

Appendix 10 - Annex A – Budget Business Cases where budget business cases where the Equality Duty is identified as relevant and impact assessment

Bid Reference	Business Case Title	Proposal	Equality Impact
Revenue			
DCASC-2526-12	VCS Spend	<p>Annual Small Grants Fund (SGF) process reduced from £0.200m p.a. to £0.150m p.a. on an ongoing basis from 2025/26.</p> <p>This approach was trialled for the SGF in 2024/25, along with a number of alterations to the SGF criteria to ensure it is focused on smaller grassroots community groups supporting Reading residents. This trial has proved successful in providing financial support to a broader range of local organisations.</p>	<p>No negative impact identified under the Equality Duty. The range of bids for funding from the SGF clearly shows that organisations that focus on supporting residents protected characteristics are aware and able to put forward proposals for their activities. The ability to fund a greater proportion of bids is a further indicator of the positive impact of the SGF process.</p> <p>The updated criteria for the SGF were developed following feedback from local VCS organisations and we have not received any complaints about the process for this year. We have however improved the information available to potential bidders to ensure that they have the best chance of success in their bids.</p>
DCASC-2526-16	Homelessness Support Services	10% Housing General Fund contribution reduction of £0.076m per annum taken from core funded Homelessness Support Services in scope for MTFS savings.	An Equality impact assessment has been carried out. (Policy Report 17 th March 2025). The provision of the services in Reading will be open to all individuals needing relief from or prevention of rough sleeping. No negative impact identified under the Equality Duty. (EIA available - sensitive).
DEGNS-2526-06	Rationalisation of Pay & Display Assets, Tariff Changes and Emissions Based Parking	Replace or upgrade P&D machines; Implement tariff zone changes; Implement emissions-based parking for Residents Parking and On Street P&D.	An Equality impact assessment has been carried out. (Policy Committee 20 th January 2025) No negative impact identified under the Equality Duty.

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DEGNS-2526-14	Operational Resilience - Recycling & Waste Service	Cease provision of free bulky waste collections. Introduce fee for the collection of a second green waste bin at a single property. Increase green waste collection fee. Reinvest £0.155m of the resulting income in the provision of a late shift, waste collection round, Net benefit of £0.111m.	No negative impact identified under the Equality Duty. Concession discounts will continue to be provided to those customers in receipt of benefits.
DEGNS-2526-34	Allotments Full Cost Recovery	Double the annual fee. Improvement of £0.067m in revenue from 2026/27.	No negative impact identified under the Equality Duty. Concession discounts will continue to be provided.
DOR-2526-08	Tackling Inequality Strategy	To remove the project funding but maintain staffing resources to secure external funding and ensure other funds are targeted to the place based pilots. Future project opportunities will only be possible if supported with external grant funding or through redirecting other existing budgets. There will not be a dedicated place based pilots project budget.	<p>An Equality impact assessment has been carried out. No negative impact identified under the Equality Duty. There are a range of projects that have been or are currently being delivered:</p> <ul style="list-style-type: none"> • Community Activity Fund – providing a grant based scheme for organisations to bid for • School support programme at JMA • New Directions College <ul style="list-style-type: none"> ◦ Berkshire Youth Project ◦ Careers Information, Advice and Guidance • Cowsey community engagement and improvement <p>Whilst some of the projects supported groups that share a protected characteristic (Age, in relation to youth based projects) there are a range of projects and therefore they are not being treated differently. In addition, these projects will be completed in</p>

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			accordance with the funding commitments. (EIA available).
DOR-2526-09	Executive Assistants Review	Maintain service offer for Chief Executive, Executive Directors and Director of Public Health. Self-serve or utilise tools such as CoPilot for Directorate meetings. Diary management only for Directors / Deputy / Assistant Directors.	An Equality impact assessment has been carried out. The proposal has a direct impact on the Executive Assistant team members (currently ten individuals all of whom are female). The proposed change will be implemented in line with the Council's Employment Stability Agreement, November 2022. (EIA available - sensitive).
DOR-2526-12	HR&OD Restructure	Restructure HR&OD	An Equality impact assessment has been carried out. No negative impact identified under the Equality Duty. There are staffing changes proposed but no evidence or reason to believe that some groups may be affected differently than others. There is a change in a reporting line for some roles but with no indications that this has any impact on protected characteristic groups. The proposed change will be implemented in line with the Council's Employment Stability Agreement, November 2022. (EIA available - sensitive).
BFFC-2526-03	Primary Mental Health Team Service Reduction	To revise PMHT duties and the revised MHST offer, utilising the Public Health (PH) and ICB funding to mitigate any pressures on delivery, to ensure that mental health support is funded through NHS and PH routes, rather than core BFfC funds.	The proposed change will be implemented in line with the Council's Employment Stability Agreement, November 2022. Equality impact assessment will be finalised as part of the staff consultation required to assess possible impact on emotional health support in a context of growing demand and to identify mitigating action require e.g. more targeted support (March 2025).

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BFFC-2526-04	School Travel Assistance	Further reduction in transport use by rigorously applying new Travel Assistance policy and procedures and promoting wherever possible independent and sustainable travel options.	An Equality impact assessment was carried out as part of the consultation process on the new School Transport policy for September 2024, and adjustments made to policy changes as considered and agreed by July 2024 ACE Committee.
BFFC-2526-05	Family (Early) Help Reductions	Government has secured grant funding ringfenced for family help/hubs, but a review of services is required which may lead to staff reductions.	Equality impact assessment may be required is required. The proposed change will be implemented in line with the Council's Employment Stability Agreement, November 2022.
BFFC-2526-08	Service Reductions Business Support /Admin	Consolidate the work of Business Support/Admin roles in children's services and education to achieve a staff reduction and cost savings.	An Equality impact assessment has been carried out. This proposal has a direct impact on the Business Support team members. 93% of whom are Female. The proposed change will be implemented in line with the Council's Employment Stability Agreement, November 2022. (EIA available - sensitive).
BFFC-2526-09	Consolidation of Nurseries	To bring together management of the BFfC nurseries, The Lodge, and Surestart Whitley (SSWDN) with RBC Kennet Day Nursery.	Equality impact assessment may be required for individual proposals.
Capital			
BFFC-2526-CAP02	BFfC Children with Disabilities Business Case	Develop the site at Strathy Close into a nine bed property, creating five children with disability beds and four adult beds.	No negative impact identified under the Equality Duty.