

Equality Impact Assessment

Name of proposal/activity/policy to be assessed

2023/24 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: 11th November 2022

What is the aim of your policy or new service?

The Medium Term Financial Strategy aims to set out the most effective use of the Council's limited financial resources to meet its Corporate Plan objectives taking account of its wider operational environment.

That operational environment contains the continuing, albeit potentially diminished, challenges created by Brexit and the Covid-19 pandemic, as well as the worldwide economic turmoil largely instigated by Russia's invasion of Ukraine. Overarching all of this is the existential threat created by humanity's abuse of the natural environment resulting in climate change and rapidly diminishing biodiversity.

This latest refresh of the MTFs is dominated, as for so many individuals and businesses, by the steeply rising cost of service delivery and attempts to mitigate them.

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

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.

There are two business cases where it is recommended that a more detailed equality impact assessment is undertaken.

Appendix 5

| Bid Reference | Title | Proposal | Reason for EIA |
|---------------|--|---|--|
| DACHS-2324-02 | Increase in Extra Care Income | The proposal includes an additional 'wellbeing' charge added to the resident's service charge. This would be paid by Adult Social Care for those with eligible needs. Those without eligible needs would have to pay the wellbeing charge themselves. | Under the Equality Act this could be considered unreasonable extra charges due to a person's disability or age. Consideration need to be given to any cumulative impact. |
| DOR-2324-02 | Income generation opportunity - Cremation & Cemetery Service | Changes to fees | Due sensitivity of the service and to previous concern from specific ethnic groups about fairness |