

Subject of assessment:	Middlesbrough Council budget 2018/19			
Coverage:	Crosscutting			
This is a decision relating to:	<input type="checkbox"/> Strategy	<input type="checkbox"/> Policy	<input checked="" type="checkbox"/> Service	<input type="checkbox"/> Function
	<input type="checkbox"/> Process/procedure	<input type="checkbox"/> Programme	<input type="checkbox"/> Project	<input checked="" type="checkbox"/> Review
	<input checked="" type="checkbox"/> Organisational change	<input checked="" type="checkbox"/> Other (please state) Budget		
It is a:	New approach:	<input type="checkbox"/>	Revision of an existing approach:	<input checked="" type="checkbox"/>
It is driven by:	Legislation:	<input checked="" type="checkbox"/>	Local or corporate requirements:	<input checked="" type="checkbox"/>
Description:	<p>Key aims, objectives and activities</p> <p>By law the Council has to agree a balanced budget annually. The purpose of this Impact Assessment is to assess the cumulative impact of the 2018/19 budget proposals. The Public Sector Equality Duty (PSED) places a statutory duty on the Council to ensure that identified where decisions would impact disproportionately adversely on groups that share a protected characteristic under UK law. The protected characteristics are: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation. To ensure compliance with the PSED the Council has to identify what the impact of proposals will be. Where there is a risk that they will have a disproportionate adverse impact, consideration must be given to steps needed to avoid or mitigate that impact. Mitigation will include steps to take account of the different needs of groups and may result in adjustments to meet their needs. Where decisions cannot be fully mitigated or avoided, they must be justified. The proposals for the 2018/19 budget were split into three categories when first presented to Council in December 2017:</p> <ul style="list-style-type: none"> • Appendix B - Initiatives for 2018/19 and beyond, either legally requiring no public consultation, or where consultation has already been completed (i.e. either having no public impact, or having been already impact-assessed, mitigated where possible and / or justified). • Appendix C - Initiatives that will be subject to the impact assessment process and on which the Council will specifically consult prior to implementation for 2018/19. • Appendix D - Initiatives for the period 2019-21 that may require separate consultations and / or impact assessments in future years as proposals are further developed. <p>Following this announcement, a screening assessment was completed on 13 of the proposals contained in Appendix C of the December 2017 report, which were:</p> <ul style="list-style-type: none"> • increases in fees and charges over 2.5% • increased car parking charges • efficiency savings within Environment and Commercial Services • Cessation of parts of the Ayresome Industries operation and redeployment of staff • Savings from joint commissioning of public health services • Joint commissioning of a single offer for adults with multiple complex needs • Implementation of a partnership model with the VCS • Establishment of a joint Community Safety Service • Review the performance and partnerships service • Implement a digital mail room and digital purchasing • Continue to move customer processes online • Improve the efficiency of children’s social work support • Signpost families to DWP as the appropriate provider of short term benefit advances. 			

<p>Description (continued):</p>	<p>A general consultation email address was launched, along with a consultation survey on the Council's website. 7 email responses were received along with 127 responses to the consultation on the priorities and budget proposals. In relation to impacts on those with protected characteristics as described previously, comments received were generally around:</p> <ul style="list-style-type: none"> - The need to maintain other methods of access to services for those who were not IT literate – while the Council will be increasing the numbers of services that can be accessed on line. People will still be able to phone and visit the Council customer contact centre and hubs if they are unable or unwilling to use online services. - Safeguarding children – the Council has amended this proposal and has committed further resources to the delivery of children’s social work and early help services - The need to ensure that the disability related needs of employees of Ayresome Industries are appropriately considered and accommodated – the Council has put in place a project team to oversee consultation with staff and ensure that all are offered an appropriate redeployment solution that meets their needs and that their needs are taken into account during the consultation process. It is anticipated that there will be no disproportionate adverse impacts on the disability protected characteristic, however a stage 2 impact assessment will be completed as part of the process and considered prior to a decision on implementation to be taken in year. <p>Statutory drivers</p> <p>A number of statutory duties, guidance, legislation and regulations are relevant to this proposal which will be considered, these include but are not limited to:</p> <ul style="list-style-type: none"> • Budget setting - Local Government Act 1972 • Individual proposals – various as set out in individual Impact Assessments • Impact Assessment process – Equality Act 2010. <p>Differences from any previous approach</p> <p>The budget sets out a range of changes to services and functions as a result of financial pressures on the Council. These are outlined in the main body of the report.</p> <p>Key stakeholders and intended beneficiaries (internal and external as appropriate)</p> <p>All residents of Middlesbrough and customers of MBC. Some proposals are more relevant to certain groups than others and this is set out within the individual assessments, which are also appended and the excel table. Some proposals also impact on staff.</p> <p>Intended outcomes</p> <p>To present a budget to Council that has given full consideration to the impact of proposals and gives proper consideration to the Council’s equality duties.</p>
<p>Live date:</p>	<p>April 2018</p>
<p>Lifespan:</p>	<p>April 2018 – March 2019</p>
<p>Date of next review:</p>	<p>March 2019</p>

