

Budget 2024/25 Equalities Impact Assessment (EIA)**Environment Investment and Growth Proposals relevant to this PAC****New waste collection services (garden waste) - £278,000**

1. The Council is implementing a new garden waste collection service. This requires gross additional ongoing investment, which is expected to be recovered through income as the new service will be provided on the basis of a chargeable subscription. It is believed that this proposal has a neutral impact on groups that share protected characteristics as the waste subscription service will be available to all residents and all subscribers will be charged the same amount. This is an optional service and residents are free to make alternative arrangements for the responsible disposal of their garden waste.

Continuation of Community and Cultural Events Programme - £150,000

2. Additional investment is required to permanently fund the Council's existing programme of community and cultural events. It is believed that this proposal has a neutral impact on groups that share protected characteristics. Whilst the council will work to ensure events are inclusive and accessible to all, some events will focus on marking and celebrating days that are specific to particular groups with shared protected characteristics. For example, Women's History Month, LGBT History Month, Black History Month, Pride Month, and Holocaust Memorial Day.

Contribution to new H&F Black History Cultural Centre - £60,000

3. This additional investment will contribute to the permanent establishment of a new H&F Black History Cultural Centre as part of the Council's culture strategy. It is believed that this proposal has a neutral impact on groups that share protected characteristics. The cultural centre will be accessible to all, and will specifically celebrate Black History. This will support the Council's commitment to make Hammersmith & Fulham the most inclusive borough in the country; a place where everyone feels valued and that they belong.

Environment Savings Proposals relevant to this PAC**Review fees and charges - £200,000**

4. This budgetary saving is to be delivered through a review of fees and charges to ensure at least full cost recovery. It is believed that this proposal has a neutral impact on groups that share protected characteristics, as all customers are charged equally based on the goods/services purchased, apart from registered charities who receive discounts in some areas.

New waste collection services (further efficiencies from wheeled bins) - £250,000

5. This budgetary saving is to be delivered through further efficiencies related to the borough wide roll out of wheeled bin waste collections. It is believed that this proposal has a neutral impact on groups that share protected characteristics, as the domestic waste and recycling collection service is provided to all residents. The impact of any changes will be closely monitored with communications and other adjustments implemented as required.

Service transformation savings - £250,000

6. This budgetary saving is to be delivered through transformation of back office services and maximising external income. It is believed that this proposal has a neutral impact on groups that share protected characteristics, as the proposed savings do not affect people, aside from transformational savings that may result in a restructure of teams. The equalities impact of any necessary restructure will be considered separately as part of that process.

New waste collection services (garden waste) - £650,000

7. This budgetary saving will be delivered through income from a new garden waste subscription service (assuming 10,000 households subscribe at £65 per annum). It is believed that this proposal has a neutral impact on groups that share protected characteristics as the waste subscription service will be available to all residents and all subscribers will be charged the same amount. This is an optional service and residents are free to make alternative arrangements for the responsible disposal of their garden waste.

Economy Savings Proposals relevant to this PAC

New fee flexibilities and cost reductions from fewer volumes - £350,000

8. Government has implemented a change to statutory Planning fees which will see an increase of 25% for minor planning applications and 35% for majors. This follows a consultation where the Government recognised that the current fee levels do not enable full cost recovery and that on average the fees cover only about 2/3rds of the cost to the Council. The proposal is believed to have a neutral impact on those with protected characteristics as the fees in question are statutory and set by central government having been deemed as at a suitable cost level.

Review of expenditure (6% reduction) and Corporate Accommodation savings - £600,000

9. These savings will be delivered through a review of staffing and increased commercial income from corporate accommodation. It is believed that this proposal has a neutral impact on groups that share protected characteristics as the saving aims to increase commercial income from under-performing buildings whilst maintaining service levels.