

# APPENDIX 3

## **BIRMINGHAM CITY COUNCIL CUMULATIVE EQUALITY IMPACT ASSESSMENT**

**2019/20 BUDGET**

**REPORT**

**Draft**

January 2019



## **Introduction**

The Council in its annual budget-setting process is required to have due regard to the need to eliminate discrimination, advance equality of opportunity, and foster good relations when making decisions on budget proposals.

The Public Sector Equality Duty requires councils to demonstrate their consideration of the Equality Duty as part of the process of decision-making. This involves an understanding of the potential impact of policy and decisions on different people and evidence on how decisions were reached. To help us do this we undertake an Equality Impact Assessment (EIA). While there is no legal requirement to conduct an Equality Impact Assessment, the process enables a rigorous analysis of decision-making and identifies any negative and positive impact on people with protected characteristics:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership, but only in respect of the requirements to have due regard to the need to eliminate discrimination.
- Pregnancy and maternity
- Race – ethnic or national origins, colour or nationality
- Religion or Belief – including lack of belief
- Sex (Gender)
- Sexual orientation.

To inform financial decision making, we have attempted to take a consistent approach to assessing the equalities impact of our proposals across services. The Council, working with services users, communities and partners, will need to take action to mitigate the collective impact of any such proposals that demonstrate as having adverse impacts on the above protected characteristics. Feedback on budget proposals from the public consultation and service led consultations are incorporated into the relevant individual Equality Impact Assessments and reflected in the Cumulative Impact Assessment.

## **Equality Impact Assessment process**

We believe that mainstreaming equalities in everything we do will help promote equality across all our services. That is why we have undertaken an equality analysis of all our proposals.

In building our approach to these budget savings, we have carefully considered areas which have the least direct impact on people, and how we re-shape services and any ongoing investment to continue to protect front line services.

Each Service area has completed an EIA of its savings proposal to help identify any potential negative impacts. Any adverse impacts on people and communities with protected characteristics will be alleviated by mitigation plans.

This document draws into one place, a summary of all the service based Equality Impact Assessments for the 2019/2020 budget proposals. In addition to service based proposals, there are a range of budget proposals which are efficiencies and do not have any disproportionate impact for people with protected characteristics as defined in the Equalities Act 2010.

It's important to note that the Equality Impact Assessment is not a one-off task, instead it is an ongoing process that develops as the budget saving proposal evolves over time. All EIAs are recorded on the council's 'live' SharePoint site where the EIAs will be updated with monitoring information on any adverse equality impacts as changes in provision occur.

### **Local context**

The Council continues to face a significant financial challenge for 2019/20 against a backdrop of on-going reductions to government grant and pressures to spend more on core public services. These expenditure pressures cover a range of costs including the effects of inflation and meeting increasing service demands, such as adult social care. The aim is to deliver a sustainable plan for future years. This year's budget consultation referred to £18m for specific proposals for the coming 2019/20 financial year. It also referred to the longer term financial challenge of identifying a total of £86m by 2021/22. These savings are on top of the savings of around £690m that the Council has already made since 2010/11.

In undertaking the equality impact analysis the Council has had to consider how the savings proposals for 2019/20 will impact on the delivery of the Council's priorities:

- Birmingham is an entrepreneurial city to learn, work and invest in
- Birmingham is an aspirational city to grow up in
- Birmingham is a fulfilling city to age well in
- Birmingham is a great city to live in
- Birmingham residents gain the maximum benefit from hosting the Commonwealth Games

The impact of our changing population, public sector spending cuts, welfare reforms makes the financial planning process evermore challenging. Together, these factors exacerbate poverty and inequality which places increased demands on already pressurised services. As such, we need to ensure that our decisions protect the most vulnerable people and communities from any adverse effects of our savings proposals.

## **Our city profile**

Birmingham is a growing dynamic and vibrant global city with a population of 1.15 million people; it is the second largest city in the United Kingdom.

In the next five years we will see a population growth of 3%, largely due to 'natural changes' of more births than deaths.

We are a young city, 46% of our population is aged under 30.<sup>1</sup> Low skills and educational attainment, poverty and poor health are holding back some of our most disadvantaged young people.

Despite being a young city, we are expected to see a larger growth of older adults age 65+ (6%) and 90+ (10.3%) by 2023.<sup>2</sup>

Birmingham is the sixth most deprived local authority in England according to the 2015 English Indices of Deprivation and 21.3% of Birmingham's Lower Super Output Areas (LSOAs) were in the 5% most deprived areas in England.

Almost 3 in 10 (29.8%) households with children in Birmingham are living in lone parent households, against an England and Wales average of 25%.

The City has a higher proportion of working age residents with no qualifications (12.6%) compared to the national average (8.0%) which limits access to employment and training opportunities. Qualification levels are particularly low in the city for some communities.

