

## Budget 2022/23 Equalities Impact Assessment (EIA)

### Environment Savings Proposals

#### 1 – Improved resident experience and access through increased use of technology - £0.417m

This saving will be delivered by the Resident Experience and Access Programme (REAP); a programme that will transform the way residents interact with the Council by centralising customer contact and maximising our use of technology. REAP will ensure all services are fully accessible via digital channels and introduce efficient processes. This means greater efficiency and vital financial savings are possible.

This proposal has a neutral equalities impact. Additional equality impact assessments will be undertaken for REAP programmes/projects to ascertain the potential impact on groups that share protected characteristics and to ensure services are accessible and do not digitally exclude any groups.

#### 2 - Review of Environment workforce - £0.5m

A review of the Environment workforce and rationalisation of posts is expected to reduce staffing costs. This saving will be delivered through a combination of recruitment freeze and structural changes. The resulting changes to the workforce will not impact frontline services.

This proposal has a neutral equalities impact. An equality impact assessment will be undertaken as part of any staff structural changes

#### 3 - Review of commercial charges - £0.2m

This saving will be delivered through a review of commercial income across the Environment department. Charges do not vary according to any particular group with protected characteristics.

This proposal has a neutral equalities impact.

#### 4 - Increased Leisure Contract Income - £0.067m

This is a year on year increase of an existing saving carried forward from 2019/20 (cumulative budgetary saving of £500,000 to 2022/23).

The current leisure contract has secured better income terms following Council investment in improved facilities at Lillie Road Fitness Centre and Phoenix Leisure Centre. This is expected to increase use of the facilities and therefore increase the amount of income able to be generated by the contractor (of which the Council gets a share). These facilities are public leisure facilities, available for all to use (charged for at the point of use). As such, there is a neutral impact on those with protected characteristics.

This proposal has a neutral equalities impact.

## **Environment Investment and Covid-19 Recovery**

### **5 - Reducing Violence Against Women and Girls - £0.1m**

This is increased investment in reducing violence against women and girls. This will have a positive impact on victims of such crime. It does impact on groups that share protected characteristics (mainly gender) and therefore has a positive equalities impact.

### **6 - Ending Modern Slavery and Exploitation - £0.085m**

This is increased investment in ending modern slavery and exploitation. This will have a positive impact on victims of such crime. It does impact on groups that share protected characteristics (mainly race) and therefore has a positive equalities impact.

### **7 - Building Control Income - £0.050m**

This is the alignment of budgets with actual demand for the statutory and chargeable parts of the service. Building Control is a chargeable service, available for all to use (charged for at the point of use). As such, there is a neutral impact on those with protected characteristics.

### **8 - Public Realm Community Safety Improvements - £0.06m**

This is increased investment to redesign public realm areas to reduce the potential for crime. This will have a positive impact on victims of crime as well as on groups that share protected characteristics such as disability, age, gender and pregnancy and maternity.

### **9 - Highways Flood Management - £0.175m**

This is increased investment in flood mitigation measures. This will have a positive impact on those affected by flooding in the borough and groups that share protected characteristics, in particular those living in disadvantaged areas.

### **10 - Highways Winter Maintenance - £0.1m**

This is the alignment of budgets with the actual cost of highways winter maintenance. This will allow for the continuation of existing maintenance and continue to have a positive impact on the public realm for all, but it does not impact any particular group with protected characteristics and therefore has a neutral equalities impact.

### **11 - Waste Processing Costs - £0.060m**

This is increased spend on the processing of household recyclate, due to increased processing costs. This service is provided to all residents. It does not impact any particular group with protected characteristics and therefore has a neutral equalities impact.

### **12 - Covid Related Income Losses - £0.248m**

This is to temporarily reduce income budgets for those commercial services most adversely affected by the ongoing Covid-19 pandemic. This does not affect the services provided or their fees and charges. The proposal has a neutral equalities impact.