents Disability: Day centre users include vulnerable adults, who can be isolated and those with mild disabilities. Those with more severe disabilities tend to reside in care homes. Sex: Most day centre users tend to be more female, so any changes will impact women more. EHRC: Any impact is unknown at present as a decision has not been made on how the delivery of day opportunities will be carried out. However, there may be implications for participation, health (particularly mental) and living standards.
Level of Impact	Currently, the level of the impact is unknown. Once a decision has been made the full equality impacts can be addressed.
Mitigating actions	The Day Opportunities Strategy will address the mitigating actions required if a change in service delivery is undertaken.
Date discussed	23 November 2022

Budget EIA 30 – Expand Shared Lives (List 1)	
Summary of Equality Impacts	<p>Age: Shared Lives carers can provide support to people with dementia (who tend to be older) in their neighbourhood enabling the person to remain in their own home. They can also offer support to family members so that the person does not have to leave their familiar surroundings</p> <p>Disability: Positive benefits for the client as the shared lives programme will allow them to be placed in an environment where their impairments can be adapted for.</p> <p>Race: Positive benefits for the client and the programme aims to place clients with carers of their own race where possible.</p> <p>Religion or belief: Positive benefits for the client because again, the programme aims to place clients with carers who share their beliefs.</p> <p>Care leavers: They can provide support for care leavers and provide a setting in which they can learn daily living skills in a very practical way, in preparation for moving on into greater independence.</p> <p>EHRC: This are likely to be positive impacts in terms of living standards, health, participation and justice and personal security.</p>
Level of Impact	<p>There is likely to be a positive impact on the wellbeing of clients.</p> <ul style="list-style-type: none"> • They can provide an interim placement for people with mental health problems recently discharged from hospital and also help prevent readmission. • They can support parents with a learning disability and can help to teach parenting skills, which may prevent unnecessary admission of a child to care. • They can provide respite to unpaid family carers, an arrangement which can also help with long-term succession planning for older family carers. The use of Shared Lives for short breaks is growing as people become more aware of the flexibility of the scheme. • People also sometimes use a Shared Lives scheme as a way of learning the skills they need to live independently and to help them put down roots in the area or community before moving into a place of their own.
Mitigating actions	Clients are placed with the best match as so this will address any specific equality needs of the client. Eg religion.
Date Discussed	23 November 2022
Budget EIA 31 - Work in partnership with Tricuro to reduce contract value (List 1)	
Summary of Equality Impacts	<p>Age: Most clients who use this service are older and so will impacted by this decision. As yet, the impact is unknown as the details of the proposal have yet to be determined.</p> <p>Disability: Most clients who use this service have both physical and mental disabilities and so will impacted by this decision. As yet the impact is unknown as the details of the proposal have yet to be determined.</p> <p>Sex: Most clients are women and so will be adversely impacted.</p> <p>EHRC: Although the full proposals are unavailable currently, this is likely to impact on living standards, health, justice and personal security and participation.</p>

Level of Impact	Not known at this stage.
Mitigating actions	Not known at this stage.
Date discussed	23 November 2022
Budget EIA 32 – Alternative meals provision (bring future savings forward) (List 1)	
Summary of Equality Impacts	<p>Age: Adult Social Care Clients tend to be older, and they will be disproportionately affected.</p> <p>Disability: Adult Social Care Clients tend to have mobility and disability issues and will be disproportionately affected.</p> <p>Socio-economic status: Clients using the service may have to source meals elsewhere at a greater cost.</p> <p>EHRC: Will impact on work, living standards, participation and health.</p>
Level of Impact	Adult social care clients and carers are disproportionately older women and will usually have a disability, but otherwise there is no specific impact relating to those with protected groups.
Mitigating actions	Clients impacted have the protection of the Care Act and are entitled to a carers or client assessment which will seek to ensure eligible needs are met, that clients/carers are safeguarded and will, if necessary, ensure appropriate mitigation to prevent harm.
Date discussed	23 November 2022
Budget EIA 33 – Employment support service (List 1)	
Summary of Equality Impacts	<p>Age: Those of working age are more likely to impacted by the decision.</p> <p>Disability: Adults with learning disabilities, but also other adults of working age with mental health needs or other long-term conditions. Service typically supports adults who want to develop skills for paid work or be engaged in unpaid voluntary roles but cannot be supported through DWP supported employment services as their needs too high or require a high degree of support to engage with volunteering.</p> <p>Care leavers: Withdrawal of this service would impact care leavers. The Care Act 2014 places a responsibility on local authorities to ensure services should be made available for young people when they move into adulthood. It cites employment support as one of the areas councils should consider providing.</p> <p>Socio-economic status: May impact those who have savings. Currently people not financially assessed to access COAST, but as part of a future day services offer they may have to make a financial contribution.</p> <p>Local business or community organisations: This will impact on Tricuro as COAST is supported employment service run by Tricuro. Approximately 130 people under Coast at present, mainly with learning disabilities. There are two elements to the service.</p> <p>EHRC: This will impact on providing vulnerable adults with work, it may subsequently impact their mental health, living standards and participation in society.</p>