Our changing demographics and socio-economic disparities are some the important factors that have informed our decisions.

## **Summary of Cumulative Equality of Impact**

This cumulative equality assessment has been developed by considering city demographics as mentioned above, relevant data sources, and feedback from service user and resident consultations. The assessment identifies the equality impact of a single saving decision or a series of decisions that potentially has a negative impact on one or more protected characteristic.

The summary of budget proposals set out in appendix 1 have been identified as having a potential impact on protected characteristics, as identified from service specific EIAs. The initial analysis of the budget proposals shows a number of key

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<sup>1</sup> 2017 Population Estimates

<sup>2</sup> **Source: ONS Mid-2016 Projections**

common factors and design principles that have contributed towards minimising impact:

- Helping people to be independent to make their own choices to stay safe and well.
- The restructuring and integrating of services and teams to increase efficiency and effectiveness.
- Fairer contributions and charges as a way to maintain services.
- Income generation to protect services
- Reviewing existing fees and charges and introducing new ways of generating income.

Service leads responsible for specific savings proposal have designed bespoke mitigations where adverse impacts have been identified.

Despite these mitigations, there are still overall potential impacts on groups with protected characteristics. Potential impacts across budget proposals have identified the following protected groups: older people, young people, and disabled people. Also, possible impacts have been highlighted for BME communities and women. To alleviate any adverse effects we will undertake regular monitoring and analysis to review impacts and put in place council wide mitigations.

Each of the budget proposals as set out in Appendix 1 is considered to have a possible negative impact on one or more of the recognised protected characteristics in accordance to equality legislation. Therefore, may require further assessment as the summary savings proposals implementation plans are developed.

### **Workforce Implications**

Specific service areas impacted by staffing changes will complete and full EIA, supported by staff consultations. A cumulative workforce equality impact analysis of budget savings will be completed, including mitigation plans to minimise any negative impacts.

### Age

Any group of people of a particular age, or within a particular age range, particular consideration is given to any safeguarding issues for vulnerable adults and children.

### Age (Older people)

Despite being a young city, we are expected to see a larger growth of older adults age 65+ (6%) and 90+ (10.3%) by 2023 (source: ONS Mid-2016 Projections).

The older adult population has and will continue to rise in Birmingham, with increases of 24% for those aged 85+ years expected in the next 10 years. Nearly a fifth of households being older people are living alone with health problems and/or disability. Proposals that have a high risk of impacting on older people are set out below.

### Funding of Equipment Loan Store

The change being proposed is to make use of the capital resources budget to pay for larger items of equipment, to help people to continue to remain independent in their own homes and communities.

Citizens of Birmingham may benefit from aids and adaptations to continue living independently at home. The Occupational Therapy team may recommend such minor adaptations such as installing hand rails or lever taps, or they may recommend major adaptations, such as installing a stair lift or downstairs bathroom. These aids and adaptations are available through the Equipment Loan Store.

There are no potential negative impacts from the service user perspective. The change relates only to how specific equipment is funded by maximising the use of capital resources to help people remain independent in their own home and community, in line with the Birmingham vision for adult social care and health.

There are potentially positive benefits for older resident of Birmingham who may benefit from aids and adaptations to continue living independently at home.

## **Financial Assessment for Care & Support**

Refining the current system for Financial Assessments aims to create a more efficient, fairer system of charging for those who access non-residential care. The financial assessment will remain individual to the client and uphold the principles in the Care and Support Statutory Guidance to ensure that people are not charged more than it is reasonably practicable for them to pay.

The result of reducing financial assistance could potentially have negative impacts on older people whose disposable income will be reduced.

**Mitigation:** We will undertake measures to ensure that no hardship will be felt by putting place face to face financial assessment. Service users will continue to have a guaranteed minimum income designed to ensure that no one will be asked to pay more than they can afford.

Where disability-related benefits are taken into account, the Council will make an assessment and allow the person to keep enough benefit to pay for necessary disability related expenditure to meet any needs which are not being met by the Council. A care and support plan will be a guide to support any Disability Related Expenditure or satisfactory evidence will be required. For example, copies of utility bills will evidence where above average heating costs should be considered.

New clients coming into service will not be adversely affected by this proposal. The churn in service and 12 month review programme will mean that many existing clients will not be affected and those who will be affected will be managed carefully through a face to face financial assessment to ensure no financial hardship.

## **Channel Shift Call Reduction**

With the implementation of the council's new online account (BRUM), by the end of 2018/19, it will be easier for citizens to transact online without the need for a telephone call for the following services: Parks, anti-social behaviour, Highways, Environmental Health, Waste Management, Council Tax, housing repairs and Housing Benefits services.

