

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

Outlined below is a summary of initial equality analysis (EA) which support the budget proposals for 2023/24, and beyond. 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.

Ref.	Proposals	Equality analysis
COI-01	Employer Pension contribution levels - actuarial review	An EA is not required. Staff contributions and the value of pensions being drawn down will not change. The Council has renegotiated its contribution into the Pension Fund, which does not impact on the service provided to others.
COI-02	Reduction in Corporate Contingency	An EA is not required. This is the release of a corporate budget to help to fund some of the unavoidable cost pressures being experienced by the organisation.

Ref.	Proposals	Equality analysis
EAP-01	Disabled Facilities Grant (DFG)	This proposal will reassess the eligibility of offsetting costs currently charged to the Adult Social Care revenue budget. Rediverting existing spend to another funding source with no impact on service or staff does not require an EA.
EAP-02	Bid Town Centre Grant underspend into base budget	Under committed spend over several years has been identified, therefore there is no impact on service or staff. Therefore, no EA is required.
EAP-03	Integration of Public Health Grant into Planning	The proposal realigns funding to support a public health approach to planning. No EA required.
EAP-04	End lease of office space at The Lighthouse Child Development Centre	With no change in service, the staff team will deliver the service in a hybrid way reducing the need for a permanent office. An EA will be required to consider the impact on staff (such as those with a disability, or carers) who may need additional support and equipment to allow them to work in a hybrid way.
EAP-05	Integration of Public Health Grant into Regulatory Services	The proposal will see a public health approach taken to regulatory services to support the prevention of obesity and improve healthy eating. No EA required.
EAP-06	System for management of sickness absence	A change in the way information is recorded will require staff to be informed and offered training if required. No EA required.
EAP-07	Reduce spend on Agency Social Workers in Children Services	Positive impacts will be generated for various protected characteristics of staff and include the benefits of permanent staff status vs agency (job security, holiday and sick pay). Negative impacts may include less flexibility for carers and parent staff, as well as a reduced income. A full EA would be required to assess the impact.
EAP-08	Civic One Restack	Staff from protected groups may be impacted by this change, particularly those staff that are disabled as they may have equipment/adjustments that need additional consideration. A full EA will be required.

Ref.	Proposals	Equality analysis
EAP-09	Civic One - Reduction in operating hours	A change in servicing the building to consider the impact on staff and residents who use it during those times. This will likely impact on protected groups; therefore, a full EA will be required.
EAP-10	Seafront Lighting Totems - Reduced Operating Hours	This proposed change wouldn't impact disproportionately on any group; therefore no EA is required.
EAP-11	Civic One Data Centres - Closure of Old Server Room	Prioritising this already planned work does not impact on any protected characteristic. No EA is required.
EAP-12	Optimise use of technology and systems for communication and automation of processes within Revenues and Benefits	This change will potentially impact on groups with limited digital literacy, ICT skills and access to equipment. Groups impacted may be older people, the disabled and low income. A full EA is required.
ORE-01	Staffing Reduction – Procurement	The proposal relates to the permanent deletion of a natural wastage in post hours relating to un-progressed work with a neighbouring local authority, therefore no impact to staff or residents and an EA is not required.
ORE-02	Staffing Reduction – Strategic Housing Project Officer	The removal of a vacant post through natural wastage with no change to service delivery. No EA is required.
ORE-03	Staffing Reduction - Corporate Strategy	Many staff in this area are from various protected groups, with a significant number of part time workers who would be disproportionately impacted by this change, therefore a full EA will be required.
ORE-04	Staffing Reduction – Revenues Service	Deletion of vacant post due to natural wastage. No staff in the roles to be impacted, therefore no EA required.
ORE-05	Customer Services/ Revenues and Benefits Structure Review	This change would involve restructures and changes to employment contracts, which are likely held by people from protected groups. Therefore, a full EA is needed.
ORE-06	Staffing Reduction – Asset Management	The proposed change is to make a temporary arrangement (almost 6 months) permanent. As the change has already been implemented there is no further impact on staff or residents. No EA required.

Ref.	Proposals	Equality analysis
ORE-07	Staffing Review – Senior Leadership Group	Depends on the demographic of the people affected by the change but these are likely to encompass some protected groups. EA required.
ORE-08	Staffing Reduction – Education, Inclusion and Early Years' Team	This change would involve restructures and changes to employment contracts, which are likely held by people from protected groups. Therefore, a full EA is needed.
ORE-09	Staffing Reduction – Digital & ICT	This change would involve restructures and changes to employment contracts, which may be held by people from protected groups. Therefore, a full EA is needed.
ORE-10	Review of agency and interim arrangements	A number of protected groups may be impacted by this change. Nationally agency workers are disproportionately made up of non-white workers, younger age groups and those who work part-time hours. Additional consideration should therefore be given to the impact of those who require greater flexibility at work such as carers and parents. A full EA would be needed.
SOC-01	Review of the operation of fountains in the City's public spaces	The fountains are largely enjoyed by young children and families (including those with disabilities), this is free of charge public good, and its reduction could therefore impact on those economically challenged. A full EA to consider the impact is required. Consideration to be given to whether there are compounding impacts also.
SOC-02	Review of operation of City Beach Fountains	Young children including the disabled, low-income families and those with limited financial resource, particularly enjoy this free activity, and so would be disproportionately impacted. The impact will be reduced during out of season periods. An EA would be required. Compounded impact likely.
SOC-03	Review Travel Centre Operation / Closure	People from many protected groups may be impacted by the closure, for example those from older groups, young children, or with disabilities if they must travel further to use new bus shelters or toilet provision. A full EA is required.

