

Appendix 10 - Equality Impact Assessment

Name of proposal/activity/policy to be assessed

2024/25 Medium Term Financial Strategy (MTFS) Update

Directorate: Resources

Service: Council-wide

Name and job title of person doing the assessment

Name: Clare Muir

Job Title: Senior Policy Officer

Date of assessment: 15th November 2023 updated 1st February 2024

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 challenges created by the cost of living crisis, the impact of the Covid-19 pandemic, climate change, global conflicts and worldwide economic turmoil.

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 or no negative impact identified under the Equality Duty.

The following business cases have identified that the Equality Duty is relevant and Equality Impact Assessment will be undertaken as options are developed.

Bid Reference	Title	Proposal	Reason for EIA
DEGNS-2425-24	Parking Services Income Review	A number of changes in terms of maximising the use of car parking assets to help manage the income pressure that arose during covid and has continued as peoples travel patterns have fundamentally changed.	Equality impact assessment and Consultation may be required for individual proposals. Whilst it is not considered that there is an impact on any protected characteristic, consideration does need to be given to the differential impact of residents in and outside residents permit zones, should emissions-based charging be pursued.
DEGNS-2425-07	Cessation of Visa Contract with Reading Libraries	To restore £200k to the annual library budget and delete 4.5FTE in order to mitigate the lost income resulting from an expected cessation of visa contract.	Equality impact assessment is required in relation to the impact of redundancy proposals for staff and will be carried out as part of the HR Change management process.