The lack of access to technology, digital capability, and the inability to communicate in the English language are some of the challenges likely to be experienced by older and BME older people. We will mitigate any negative impacts by supporting service users who meet our vulnerability criteria to be able to access services.

For the majority of our customers and employees who already use online services, the move to digital will provide a simple and easy way to access transactions and will have a positive impact.

## **Energy Savings from Highways Assets**

There will be a reduction in the lighting levels provided to our road network. However, this reduction will be within acceptable limits when measured against adopted national standards and industry best practice. This proposal will ensure that the required safe lighting levels are maintained on all roads at all times.

This proposal may have an impact on the fear of crime and local factors may influence the impact on older people. On-going monitoring will help identify any adverse impacts.

## **Legal Entitlement Advice Services**

The proposal is to cease the Legal Entitlement and Advice Service budget, to commission Third Sector partners to deliver independent advice relating to welfare benefits, debt management and employment. Advice is currently provided through open door access at Saltley Advice Centre, the Citizens Advice Birmingham service point in Corporation Street, Birmingham Settlement in Aston and Spitfire Advice Services in Castle Vale.

There is a likely negative impact on local residents and service users who will be unable to gain the support previously available to them from third sector providers.

**Following consideration of evidence from the equality impact assessment and views from the public consultation, the Legal Entitlement Advice Services will continue.**

## **Pest Control (partial cost recovery for domestic rat treatments)**

A contributory charge of £25 for pest control treatments for rats in domestic houses and gardens was being proposed. The proposal was designed to help to maintain protection of vulnerable people and people on low incomes by only taking a contributory payment to offset the overall cost. This proposal aimed to enable the City to continue to offer a service which will be significantly more affordable than introducing a service on a full cost recovery basis

This policy potentially impacts people on low incomes and children living in low income families. The parts of the city that are most affected by rats are the inner city wards, which have high levels of BME population compared to outer city wards.

By only having a contributory charge of £25 to offset costs, this maximises accessibility to the service.

**Following consideration of evidence from the equality impact assessment and views from the public consultation, we are no longer intending to charge for rat treatments.**



## **Cease handling Garden Waste payment calls at corporate contact centre**

It is proposed that from January 2019 access to the renewal of garden waste collections will be available online. In January as part of the new Brum account functionality citizens can also set up a recurring annual payment from their card.

Although the contact centre has additional resource in place to deal with high call volumes during the busy periods, due to early bird incentives there can be high waiting times for service users.

The positive impacts of online service will mean that citizens will be able to quickly and securely renew online and this will also save the citizen time. However, those identified as vulnerable such as older people or and those who are digitally excluded, we will continue to deal with their calls.

We are currently reviewing the creation of vulnerability criteria and if citizens are classed as vulnerable and unable to transact online, we would continue to deal with their calls.

## **Increased Commercial Activity in Bereavement Services**

The proposed £10.00 fee for cremation certificates will only be paid by people wishing to remove ashes from a crematorium. This fee will not be payable in respect of burials. Traditionally, specific religious groups, including people of a Muslim faith do not use cremation and therefore this fee would not apply. It should be noted that the cost of burial remains considerably more expensive than cremation. We will monitor the service to identify any adverse impacts on older people.

### **AGE (Younger service users)**

Based on 2016 ONS projections, in Birmingham between 2018 and 2022 children under 15 are due to increase by 3%. Of these, children aged 0 to 4 are due to grow by 1.5% to 86,000 children, but the latest growth rate in Birmingham children will be the 10 to 14 age group – increasing by 6.0% to 84,900. More than 40% of Birmingham's school children have a first language that is known or believed to be other than English (42%).

Over 1 in 3 children in Birmingham are living in poverty.

Despite the overall improvement in GCSE levels there are still significant differences in educational attainment between certain social groups in the city. Increasingly we find that white boys from poorer economic backgrounds underachieve at school, compared to their peers in other ethnic groups.<sup>1</sup> Gypsy, Roma and Traveller children experience some of the worst educational outcomes of all ethnic groups, regardless of gender. Some of the proposals below are likely to have an impact on children and

## **HIV/TB Support**

The service provides wider support activity such as advice, information, housing support and support with testing to people living with HIV and TB.

For all of the service users across all of the protected characteristic groups, there are existing generic support services to address the non-clinical issues that they present with, including mental health, benefit and immigration problems, substance misuse and homelessness but access is often limited and challenging because of the wider impact of wider factors such as Income and food poverty .

There are 2 elements to the HIV service - children under the age of 18 and adults.

There is a potential negative impact should children no longer receive the service. To mitigate any adverse effects we will work with other support services as an alternative to the current service.