Ref.	Proposals	Equality analysis
SOC-04	Review of public toilet offer with focus on securing external operator	The consideration of charging for toilet use within this proposal may negatively impact the disabled, carers, older people, children and families who may have more need to use public toilets, as well as those on low incomes. Therefore, a full EA will be required to assess the impact.
SOC-05	Reduce Corporate Training (L&D) Budget	Some protected groups may be disproportionately impacted by removing non-essential training this may include those that have specific learning styles, are disabled, older people, those with a lower skill set and those with limited income. A full EA will be required.
SOC-06	Printed materials and courier dispatch for Councillors	This change will disproportionately impact on Councillors with limited digital skills, and those who are disabled. A full EA will be needed.
SOC-07	Culture service savings	Staff duties will alter which may impact on some protected groups more than others. A full EA is required.
SOC-08	Library service savings	The change has already been introduced, and the Essex Book Festival support has already stopped, so there is no further impact on staff or residents. No EA is required.
SOC-09	Bowling Greens Review	This change may disproportionately impact on older people, the disabled and carers, who would need to travel further to play. Therefore, a full EA would be required. Also, an EA would likely be needed to encompass all affected staff.
SOC-10	Belfairs Golf Course	This suggested change would likely result in an increase of costs if managed by a private organisation, this would likely disproportionately impact on those with low income, and even the disabled where gentle exercise is recommended. A full EA is needed.
SOC-11	SIMS Management Information System to Schools	Changes to school ICT systems will likely impact on the offer to school aged children and their families/carers, this will include children with disabilities as well as those from BAME backgrounds, therefore a full EA will be required to assess the impact. In addition, consideration will also need to be given to the impact on change to staff.

Ref.	Proposals	Equality analysis
SOC-12	New In-house Foster Care Offer	The improved offer will impact on children and families with protected characteristics, such as disability, ethnicity, and religion. A positive impact will be gained for a more localised offer (so that families can access established networks), and families with complex needs (by enhancing the training and supervision offer). A full EA should further consider the specific situation and needs of the wider groups.
SOC-13	Use of standard litter bins for disposal of dog waste	This proposal encourages dog walkers to either dispose of their pet's waste by the use of existing litter bins or to take it home with them and dispose in their residual waste. No EA is required
SOC-14	Councillor Support Office plans	An EA is not required for the budget consideration as the service mentioned did not yet exist. However, an EA should be considered as a matter of course for designing the offer provided by the Business Support team.
SOC-15	Review programme for cutting grass in non-residential areas	Allowing for a longer time between grassed areas being cut, may reduce visibility, and may impact greater on those with mobility issues and young children. Consideration to be given on how the proposed safety maintenance will mitigate the impact on these group. Therefore, a full EA is needed.
SOC-16	Greater use of perennial bedding areas in parks	Many groups enjoy the annual plants in our parks, despite the minimal change in offer, the enjoyment maybe especially important for those with mental health issues/anxiety, therefore a full EA may be required on the impact of a shorter flower season for perennials. Complete high-level EA in place.
SOC-17	Street Light Dimming	Consideration to be given to the general population who use the non-essential areas between the hours of 11pm and 5am and whether any protected characteristic groups are disproportionately affected. Particular consideration should be given to low-income shift workers, religious night prays, females, carers and people with mobility issues. full EA would be needed.

