

Equality Impact Assessment

Name of proposal/activity/policy to be assessed

2022/23 Provisional Budget and Three-Year Medium Term Financial Strategy

Directorate: RESOURCES

Service: Council-wide

Name and job title of person doing the assessment

Name: Clare Muir

Job Title: Policy and Voluntary Sector Manager

Date of assessment: 29th November 2021

What is the aim of your policy or new service?

The updated MTFS has been developed to reflect the changing landscape in which Councils are now operating. The Covid-19 pandemic has had a significant impact on Council budgets, with increased costs and reduced levels of income.

The updated MTFS proposes:

- a re-profiling of income from 2022/23 to later years on the assumption that the majority of that income will recover over time. The impact of lost income has previously been offset by grant funding from Central Government, but indications are that there will be no more funding available to Councils after the current financial year.
- an increase of almost £7m in the budget for Adult Social Care services for next year to fund the impact of cost pressures.
- that the Business Rate reset previously assumed to happen in 2022/23 will not now happen until 2023/24 at the earliest.

Who will benefit from this proposal and how?

Residents and service users will benefit from the Council setting a balanced and affordable budget that ensures the Council's finances are sustainable.

Who are the main stakeholders and what do they want?

Residents, businesses, councillors and council staff in Reading.

Assessment of Relevance and Impact

Appendix 6

The Equality duty has been considered for each proposed budget business case. For the majority of these the Equality Duty is not relevant to the changes proposed.

One new proposal DOR-2223-01 - Bereavement Services Restructure will require an Equality Impact Assessment and staff consultation. This will be completed by December 2021.