**Following consideration of evidence from the equality impact assessment and views from the public consultation, the removal of HIV/TB service will be phased in.**

## **Education infrastructure**

The proposal is to further review a number of arrangements within the current 4 Private Finance Initiative (PFI) contracts which are in place across 28 schools and settings. This would mean having sufficient resource and subject matter expertise to effectively manage and challenge aspects of the PFI contract and negotiate changes on behalf of the council.

The main focus of the impact will be on negotiations with the Facilities Management companies with limited direct impact on school operations. Any consideration to increase school payments would only be taken to ensure that charges were proportionate to those in non PFI schools. There are unlikely to be any adverse impacts. However, we will monitor and evaluate any adverse equality impacts.

## **Education Safeguarding**

A minimal subscription has been required of schools to cover training events. Currently 96% of schools subscribe. This year the subscription will rise by approximately 30%, (rates vary depending on the key stage of the school and on the pupil numbers). There is a risk that fewer schools will subscribe with the increase subscription charges.

There are potential negative impacts on children should schools withdraw training due to increased charges. We will monitor and review the policy to mitigate any negative impacts through the EIA process.

## **School & Governor Support**

School and Governor Support provides professional support by email, telephone and face-to-face. It also involves work with schools where there may be concerns as a result of finance, governance, leadership or other issues. The service has a statutory element and some activity is linked to certain powers to direct the appointment of members of education committees, duty to secure training and support governors and intervention regarding schools causing concern.

The increase will be kept to a minimum and the traded model remains an optional service which schools can choose to subscribe to.

## **Building & Property**

Access to Education staff are currently based in offices across the city. These offices are in buildings outside of the main council estate where additional rents are charged. Support is often delivered in schools or other settings away from these bases. SENDIASS currently delivers its service from a community centre. In line with the wider changes proposed in response to the recent local Birmingham SEN inspection this service will be re-located to avoid current building charges.

At this point the discussions on what will be involved in these moves are at an early stage and as it becomes clearer then the equality assessment will be reviewed and developed further.

There are potential impacts for children and young people with disabilities, therefore further work will be carried out to identify scope of impacts and mitigations should there any adverse impacts.

## **Children's Trust**

The contract with the Trust will be reduced for the financial year 2019/20 through a contract variation, as part of annually agreed contract negotiations. It will be achieved through changes to how the Trust organises services and delivers alternatives to care.

More detailed plans are being developed on this contractual saving will be delivered. It is planned to achieve this through greater efficiency and demand management. There is a potential negative impact on children should the contract result in reduced services for children. Protecting children is a key priority for the council, therefore any adverse impacts will be mitigating.

Once proposals are developed, including details on any changes to staffing, then a full equality assessment will be carried out. This process will help identify any adverse impacts and mitigation plans.

## **Travel Assist**

It is proposed that the service strengthens the offer to parents to make decisions that best suit them and their families, through the use of personal transport budgets; widen the offer for independent travel training and make available a wide variety of transport options for families, and promote independence.

The service will continue to deliver its statutory duties, and will focus on improving the offer currently available to school-age children. We will undertake a comprehensive consultation on any proposed changes to the Travel Assist Service. This will involve parents/carers and schools; alongside health and children's social care colleagues. We want to strive toward co-production in this next stage of the development of the service.

The introduction of the offer has the potential to negatively impact vulnerable children and families. On-going monitoring of the proposal will identify any adverse impacts. Mitigations will be put in place where appropriate.

## **Reduce Local Welfare Provision funding**

It is proposed that the Local Welfare Provision for 'white goods' and furniture is reduced. The proposal will leave the crisis element for food and utilities at its current level. The Service has managed the previous reduction by working with voluntary suppliers of 'white goods' and furniture to supply goods in the first instance and will continue to signpost to those organisations. White goods from voluntary suppliers are all subject to a charge and some also charge a reduced amount for furniture.

The reduction in welfare support will negatively impact on vulnerable children, women and people with disabilities. We will continue to work with the voluntary sector that provides assistance to vulnerable people. We will continue to support individual cases and signpost families to the right support.

**Following consideration of evidence from the equality impact assessment and views from the public consultation, white goods will still be provided through Local Welfare Provision.**

## **Employment and Skills Cross Directorate Rationalisation**

The new service will seek to better align a range of Council Services which tackle education, employment and skills activities. It is expected that the proposal will lead to an improvement in the Birmingham education and skills offer and more effectively address some of the more difficult skills challenges the city faces by developing a single service able to develop a whole-life approach to education and skills pathways.

Reduction of staff in services which provide employment and skills support to the most vulnerable carries a risk. However, the harmonisation of a number of Council services supporting education, employment and skills is intended to enable greater joined up of provision and therefore is intending/expecting to have a positive impact on young people. It is hoped we will be able to break down silos and fragmented support and create more seamless 'cradle to grave' pathways. Ongoing monitoring will help identify any impacts.

