

Appendix 16b: Summary Equality Analysis supporting changes to budget proposals – 2023/24 to 2025/26

Outlined below is a summary of initial equality analysis (EA) which support the changes to the budget proposals for 2023/24, and beyond since the draft budget proposals were presented to the Cabinet meeting of 12 January 2023. EAs are assessments that public authorities often carry out prior to implementing policies, with a view to predicting their impact on equality. The Equality Act 2010 does not specifically require an equality analysis to be carried out, although they are a way of facilitating and evidencing compliance with the Public Sector Equality Duty. The Duty requires decision makers to have ‘due-regard’ to matters of equality at a time when a particular policy is being considered.

Each summary below highlights where a more detailed equality impact analysis (EA) will be undertaken to accompany development, consideration, and implementation, of proposals. Any service restructures that impact on staff is also required to be the subject of an EA. Proposals should be cross referenced for more information, including levels of saving/investment and indicative timescales.

Each summary considers the individual and isolated impact of each budget proposal on the ‘protected characteristics’ as defined by the Equalities Act, as well as the additional groups identified by Southend-on-Sea City Council. However, the Council should note the wider context and resulting compounding impacts of multiple proposals on specific protected groups. A hypothetical example being, one proposal impacting on a children’s play area in isolation has a smaller impact than a combined suite of proposals impacting other services for families and children, thus compounding the impact on this group. Consideration should be given to the holistic context and whether issues then become disproportionate for any protected group or characteristic.

Full Equality Analyses are available on request ahead of the 14 February Cabinet, please contact sarahbrown@southend.gov.uk

Ref.	Proposals	Equality analysis
ORE-11	Staffing Operational Review – Library Services	The proposal relates to removing currently vacant or underutilised budgeted posts/hours. The current operating hours and staffing levels across all libraries will be unaffected and therefore no EA is required.
IGC-15a	Further investment income	This proposal relates to a review of the latest economic data and its effect on investment income. This proposal itself does not impact on services or staff and therefore no EA is required.