Ref.	Proposals	Equality analysis
TPP-01	Essex County Council transferred debt - reduction in repayment	There is no impact on services or staff, or any protected groups. No EA is required.
TPP-02	Use of free minor repair gang for ad-hoc highways maintenance	Better utilisation of existing budgets with no change in service or impact on staff. No EA required.
TPP-03	Recruitment Contract (Hays Commercial)	Renegotiation of contract. No EA required.
TPP-04	Employee Assistance contract for service	Following the current service expiring the offer will be added into the existing staff benefits service. No EA required.
TPP-05	Occupational Health contract for service	Moving the current service to an 'on-demand' basis. If this saving is based on current trends of usage no EA is required.
TPP-06	Reduction of concessionary fares support to match usage	This budget line relates to a charge for actual use and does not result in a change in service. No EA required.
TPP-07	Councillor related behaviour – Legal costs for Complaints/Issues	An EA should consider whether any Councillors of the protected characteristic groups are disproportionately affected by the proposed changes.
IGC-01	Pier charges	This is a generic change where all aspects of the community would experience the impact. However, this is likely to disproportionately impact on those with lower incomes including older people, carers, the disabled and those on benefits. A full EA to consider the impact is required.
IGC-02	Planning Performance Agreement Income	The proposal is to offer additional services for a fee. No EA required.
IGC-03	Cremation and burial costs for non-residents	This increase costs would see fees and charges increase to become comparative across the region. Support for paying these fees is available for those on low incomes, and those in receipt of disability benefit. No EA required.

Ref.	Proposals	Equality analysis
IGC-04	Parking charges (pay & display)	This is a challenging time for everyone but particularly for those on benefits and low incomes. This change would disproportionately impact these groups as well as those with mobility issues and rely on a car and parking. Positive impacts for those with health issues and children by the possible reduction in car use. Therefore, a full EA would be required.
IGC-05	Parking permit charges	This is a challenging time for everyone but particularly for those on benefits and low incomes. This change would disproportionately impact these groups as well as those with mobility issues who rely on a car and parking. Positive impacts for those with health issues and children by the possible reduction in car use. Therefore, a full EA would be required.
IGC-06	Parking charging times and associated enforcement	This is a challenging time for everyone but particularly for those on benefits and low incomes. This change would disproportionately impact these groups as well as those with mobility issues and rely on a car and parking. Positive impacts for those with health issues and children by the possible reduction in car use. Full EA would be required.
IGC-07	Vehicle crossover applications - application fee and implementation costs	This is a challenging time for everyone but particularly for those on benefits and low incomes. This change would disproportionately impact these groups as well as those with mobility issues and rely on a car and parking. Therefore, a full EA would be required.
IGC-08	Remove free parking for elected members	This is a challenging time for everyone but particularly for those on benefits and low incomes. This change would disproportionately impact these groups as well as those with mobility issues and rely on a car and parking. Positive impacts for those with health issues and children by the possible reduction in car use. Full EA would be required.

Ref.	Proposals	Equality analysis
IGC-09	Sales, Fees & Charges	The proposal would see all relevant sales, fees and charges increased at the rate of CPI. The change would impact on all existing and new users which will likely include those with protected characteristics (as a minimum we expect those with low incomes to be negatively impacted). A detailed analysis of whether the specific sales, fees and charges disproportionately service any particular group should be completed. A full EA will be needed.
IGC-10	CCTV Control Room commercial activity	Staff duties will alter and potentially increase, which may impact on some protected groups more than others. A full EA is required.
IGC-11	Street Lighting Advertising Banners	Better utilisation of existing street lighting for commercial use does not impact on any protected groups so no EA is required.
IGC-12	Charging for car parks that are currently free	Whilst this change brings positive impacts by improving the consistency of the offer across the city, there may be negative impacts on current users with low incomes, and groups with additional need to use cars such as those with mobility issues and carers. Positive impacts may also be generated for those with health issues and children by the possible reduction in car use. Therefore, a full EA would be required.
IGC-13	Council Tax: Empty Property Relief	Consideration should be given to the knock-on effect to the renter who has low income, disables, is older in age and families, where Landlords pass on the reduction on relief. A full EA is needed.
IGC-14	Registration Service	Currently the detail of which income generation and saving measures is not established. Consideration should be given to whether any protected characteristics are disproportionately affected. As a minimum we would expect that low-income individuals and families would be impacted. A full EA will be needed.
IGC-15	Increased investment income	This proposal relates to the Bank of England base interest rate and this proposal itself does not impact on services or staff. No EA required.

Ref.	Proposals	Equality analysis
IGC-16	Long Term Empty Premium/Second Home Premiums	Impact would depend on the demographic of the people affected by the change in policy. For example, those required to pay the increase in premium may be negatively impacted and those who may be accommodated by the incentive to increase the available housing stock may be positively impacted. An EA is therefore required.
IGC-17	Introduce new parking charge for stays beyond two hours at four main parks from 2024/25	Consideration to be given to park users who stay beyond two hours. Negative impact for those users who are from the protected characteristics but also positive impacts for enabling more users of all groups due to increased turnover of spaces. The increased parking cost would disproportionately impact those that have limited resources, the disabled, carers, older people, and those with mobility issues. A full EA would be needed.
IGC-18	Review allotment rents from 2024/25	There are many health benefits for having an allotment so the impact may be greater for the disabled, carers and those with low incomes that may want to grow their own fruit and vegetables. A full EA will be needed.
IGC-19	Include convenience fee for car park pay by phone transactions	The increased fee would disproportionately impact those users on low incomes. A full EA would be required.