### **Energy Savings from Highways Assets**

There will be a reduction in the lighting levels provided to our road network. However this reduction will be within acceptable limits when measured against adopted national standards and industry best practice. For clarity this proposal will ensure that the required safe lighting levels are maintained on all roads at all times.

This proposal has the potential to negatively impact on safety of children and fear of crime. Whilst indications are that significant energy savings can be made, safety, economic and social impacts will need to be carefully monitored and reviewed.

### **Withdrawal of Funding from School Crossing Patrols**

The provision of School Crossing Patrols will depend on the decisions of individual schools, and over time the pattern of staffed crossings will vary across the City reflecting schools' (and parents) ability and willingness to pay for the service. This may result in an inequitable service not necessarily aligned with need or the level of road traffic risk to children.

The mitigations for the gradual withdrawal of the service include the existing roll out of 20 mph zones around schools and other physical traffic calming measures such as raised road "humps", signage including flashing warning lights on the approach to schools, and the development of cycling and walking routes. The Council has established the Young Active Travel Trust to award small grants to schools to help them develop their school travel plans, and the Transportation Behaviour Change Team also offers support to schools in this respect. The Council will also recruit to vacant sites if a school or another party wishes to pay for the service.

This service is provided by a predominantly older staff group (66% are over 60 and 29% are aged 70+), to a younger age group (primary school children) so there is potential for a disproportionate impact on these groups (age being one of the protected characteristics).

**Following consideration of evidence from the equality impact assessment and views from the public consultation, school crossing patrols to remain at priority sites.**

## **Pest Control (partial cost recovery for domestic rat treatments)**

Children living in families on low income and people with disabilities on low incomes may be negatively impact.

**Following consideration of evidence from the equality impact assessment and views from the public consultation, we are no longer intending to charge for rat treatments.**

## **Fees and Charges Review – Parks**

This proposal will review and reduce the subsidy provided to sports pitch hire, by increasing charges and/or reducing the cost of maintenance and remove the non-commercial discounts for event space hire at the major parks in the City. Also review car parking charges and Cannon Hill Park and implement car parking charges across the major parks in the City (Sutton Park, Lickey Hills, Rectory Park, Victoria Common, and Edgbaston Reservoir).

Reducing subsidy on sports pitch hire potentially impacts upon young people from disadvantaged backgrounds with the increase in charges and reduction in maintenance of some facilities. This will be mitigated by continuing to offer concessionary discounts where appropriate across most sites.

Charging for car parks in parks previously approved as part of 2017/18 budget proposals consultation process. In order to meet requirements of the Traffic Regulation Order there is a requirement to undertake consultation on the implementation plan of such charges; with the exception of Cannon Hill Park (completed/implemented Oct 2017), the remaining consultation will be completed by end of March 2019.

## **Consolidation Project – Transport Work stream**

It is proposed to manage the Council's transports functions from a central team rather than across multiple Directorates. This will ensure a more strategic approach to fleet and plant management and lead to improved service delivery and lower cost. This means reviewing those Council functions that currently deliver or support services that use transport and designing a structure and governance to remodel the service delivery. This would include:

Whilst the scope of the ITU is yet to be fully established, one design option is that the home to school transport function and the adults day care transport could come within it. Therefore the review will need to be mindful of Equality Impact Assessments that have been carried out on those services and review them as the design proposals and implementation progress.

## **Gender/Sex (A man or a woman)**

Birmingham's population is made up of 50.5% females and 49.5% males.<sup>1</sup> Gender inequality and gender-based violence does not just negatively affect women but whole families and communities. Women with a long-term illness or disability are more than twice as likely to have experienced domestic abuse in the last year as other women. Women from mixed/multiple ethnic groups were more likely to have experienced domestic abuse in the last year than any other ethnic group. Some of the proposals below are likely to have an impact on gender as protected characteristic.

Female residents in Birmingham earn less than males, with average gross incomes for full time workers having a £5k gender pay gap. The employment rate for working age male residents is 73.5%, while the female rate is 53.5%. Nearly half (48%) of working age black and ethnic minority females residents are economically inactive (not employed or actively seeking work).

In 2015/16, almost three quarters (74%) of applications deemed homeless and in priority need were female applicants; with 26% being male.

### **Bharosa**

This domestic violence helpline services is primarily for south Asian women. Funding is being put in place now to allow time for careful consideration of the possible options and ensuring the one which achieves the best possible outcome is implemented. The service is being reshaped to better meet outcomes rather than being removed. Further mitigating action will be taken once work progresses on developing the options.

### **HIV/TB Support**

The HIV service is used by males and females in equal numbers, 30 and 34 at the last quarters report. Within the wider cohort there are specific gender based groups with higher risk indicators - MSM, black African men and women.

