

Budget 2025/26 Equalities Impact Assessment (EIA)**Finance and Corporate Services Investment and Growth Proposals****Increase in insurance premiums budget - £425,000**

1. This additional ongoing investment is required to ensure the insurance premiums budget is sufficient to match current expenditure. There have been significant cost increases across the sector in recent years and this investment will address the current pressure being reported. There is no change to the current provision so the proposal will not impact any of the groups that share protected characteristics.

Enhancing corporate and resident anti-fraud measures through the Digital Inclusion Strategy - £124,000

2. Ongoing investment is required to implement the Digital Inclusion Strategy for the borough. The Strategy vision is for Hammersmith and Fulham to be a more digitally inclusive borough by 2025 (aligned with the Greater London Authority); a place where residents have access to the digital skills, devices and support they need to achieve their aspirations. The proposal is for a digital inclusion programme manager and resource budget to be allocated to ensure the ambitions set out in the strategy are delivered. There are no direct negative equality implications for groups with protected characteristics, under the Equality Act 2010. The implementation of the strategy Individual actions as part of the digital inclusion programme will be evaluated appropriately prior to delivery, however the overall impact on equalities is expected to be positive.

Finance and Corporate Services Savings Proposals**Local Support Payments - £150,000**

3. The proposal is based on the reduction of administration costs in delivering the Local Support Payments scheme by bringing it in-house. Legal implications of bringing the service in-house are currently being investigated. This cannot currently be confirmed and if this is not achievable the budget will need to be supplemented by the Household Support Fund (HSF). This proposal will have a neutral impact on groups that share protected characteristics as the mitigation proposed will ensure that the value of awards are maintained. There is a dependency on HSF round 7 to achieve this.

Digital Advertising - £100,000

4. An increase in the income target budget for digital advertising based on increasing the rental income in line with contracted annual inflation based increases. There is no change to the current provision so the proposal will not impact any of the groups that share protected characteristics.

Increase in increase in income budgets from a review of Registrars fees and charges - £100,000

5. An annual review provides Registrars with an opportunity to benchmark against other register offices (particularly those in neighbouring boroughs). This allows the Council to remain competitive and responsive to trends, introduce innovative ideas and create additional streams of income. The proposal to review and benchmark fees and charges annually will not negatively impact groups that share protected characteristics. An Equality Analysis will be undertaken as part of the process to move from paper-based system to electronic registration to consider the potential impacts on groups that share protected characteristics, including socioeconomic factors.

Removal of two vacant Community Engagement posts - £80,000

6. Removal of two vacant posts in the existing Community Engagement team. This team has three posts in total but has been dormant since COVID. The proposal involves recruiting to one of the posts and removing the other two. A portion of the total saving made will be used to address existing budget shortfalls in the wider Communications team leaving £80,000 to be taken as an MTFs saving. As the posts are currently vacant, and have not been filled since their creation, there should be no impact on any of the groups that share protected characteristics. The proposal will impact the opportunity to improve service provision of Community Engagement from the corporate centre, but it should be noted that community engagement work is carried out by officers throughout the Council for their respective departments and campaigns.

Reduction in mobile phone contract costs - £80,000

7. A reduction in contract cost allows for mobile phone budgets across the Council to be reduced in line with reduced charges. There is no impact on services and therefore no impact on groups that share protected characteristics.

Council Wide Savings Proposals

Corporate redesign - £750,000

8. The Corporate Redesign has reduced the Council from 6 to 3 departments, each of which is led by a director. A £250k saving was made in 2024/25 and the further £750k is planned to be delivered in 2025/26 from a review of Chief Officer posts in People, Place, and Finance & Corporate Services. It is anticipated that there will be a reduction in posts and there will be redundancies arising from the proposal. Staff consultations will take place and full EIAs will take place as plans are developed.