

Budget 2021/22 - Draft Equalities Impact Assessment**Overview and Summary**

The Council is obliged to set a balanced budget and Council Tax charge in accordance with the Local Government Finance Act 1992. The purpose of this EIA is to assess the main items in the budget that will be proposed to Full Council on 24th February 2021.

For 2021/22, a balanced budget is proposed based on investment in key priorities, efficiency savings and strengthening financial resilience. On the basis of that budget, the Council proposes, in line with the increases modelled by government in their spending power calculations, a 1.99% rise in Council Tax and the application of a 3% adult social care precept. Further information is set out in the accompanying Report.

A public authority must, in the exercise of its functions, comply with the requirements of the Equality Act 2010 and in particular section 149 of the Public Sector Equality Duty ("PSED"). This Equalities Impact Assessment ("EIA") is intended to assist the Council in demonstrating its fulfilment of its PSED. It assesses, as far as is possible on the information currently available, the equality impact of the budget through initial equality impact assessment of proposals. The requirements of the PSED and case law principles are explained in the Legal Implications section of the report to Full Council. The Equality Implications section of that report is informed by this analysis.

The remainder of this Appendix outlines the issues relating to the Environment Department.

Environment Savings**1 – Re-alignment of the Reactive Footway Repair Service - £150,000**

This proposal will use the capital budget to complete more focused planned maintenance by resurfacing on the worst section of footways.

This would mean increased capital investment, which could be funded through borrowing (low interest rates currently) and proper phasing for reducing revenue spend, as it will take time to undertake the required works.

This proposal has a neutral equalities impact.

2 – Special Projects & Highways Service Structure Review - £150,000

This is a new integrated proposed team structure.

This proposal has a neutral equalities impact.

3 - New Leisure Contract - £101,000

This is an uplift in an existing savings from 2020/21 in respect of increased management fee income from the new Leisure Contract. Capital investment in the sports facilities at Lillie Road Fitness Centre and Phoenix Leisure Centre is expected to increase use of the facilities and

therefore increase the amount of income generated by the contractor (of which the council gets a share).

This proposal requires a one-off investment of £1,500,000 which is funded through the capital programme. The facilities are public leisure facilities available for all to use (charged for at the point of use).

This proposal has a neutral equalities impact.

4 - Intelligent Street Lighting Energy Management - £79,000

This is an uplift from an existing saving in 2020/21. This proposal is to install sensors on street lighting (streetlamps, illuminated signs and bollards) in order to remotely control hours and levels of illumination. Requires circa £1,100,000 of one-off investment which is allowed for within the capital programme.

Levels of illumination are driven by the needs of the wider public (i.e. in accordance with levels of natural daylight).

This proposal has a neutral equalities impact.

5 – Cease Inform 360 Contract – Netcall Solution - £71,000

This proposal is to cease the Inform 360 contract as it is now included in Net Call requirements post insourcing. These are part of the corporate contract and the former contract ended in October 2020.

This proposal has a neutral equalities impact

6 New structure for Technical Support Team - £56,000

Structure change can be achieved through recruitment freeze and structural changes (including voluntary redundancies, if necessary).

This proposal has a neutral equalities impact.

7 – Reduction in Maintenance of Assets - £40,000

Some of our public square assets are only available for a limited time with the space is now used more for events and markets. This proposal is to reduce maintenance costs in light of this.

This proposal has a neutral equalities impact.

8 - Maximise Pest Control Income - £35,000

This is an uplift in a saving brought forward in 2020/21. The Pest Control service is a paid for service available to the wider public and businesses and does not vary according to any particular group with protected characteristics.

This proposal has a neutral equalities impact.

9 Introduce differential charges for commercially lead Land search enquiries and S106 agreements - £17,000.

This proposal increases the search fees for enquiries that are requested by Developers and other commercial parties to assess development opportunities or to update their investment portfolio information.

This proposal has a neutral equalities impact and implications from proposals by Developers will be assessed as part of the Planning approval process.

10 Parking £400,000

This is based on changes to the target operating model and more efficient working.

This proposal has a neutral equalities impact.

Economy savings

1 - Business Rates challenge (Growth service) - £36,000

A number of properties where the Council owns the lease are no longer occupied by the Council and therefore no National Non Domestic Rates (NNDR) is payable. This proposal is a one-off saving as these properties may come back to the Council next year.

This proposal has a neutral equalities impact.

2 – Review of Senior Management (Economic Development) - £104,000

This proposal is a staffing change that is part of a wider refocusing of Economic Development which will have a positive equalities impact. Activity will support Hammersmith & Fulham's inclusive economy objectives and offers help for residents that are furthest from the labour market. Specific measures will be delivered supporting disabled residents, Black and Minority Ethnic ((BAME) residents, Special Education Needs (SEND) and those with learning disabilities. Targeted interventions are also planned for young people, older residents. Alongside this, there will be specific activity to support local businesses in the borough.

3 – Discharge of a main housing duty in the private rented sector (Housing Services) - £196,000

The proposal will increase access to the private rented sector and reduce Temporary Accommodation use.

This proposal has a neutral equalities impact.

4 – Consolidation of management & workforce and reduction in the use of agency staff (Housing Management) - £100,000

This proposal and subsequent restructure will reduce agency staff and enable overall staffing. This is the beginning of a phased savings delivery programme.

This proposal has a neutral equalities impact.

5 - Review of senior management and business support (Direct Delivery) - £9,000

This proposal delivers staffing efficiencies.

This proposal has neutral equalities impact.

6 - Income/Debt avoidance: deposit system on all new leases (Growth service) – £25,000

This proposal will reduce the likelihood of irrecoverable debt through better debt management.

This proposal has a neutral equalities impact.

7 - Commercialisation of Planning Fees (Planning) - £350,000

This proposal refers to a review of planning fees and charges which focusses on developing a commercial approach to charging developers and includes a proposal to implement charging for the duty planner service.

This proposal has a neutral equalities impact.

8 – Expansion of Design Review Panel (Planning) - £20,000

This proposal refers to an increased scope of service and fee for that expertise realised in our Design & Review Panel.

The proposal is expected to have a neutral impact on those with protected characteristics.

9 - Service restructure and review (Facilities Management) - £263,000

This proposal refers to a restructure which includes a reduction in senior management costs. Savings will be generated from vacancies and reviewing functions and processes to improve productivity. It is not expected that there will be a direct impact on any residents or employees. Where there are staff changes leading to savings, Equality Impact Assessments are carried out as part of the reorganisation process.

This proposal has a neutral equalities impact.