**Following consideration of evidence from the equality impact assessment and views from the public consultation, the removal of HIV/TB service will be phased in.**

## **Energy Savings from Highways Assets**

This proposal potentially impacts on the safety of women and fear of crime. Public consultation will take into consideration local factors which may influence the impact on specific groups.

Whilst indications are that significant energy savings can be made, safety, economic and social impacts will need to be carefully monitored and reviewed.

## **Reduce Local Welfare Provision funding**

The reduction of welfare provision will negatively impact on women. For example women fleeing domestic violence with limited financial means are likely to be effected.

**Following consideration of evidence from the equality impact assessment and views from the public consultation, white goods will still be provided through Local Welfare Provision.**

## **Legal Entitlement & Advice Service (LEAS)**

The proposal is to cease the Legal Entitlement and Advice Service budget, used to commission Third Sector partners to deliver independent advice relating to welfare benefits, debt management and employment through open door access at Saltley Advice Centre, the Citizens Advice Birmingham service point in Corporation Street, Birmingham Settlement in Aston and Spitfire Advice Services in Castle Vale.

There will be an impact on local residents who will be unable to gain the support previously available to them from third sector providers.

Proposal to cease LEAS budget, which is a non-statutory service, would lead to a reduction in the level of provision available which would have impact on local advice provider's capacity to meet the demands for services to children and vulnerable older people affected by the Welfare Reform Act.

**Following consideration of evidence from the equality impact assessment and views from the public consultation, Legal Entitlement Advice Services will continue.**



## **Disability**

(A person has a disability if she or he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day to day activities.)

In Birmingham around 1% of supported working age adults with a learning disability are in in paid employment compared to the England average of 5.8%, this relates to just 21 in 2,166 people<sup>1</sup>;

One in four adults in the West Midlands has a mental health issue. Particular groups of people are at greater risk of mental illness, including people from BME communities, lesbian, gay, bisexual and transgender (LGBT) people. In Birmingham around 1% of supported working age adults with a learning disability are in in paid employment compared to the England average of 5.8%, this relates to just 21 in 2,166 people<sup>1</sup>.

### **HIV/TB Support**

There is potential for disabled people to be negatively impacted by the proposal.

**Following consideration of evidence from the equality impact assessment and views from the public consultation, the removal of HIV/TB service will be phased in.**

### **Building & Property**

Any new venue for SENDIASS would be identified to ensure appropriateness and accessibility for the families they support. This could include looking to co-locate with another agency which would enhance the support which SENDIASS could offer.

Consideration will be given to how future venues are appropriate and accessible for disabled children and young people. This will be reviewed as further discussions take place on future venues.

### **Reduce Local Welfare Provision funding**

Disabled people on low incomes impacted by welfare reforms are at a higher risk of financial exclusion. This makes it difficult to replace goods such as fridges for medication or washing machines should need to wash clothes more frequently.

**Following consideration of evidence from the equality impact assessment and views from the public consultation, white goods will still be provided through Local Welfare Provision.**

## **Legal Entitlement & Advice Service (LEAS)**

The proposal is to cease the Legal Entitlement and Advice Service budget, used to commission Third Sector partners to deliver independent advice relating to welfare benefits, debt management and employment through open door access at Saltley Advice Centre, the Citizens Advice Birmingham service point in Corporation Street, Birmingham Settlement in Aston and Spitfire Advice Services in Castle Vale.

Disabled people, BME, asylum seekers and families can potentially be at risk from the lack of access to legal and welfare rights advice.

**Following consideration of evidence from the equality impact assessment and views from the public consultation, Legal Entitlement Advice Services will continue.**

## **Fees and Charges**

An approach is being undertaken across the council to support the ongoing sustainability of fees and charges across a range of services. A review of fees and charges will ensure that services recover the total cost of delivery or where appropriate, return a surplus to be re-invested in the ongoing delivery of other services.

The initial equality impact demonstrates that increasing discretionary fees and charges by an average of 5% for the next 2 years will impact on all citizens/service users and not have a specific detrimental impact on any group with a protected characteristic.

However consideration will be given to any element that is identified as having a disproportionate impact on one or more protected characteristic and a separate EIA will be undertaken as part of the approval process for fees and charge within each relevant service area. Ongoing monitoring will identify any adverse impacts on service users/residents.

## **Children's Trust**

More detailed plans are being made for how this contractual saving will be delivered. It is planned to achieve this through greater efficiency and demand management. Given that the services are delivered to Children there will be an impact on age as a protected characteristic. Once firmer proposals are made, including details on any changes to staffing, then a fuller equality assessment can be carried out and impact mitigated.