Appendix C

Assessment issue	Impacts identified					Rationale and supporting evidence
	None	Positive	Negative		Uncertain	
			Justified	Mitigated		
Human Rights						
Engagement with Convention Rights	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	A number of proposals indirectly relate to human rights, for example new approaches a single offer for adults with multiple complex needs to provide a better support provision and reduce duplications between services provided by different partners. None of the assessments have identified that there could be an adverse impact on human rights as a result of a proposal.
Equality						
Disability	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>Five of the Impact assessments appended identified they were potentially relevant to this protected characteristic. Proposals either had no impact on this group, contained measures to fully mitigate the impact of proposals on this group or had an impact that was assessed as being proportionate.</p> <p>Given the above it is considered that people with a disability will not be disproportionately adversely affected by the budget as a result of their having a protected characteristic. Evidence used to inform this assessment includes the public budget consultation and the evidence sources cited in the individual impact assessments. A number of proposals will require a decision in year on whether to implement them, in some cases detail is required to be developed to understand the impact of the proposal. At this stage there are no concerns that these proposals could result in an adverse impact on this protected characteristic.</p>
Age	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Four of the Impact Assessments appended were identified as being potentially relevant to this protected characteristic. Proposals either had no impact on this group, contained measures to fully mitigate the impact of proposals on this group or had an impact that was assessed as being proportionate.
Race	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	One of the proposals identified that it could be potentially relevant to this protected characteristic because the staff group within the scope of the Performance and Policy Service Review has a higher BME % of staff than the Council average. There are no concerns that the proposed review could have a disproportionate adverse impact on this group.
Religion or belief	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	None of the proposals were identified as being potentially relevant to this protected characteristic.
Sex	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	There were no concerns that the budget proposals could have a disproportionate adverse impact on a

Appendix C

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Pregnancy / maternity	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	group or individuals because of their race; religion or belief; gender; pregnancy or marital status; sexual orientation; marriage or civil partnership status, carer status or criminal record or offending past.
Gender reassignment	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Sexual Orientation	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Marriage / civil partnership**	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Dependants / caring responsibilities**	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Criminal record / offending past**	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Community cohesion						
Individual communities / neighbourhoods	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The impact assessment process found that a number of proposals were relevant to community cohesion. Due regard was given within the impact assessment process to the need to foster good relations between persons who share a relevant protected characteristic and persons who do not share it involves having due regard, in particular, to the need to: (a) tackle prejudice, and (b) promote understanding. The proposal to take a new approach to person centred care for adults with multiple complex needs and a shared community safety service will have a positive impact on community cohesion.
Relations between communities / neighbourhoods	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Middlesbrough 2025						
Theme 1 – A Fairer Middlesbrough • Health Impact Assessment	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	There are no concerns that the proposals could have a negative impact on this element of the vision. The proposals will ensure that the Council continues to ensure assessed needs are met.
Theme 2 – A Safer Middlesbrough	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	There are no concerns that the proposals could have an adverse impact on this theme. Vulnerable children and adults will continue to be safeguarded. Revised services will continue to operate in a manner that ensures service user safety.
Theme 3 – A Stronger Middlesbrough	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The proposals appended to this report will have a positive impact on this theme. Supporting community resilience and increasing the quality of service delivered to individuals with multiple complex needs.

** Indicates this is not included within the single equality duty placed upon public authorities by the Equality Act. See guidance for further details.

Appendix C

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Sustainability <ul style="list-style-type: none"> One Planet Living principles Climate Change risk assessment 	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	All the proposals either had no impact on this theme, contained measures to fully mitigate the impact of proposals on this or had an impact that was assessed as being proportionate.
Sustainability <ul style="list-style-type: none"> One Planet Living principles Climate Change risk assessment 	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Organisational management / transformation						
Partnership working	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The proposals included a range of proposals that would increase partnership working. Police, other LAs, Health partners and the VCS have been engaged as part of the development of proposals and increased partnership working as a result of proposals.
Employees	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Implementation of the 2018/19 budget proposals could have a possible impact on staff. Where staffing reviews are required to implement the budget consultation and impact assessments will be completed where appropriate to ensure the impacts on staffing are fully considered prior to implementation. There are no concerns that staff groups or individuals could be disproportionately adversely affected by the reviews required because they held a protected characteristic.
Accommodation	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Proposals may result in reductions in the amount of accommodation required by the Council. These proposals will be reflected within the Council's overarching strategic approach to the management of its property. The proposals within the budget will have a positive effect on this area.
ICT	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	It is not anticipated that there will be an adverse impact on the ICT Strategy of the organisation as a result of these proposals.
Further actions					Lead	Deadline
Mitigating actions		n/a				

Appendix C

Promotion	Promotion of the changes where there is an impact on service delivery will be undertaken.	Individual IA leads	Various
Monitoring and evaluation	Overall monitoring of the impact will be embedded within performance management arrangements for 2018/19	Paul Stephens	May 2018
Assessment completed by:	Ann-Marie Johnstone	Head of Service:	James Bromiley
Date:	1 February 2018	Date:	2 February 2018

