

Appendix 5 - Overall Budget Impact Assessment 2019/20

Subject of assessment:	Middlesbrough Council Budget 2019/20			
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 2019/20 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 2019/20 budget were split into three categories when first presented to Council in December 2018:</p> <ul style="list-style-type: none"> • Appendix 1: Initiatives that are considered to have minimal or no effect on front line service delivery levels – These initiatives require no, or no further public consultation or impact assessment prior to consideration by Full Council as part of the 2019/20 revenue budget for implementation in 2019/20 or future years. Some internal consultation may be required prior to implementation if the initiatives have a significant impact on employees, and this will be undertaken by management as appropriate. • Appendix 2: - Initiatives considered to potentially affect front line service delivery levels - These initiatives will form part of the 2019/20 revenue budget, and will be subject to the impact assessment process and consultation either prior to consideration by Full Council as part of the 2019/20 revenue budget, or during 2019/20 for implementation in that year or future years. • Appendix 3: Initiatives requiring further development prior to being brought forward for approval - These are initiatives that will be subject to the impact assessment process (where necessary) and on which the Council will consult prior to consideration via either member or officer decision (as appropriate) either during 2019/20 or in future years. The likely relevant decision making body and provisional timing is listed for each proposal, which may change depending on the nature of the final proposal. 			

Following this announcement, a screening assessment was completed on the nine proposals contained in Appendix 2(a) of the December 2018 report.

- Restructure Libraries and Hubs to ensure more efficient working practices, including reduction in reception service, and reduction in the book fund by maximum of £30k
- Implement wild flower bedding throughout town
- Adjustment of Green Waste collection cycle, equating to two less collections per year, comprising of two options (a) Cease Green Waste collections in October, as opposed to November currently, or (b) Monthly Green Waste collections in the months of October and November. Following consultation the Elected Mayor recommends option (b) in line with the recommendations of the Overview and Scrutiny Board.
- Increase charges in Bereavement Services by 2.5% above agreed annual inflationary increase (5% in total), to ensure average charges are more in-line with overall Tees Valley averages for burials and cremations.
- Increase income from Newham Grange Farm, due to increased visitors, ticket prices and secondary sales, reflecting the improved offer.
- Review all contracts with warden support providers to release efficiencies.
- Implement charge for Connect Service to recipients in receipt of Pension Credit Guarantee, historically funded by Supporting People Grant (which has now been removed by Central Government), in line with other users of the service in Middlesbrough and in line with other councils.
- Increase administration charge (to the deceased's estate) for deferred payments, in line with other councils nationally
- Reduce spend through transformation of the drug and alcohol service provision in the following areas:
 - a) Removal of prevention and early intervention spend (development of new schemes, capital expenditure and service improvements), working in partnership with providers to identify alternative ways of achieving service improvements
 - b) Reduction of drugs and dispensing costs for the services based on actual data over recent years
 - c) Partnership working with the NHS, Police and other agencies to seek alternative ways of funding elements of the drugs and alcohol programme where impact is shared across agencies
 - d) Restructure of Middlesbrough Recovering Together services in line with contracts, working across agencies to develop integrated service delivery models, providing client support for both substance misuse and social needs
 - e) Termination of the contribution to the regional Balance Alcohol office and developing a local offer for taking forward the prevention and tackling alcohol related harm agenda

	<p>A general consultation email address was launched along with a consultation section on the Council’s website, promotional posters in the hubs, bus station and Customer contact centre, along with the availability of promotional business cards for members if they requested them. This resulted in receipt of 2 email responses from individuals, one on behalf of a community organisation, along with 34 responses through the online consultation survey. In relation to impacts on those with protected characteristics as described previously, comments received were generally around:</p> <ul style="list-style-type: none"> • Two individuals expressed concerns that library services should be protected because they felt the elderly would be affected • One individual felt the library service proposal would impact adversely on children. It should be noted that the proposal would not impact on opening hours or access. <p>In relation to the green waste service proposal, although consultation responses were very low, there was a majority in favour of option B, monthly collections in October and November and this option is proposed within this report.</p> <p>Statutory drivers (set out exact reference) 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 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) 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. 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>
Live date:	April 2019
Lifespan:	April 2019 – March 2020
Date of next review:	March 2020

Assessment issue	Impacts identified					Rationale and supporting evidence
	None	Positive	Negative		Uncertain	
			Justified	Mitigated		
Human Rights						
Engagement with Convention Rights (as set out in section 1, appendix 2 of the Impact Assessment Policy).	<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 implementation of charges for the CONNECT service and the review of warden support provider contracts. None of the assessments have identified that there could be an adverse impact on human rights as a result of a proposal. The impact of the proposal to review warden support is uncertain at this stage but this is because the detail is yet to be developed. The developed proposal will be impact assessed and a proposed decision brought forward in year.
Equality						
Age	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Six of the Impact Assessments appended were identified as being potentially relevant to this protected characteristic. None of these identified that there could be a disproportionate adverse impact on individuals or groups because of age, however two did identify that impact was uncertain at this stage because proposals required further development. The developed proposals will be impact assessed and a proposed decision brought forward in year.
Disability	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Three of the proposals were identified as being relevant to the disability protected characteristic. At this stage the impact of these proposals on the disability protected characteristic is uncertain because the proposals require further development. The developed proposals will be impact assessed and a proposed decision brought forward in year.

Assessment issue	Impacts identified					Rationale and supporting evidence
	None	Positive	Negative		Uncertain	
			Justified	Mitigated		
Gender reassignment	<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. There were no concerns that the proposals could have a disproportionate adverse impact on a group or individuals related to these protected characteristics.
Pregnancy / maternity	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Race	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Religion or belief	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Sex	<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"/>	

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

Assessment issue	Impacts identified					Rationale and supporting evidence
	None	Positive	Negative		Uncertain	
			Justified	Mitigated		
Community cohesion						
Individual communities / neighbourhoods	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>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.</p> <p>There were no concerns that any of the proposals could impact negatively on community cohesion, however two proposals require further development prior to consideration of any decision in year.</p>
Relations between communities / neighbourhoods	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

Further actions		Lead	Deadline
Mitigating actions	Not applicable		
Promotion	Promotion of 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 2019/20		Paul Stephens May 2019

Assessment completed by:	Ann-Marie Johnstone	Head of Service:	James Bromiley, Strategic Director of Finance, Governance and Support
Date:	4 February 2019	Date:	5 February 2019