## **Travel Assist**

Travel Assist provides a variety of transport options to over 4,250 children on a daily basis, with an additional 1,500 receiving bus passes and has an overall budget of £18.4m for 2018/19. The majority of the children using the service have requirements related to SEND but the service also supports looked after children; children in temporary accommodation and other vulnerable groups. The service operates more than 590 routes and has a range of support options including: 1-to-1's; mini bus/coach transport; Travel Guides; personal transport budgets; bus passes and independent travel training.

Any proposed changes to existing travel arrangements will be preceded by a review, and risk assessment where necessary, and early notification for the family.

## **Fees and Charges Review – Parks**

This proposal will review and reduce the subsidy provided to sports pitch hire, by increasing charges and/or reducing the cost of maintenance and remove the non-commercial discounts for event space hire at the major parks in the City. Also review car parking charges and Cannon Hill Park and implement car parking charges across the major parks in the City (Sutton Park, Lickey Hills, Rectory Park, Victoria Common, and Edgbaston Reservoir).

## **Energy Savings from Highways Assets**

This proposal may have impact on fear of crime and local factors may influence the impact on specific groups. To safeguard against any impacts on safety the public consultation will take into consideration impacts of the proposal.

Whilst indications are that significant energy savings can be made, safety, economic and social impacts will need to be carefully monitored and reviewed.

## **Pest Control (partial cost recovery for domestic rat treatments)**

The proposed change is to make a contributory charge of £25 for pest control treatments for rats in domestic houses and gardens. This is designed to help to maintain protection of vulnerable people and people on low incomes by only taking a contributory payment to offset the overall cost. This change will enable the City to continue to offer a service which will be significantly more affordable than introducing a service on a full cost recovery basis,

**Following consideration of evidence from the equality impact assessment and views from the public consultation, we are no longer intending to charge for rat treatments.**

## **Channel shift call reduction**

With the implementation of the council's new online account (BRUM), by the end of 2018/19 it will be easier for citizens to transact with the council online without the need for a telephone call for most aspects of the following services: Parks, anti-social behaviour, Highways, Environmental Health, Waste Management, Council Tax, housing repairs and Housing Benefits services.

We will signpost all citizens to the website, except those identified as vulnerable such as older people who are digitally excluded. For those services users that are digitally excluded, we will provide support in accessing the relevant services.

## **Reduce handling Garden Waste payment calls at the corporate contact centre by directing customers online**

It is proposed to support greater channel shift by introducing a sign posting process. The Contact Centre will signpost all citizens, except those identified as vulnerable, who call the contact centre for this service to the website to transact (or their local library if they have no IT or smartphone access).

Not all citizens will have the digital capability to transact online therefore vulnerability criteria will be defined to enable the triage of citizens who are unable to use the online account. Those who meet the vulnerability criteria will have their call dealt with over the phone, otherwise citizens will be required to go online if there is online functionality for their enquiry type.

Service user who are unable to transact online due to a disability or are digitally excluded, we will continue to deal with their calls and provide support.

## **Reduce Local Welfare Provision funding**

This proposal can potentially have adverse impacts upon children and young people. A good network of contacts has been established for the provision of white goods and furniture. We will continue to work with the voluntary sector to provide assistance for people in need. This will help individual cases and provide people with information to signpost to alternative areas/agencies for support.

**Following consideration of evidence from the equality impact assessment and views from the public consultation, white goods will still be provided through Local Welfare Provision.**

## **Shelforce**

The proposal is to extend core business through existing repairs and maintenance contractors by utilising their business around the country. This will increase the demand for current products produced at Shelforce.

There are also opportunities to increase income through developing a wider range of products produced e.g. kitchens and bathrooms by the company. This will be explored with existing repair and maintenance contractors with the possibility of expanding to other customers.

The proposal to expand the business will require additional employees but this will increase the profitability of Shelforce. The current proposal to employ apprentices within the business has been put forward as an invest to save proposal.

This proposal has positive impacts for disabled people and young people. It will provide further employment opportunities as the Shelforce workforce is comprised of young and disabled people. The work undertaken by Shelforce improves the Council's housing stock which houses some of the most vulnerable in Birmingham.

### **Pregnancy and Maternity**

Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.

### **HIV/TB Support**

There will be an impact on the children of women (aged 0-1years), who are HIV+ and require access to free formula milk when there is NRPF. This is because there is still a risk of viral transfer through breast milk. The National Aids Trust recommends that all mothers living with HIV have access to free formula milk.

**Following consideration of evidence from the equality impact assessment and views from the public consultation, the removal of HIV/TB service will be phased in.**

## RACE

(A group people defined by their race, colour, and nationality (including citizenship) ethnic or national origins.)