Level of Impact	<p>The main impact is on a group of adults with learning disabilities, mental health needs or long term conditions. The service enables these adults to develop their skills for paid work. Removal of this service would impact their ability to access work.</p> <p>National Building the Right Support Guidance, the NHS long term plan for people with learning disability and autism, promotes supporting people into work as a key objective. Decommissioning this service will negatively impact on the national return for BCP Council – Supporting people with learning disabilities into work KPI.</p> <p>Maintaining people in employment can reduce or delay the need for more expensive forms of care and support.</p> <p>This will impact on Fulfilled Lives objective within the corporate strategy to increase the proportion of adults with care and support needs in employment, training and volunteering by March 2023.</p>
Mitigating actions	There will be a cost towards finding another service however other free alternatives are available and could be signposted towards.
Date discussed	23 November 2022
Budget EIA 34 - Reprovision of some carers services (List 1)	
Summary of Equality Impacts	<p>Disability: The reprovision of the carers centre may have an impact on the Mental health of the carers as it may impact on their ability to socialise and their need to feel safe.</p> <p>Sex: Will impact more on older women as tend to be carers.</p> <p>Children in care: Whilst the profile of the carers centre users is not known it is likely some may be the carers of children in care.</p> <p>Socio-economic status: May impact on those carers on low incomes who may now need to travel further to a new centre.</p> <p>EHRC: This will impact on carers ability for participation and may impact on their health and living standards too.</p>
Level of Impact	Adult social care carers are disproportionately older women and often report being in poor health, but otherwise there is no specific impact relating to those with protected groups. Clients impacted have the protection of the Care Act and are entitled to a carers or client assessment which will seek to ensure eligible needs are met and that carers are safeguarded.
Mitigating actions	The service will be moved to another building within the BCP council area.
Date discussed	23 November 2022
Budget EIA 35- Education - Revised Delivery Models	
Summary of Equality Impacts	<p>Age: This service is aimed at children so will affect young people. However, the changes put in place do not appear to have any detrimental impacts, but instead improve the service offered to the children.</p> <p>Disability: This service is aimed at children who have special educational needs and so will affect young people. However, the changes put in place do not appear to have any detrimental impacts, but instead improve the service offered to the children by increasing the time given to assessments.</p> <p>Children in care: It is possible that children in care may need access to this service, however the proposals made would only appear to enhance the service provided.</p>

	EHRC: The proposals for this service will have positive impacts as it will be assisting those with special educational needs access the right education for them.
Level of Impact	Low negative impact. High positive impact.
Mitigating actions	None required as no negative impacts have been identified.
Date discussed	9 December 2022
Budget EIA 36 - Targeted Family Support - Clinical psychology (List 1)	
Summary of Equality Impacts	<p>Age: The service is provided for all ages including children, children in care, foster carers, connected carers, adoptive parents. Children are therefore more likely to be impacted by the proposals.</p> <p>Disability: Whilst the profile of clinical psychology users is not available, some service users may have disabilities.</p> <p>Children in care: This service is used by Children in Care and therefore may impact them.</p> <p>Care leavers: This service is used by Care Leavers and once again any changes will impact them.</p> <p>EHRC: The review of Clinical Psychology provision should enable the Council to provide a service which helps improve Education, Living standards and participation.</p>
Level of Impact	As the outcome of the pilot is unknown it is difficult to pre-empt the impact of any decision.
Mitigating actions	These will be addressed once the outcome of the pilot is known.
Date discussed	1 December 2022