

**Budget 2025/26 Equalities Impact Assessment (EIA)****Place Investment and Growth Proposals relevant to this PAC****Align waste contract budget with service provision - £1.8m**

1. This additional investment in the waste collection and street cleansing service is believed to have a neutral impact on those with protected characteristics as it is a universal service from which all residents benefit.

**Enhanced maintenance of bookable sports facilities to improve standards - £60,000**

2. This additional investment in sports facilities is believed to have a neutral impact on those with protected characteristics as it is a bookable service that is available to everyone. It will have a positive impact on Disabled people where any works improve accessibility (although works required to improve health and safety, including accessibility issues, are already prioritised within the service).

**Additional investment in Upstream London Industrial Strategy - £250,000**

3. This additional one off investment may have a positive impact for certain protected groups. For example age, race and sex, as it could enable improved employment opportunities in industries that might be typically underrepresented by young or older people, women, or people from multi ethnic backgrounds.

**Reversal of prior year one off growth - specialist expertise to support development of the Industrial Strategy - £25,000 budget reduction**

4. There is no service impact as a result of this budget change, which therefore has a neutral impact on groups with protected characteristics.

**Place Savings Proposals relevant to this PAC****Waste disposal - targeted shift from general waste to recycling - £300,000**

5. This budgetary saving is to be delivered through a sustained reduction in overall waste disposal tonnages, along with a targeted shift from general waste to recycling. It is believed that this proposal has a neutral impact on groups that share protected characteristics as the Council collects waste and recycling from every household in the borough.

**Introduce time banded commercial waste collections - £50,000**

6. The introduction of time banded commercial waste collections is believed to have a positive impact on Disabled groups, as it should restrict the number of obstructions (waste presented for collection) on the highway to a reduced number of occurrences, making it easier for those with mobility issues to move around the borough more safely.

**Review fees and charges - £500,000**

7. 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 and community groups who receive discounts in some areas.

#### **Review street lighting asset inventory - £150,000**

8. This budgetary saving is to be delivered by ensuring improved efficiency in street lighting energy payments (ensuring that payments are aligned to the existing number and type of streetlights). This will not impact service provision, and therefore is believed to have a neutral impact on those with protected characteristics. Although not directly as a result of this saving, street lighting is an effective aid in designing out crime, and so has a positive impact on those that are at greater risk of becoming victims of crime (such as women and girls and older people ).

#### **Additional income from highways assets - £200,000**

9. This budgetary saving is to be delivered through securing new external income from contractors that make use of the Council's highway assets (such as electric vehicle charging points, and attachments to lamp columns). It is believed that this has a neutral impact on groups that share protected characteristics.

#### **Enforcement of Advertising board licences - £50,000**

10. Unlicensed advertising boards positioned on the public highway can cause obstruction and present health and safety risks. Enhanced enforcement and regulation of their use is expected to have a positive impact on Disabled people, particularly those with mobility issues, who may be disproportionately disadvantaged by obstructions on the public highway.

#### **Additional sports bookings income from enhanced facilities - £100,000**

11. It is expected that there will be increased income generating potential following the major refurbishment and upgrade of Linford Christie Stadium and the enhanced maintenance of bookable sports facilities across the borough. It is expected that this income will be generated through a combination of increased usage and a review of fees and charges. It is believed that this has a neutral impact on groups that share protected characteristics, as these facilities are available to all, and all users are charged equally according to an agreed schedule of charges.

#### **Review sports bookings discounts - £50,000**

12. The removal of existing sports bookings discounts (for those users who are members of other sporting bodies) will regularise charges for all users. It is believed that this has a neutral impact on groups that share protected characteristics.

#### **Review sports bookings administration - £50,000**

13. This is a back office saving and will not affect front line service delivery. As such, it is believed that this proposal has a neutral impact on groups that share protected characteristics.

### **Review Home Library Service - £64,000**

14. It is proposed to review the current operational arrangements for this service so that it can be provided in a more efficient way. This service is currently delivered to a relatively small number of users, the majority of whom have mobility or other health issues which make it difficult for them to visit a library. An equalities impact assessment will be undertaken as part of the options appraisal and decision process.

### **Café franchise in libraries - £20,000**

15. This saving is to be delivered through securing new external income from the provision of a new café franchise in libraries. Libraries already provide an accessible, warm, safe and sociable space for users which will be further enhanced by the introduction of a café franchise. It is believed that this proposal has a positive impact on those with protected characteristics, particularly based on age and disability as well those who might be socially isolated.

### **Non-domestic property portfolio master plan - £100,000**

16. This saving is expected to have a neutral impact on groups with protected characteristics as it relates to making the Council's non-domestic property portfolio more efficient. Any specific proposals to change the existing use or tenancy arrangements of currently occupied buildings will consider an equalities impact assessment as part of the proposal and decision.

### **Review discretionary Planning charges - £175,000**

17. This budgetary saving is to be delivered through a review of discretionary Planning 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 services purchased.

### **Homebuy matching and marketing service - £75,000**

18. This budgetary saving is to be delivered through the introduction of a fees for the Homebuy service, 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 services purchased.