Birmingham is a diverse city, with 42% of the population being from an ethnic minority background, reflecting the city's rich and varied cultural heritage. Birmingham is a “super-diverse” city. Academic research suggests that there are people from nearly 200 countries who have made Birmingham their home.<sup>1</sup> The 2011 Census revealed that 42.1% classified themselves within an ethnic group other than white British, compared to 30% in 2001, a rise of 12%. According to the 2011 census over 60% of the under 18 population is now from a non-white British background, compared to around 44% in 2001. The proposals set out below are likely to impact service users/resident with race as a protected characteristic.

Qualification levels are particularly low in the city for some communities. A high percentage of Pakistani and Bangladeshi residents have no qualifications, and a low percentage have higher level qualifications. Around 47,000 people living in in Birmingham are unable to speak English or speak English well.

### **HIV/TB Support**

TB is more prevalent amongst South East Asian and African communities. Access to services often requires support from translators because of language barriers.

**Following consideration of evidence from the equality impact assessment and views from the public consultation, the removal of HIV/TB service will be phased in.**

### **Pest Control (partial cost recovery for domestic rat treatments)**

Children in families on low income and people with disabilities on low incomes and BME residents who live in area with higher levels of pests may be disadvantaged by this change. However, the charge has been kept at a low contributory amount and there is the option to self-treat for rats.

**Following consideration of evidence from the equality impact assessment and views from the public consultation, we are no longer intending to charge for rat treatments.**

### **Channel shift call reduction**

BME people and families who are digitally excluded can be disproportionately impacted.

We will signpost all citizens to our website, and support those identified as vulnerable including those that are unable to communicate in English.

### **Cease handling Garden Waste payment calls at corporate contact centre**

Those service users identified as vulnerable such as BME people who are unable to communicate in English and those who are digitally excluded, we will provide support to help them access the service.

### **Reducing 'Support to the Arts' budget by 33.33%**

It is not envisaged that any of the larger institutions that currently receive an arts grant from this funding will close as a result. Existing services and independent arts organisations will see a reduction in opportunities to deliver activity for the wider community across the city to engage in arts and cultural activities.

Proposed budget reductions impacts on potentially all service users, we will not know the actual impact to the Support to the Arts budget until consultation has been concluded.

All regularly funded arts organisations were written to and invited to meetings early December with the Cabinet Member. All arts organisations that have been funded by BCC have been sent a newsletter signposting them to the budget consultation portal.

There are potential impacts for arts organisations serving BME communities. The EIA process will monitor any negative impact and put in place mitigating action.

**Following consideration of evidence from the equality impact assessment and views from the public consultation, the cut in arts funding reduced to £0.5m with £2m Arts Endowment Fund to be created.**

### **Reduction in translation costs at the corporate contact centre**

We are proposing to use staff from the Contact Centre by replacing the current external service for non-English speaking service users.

This would result in a better service for citizens as the translation process can extend the length of the call and using internal translators would provide a more seamless experience. For languages not available through advisors we will continue to use the services of the external translation company.

### **Sexuality**

(Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.)

Prejudice and discrimination based on sexual orientation and gender identity persist of LGBT people. Some may feel they have to conceal their sexual orientation for fear of a negative reaction. Belonging to a sexual minority remains a difficult experience for many people. The Proposals set out below can potentially impact LGBT service users/residents and we want to ensure there are no negative impacts of these proposals.

## **HIV/TB Support**

There are a high number of service users who choose not to disclose their sexual orientation. It is a well evidenced fact that one of the high risk groups is men who have sex with men, however, this does not show up in the reported data as individuals choose not to disclose this within the current service.

**Following consideration of evidence from the equality impact assessment and views from the public consultation, the removal of HIV/TB service will be phased in.**

### **Religion and Belief**

(Religion refers to any religion, including a lack of religion. Belief to any religious or philosophical belief and includes a lack of belief. Generally, a belief should affect your life choices or the way you live for it be included in the definition.)

## **Increased Commercial Activity in Bereavement Services**

This proposal relates to cremation services which are supplied by the Council to bereaved families. It is proposed to increase the core fee level which would now include the provision of containers for cremated remains, and a certificate for the collection of cremated remains. Approximately 65% of cremated remains are collected from the city's crematoria each year.

Families would no longer receive this service free of charge. A family removing cremated remains must have a certificate before removing them. We will charge £10 for this certificate. A person removing cremated remains will have the option to purchase a polytainer for £10 or bring a container of their own choice for which there will be no charge. The service will be monitor for any adverse impacts around affordability for those faiths that use the cremation service.

## **Increased Commercial Activity in Bereavement Services**

The Council currently offers Exclusive Rights of Burial (ERB) (the period of time for which the purchaser of a grave may continue to use that grave) based on a 75-year lease period. The Local Authorities Cemeteries Order 1977 states that a burial authority may grant Extended Right of Burial that must not exceed 100 years. We propose to offer people the choice to pay for a grave with the standard 75-year term or paying an additional fee for a 99-year term.