

<b>Appendix 10 – Summary of Equality Impact of Budget Business Cases</b>			
<b>Business Case Reference</b>	<b>Business Case Title</b>	<b>Proposal (preferred option)</b>	<b>Summary of initial Equality Impact Assessment</b> (NB: Services will complete further assessments, where required)
<b>Revenue</b>			
BFFC-2627-02	SEND Team Capacity	Expand the team in a way that creates an effective, sustainable SEND service for Reading. It is proposed that the SEND team be reorganised and increased by two members of staff (£110k) and with commissioned new tools for EHCP completion and annual reviews (£15k).	Positive impact on children with disabilities by enhancing support available to them in Reading.
BFFC-2627-04	Participation of young people in education, employment or training	Explore potential for employer contributions to help fund service delivery, alongside the development of IT systems to improve the efficiency and accuracy of tracking EET (Education, Employment, and Training) destinations.	The current service supports disabled children. However, the preferred option does not involve any changes or reduction to the service delivered to young people.
BFFC-2627-05	Children with Disabilities Revenue	Development of children's homes including looking for properties on the open market which has not yet been identified and carry out the associated works to develop into 4 bed children with disabilities home.	This initiative is expected to have a positive impact on Reading's disabled children in care who would be able to remain living locally.
BFFC-2627-06	Fostering, Kinship, Permanence & Adoption - capacity and demand	Merging BFFC's Kinship, Permanence & Adoption and IFA Team to create one combined RBC Kinship, Fostering & Adoption Service. This will increase the number of our cared for children who are able to live locally, in cost efficient family homes. In total this option proposes 5.29 FTE new posts. This option requires an investment of £392k to support kinship placements (avoiding costly fostering and residential care).	Care experience is a protected characteristic identified by the Council to be considered in EIAs and this proposal is likely to have a positive impact on this group through improving the resourcing of the service.
BFFC-2627-07	Charging policy for children in care	This proposal explores introducing a formal charging policy for parents whose children are voluntarily accommodated under Section 20 of the Children Act 1989. This policy proposes to recoup a contribution from parents, towards their child's maintenance when accommodated under section 20 of the Children Act 1989 where it is considered reasonable to do so.	The proposal includes some exemptions, including where parents are claiming Income Support, Family Credit or Disability Allowance. Consideration will be given to groups of parents that will be affected differently and mitigating actions that maybe required.

Appendix 10 – Summary of Equality Impact of Budget Business Cases			
Business Case Reference	Business Case Title	Proposal (preferred option)	Summary of initial Equality Impact Assessment (NB: Services will complete further assessments, where required)
BFFC-2627-14	Education Psychology Service	Additional income generation to the sum of £96k by efficient planning of traded support in quieter period of statutory provision and cease delivery of Primary Mental Health services, following loss of funding from the Integrated Care Board (ICB).	The proposal would reduce the capacity in the Educational Psychology Service to provide non-traded services. However, the risks are assessed as low impact and mitigations will be put in place. The ICB are completing an Equality Impact Assessment regarding the reduction in Primary Mental Health services and are confident that the needs of children will be met through alternative routes.
BFFC-2627-17	Review of Market Supplements - Children's Social Care	Market forces allowances (MFAs) are awarded to social workers, fostering social workers, assistant team managers, team managers and service managers of social work teams and OTs. The proposal is to Review MFA allocation for Team Managers and Fostering Social Workers.	This proposed review would affect pay for some members of staff and further work will be undertaken to understand the full equality impacts and any mitigating actions that may be required.
DCASC-2627-13	Homelessness Support Services	10% (£93,200 per annum) reduction in funding across Homelessness Support Services from September 2027.	The initial assessment suggests that there is no evidence or reason to believe that some groups may be affected differently than others. A reconfigured service could impact single people, couples and potentially households (including families) at risk of homelessness; however, it will not have a disproportionate effect on any specific groups with protected characteristics, nor is there public concern about potentially discriminatory practices/impact on the cohort that accesses Homelessness Support Services.
DEGNS-2627-26	Simpler Recycling –	This proposal concerns how the council will implement the “Simpler recycling” legislation to collect flexible plastics (including bags, wrappers, foil-lined packaging, film lids, bubble	Some groups may be affected differently to others. Older people may struggle to get to hubs to pick up bags, or to order these online. Mitigations will likely

Appendix 10 – Summary of Equality Impact of Budget Business Cases			
Business Case Reference	Business Case Title	Proposal (preferred option)	Summary of initial Equality Impact Assessment (NB: Services will complete further assessments, where required)
	Flexible Plastics	wrap and cling film) from all the kerbside of all households by 31st March 2027.	include encouraging family and friends to obtain bags on behalf of those for whom this is difficult.
DEGNS-2627-27	Simpler Recycling - Glass Collection	This proposal outlines plans to introduce a kerbside collection of glass from all domestic properties as part of the Simpler Recycling government initiative to standardise and simplify household and business recycling services across England, ending confusion over what can and cannot be recycled by implementing a common set of recyclable materials for all homes and workplaces.	Potential negative impacts (relating to physical handling challenges due to age, disability, pregnancy, or storage limitations) will be mitigated effectively with: <ul style="list-style-type: none"> <li>○ Assisted collections</li> <li>○ Provision of alternative or additional containers</li> <li>○ Accessible information and communication channels</li> </ul>
DEGNS-2627-29	Enhanced Power Reduction/ Dimming of Streetlights	Reducing power / dimming streetlighting from the current 70% at 'dusk' to 9pm, then reduce power to 50% between 9pm and 5.30am, then back up to 70% to 'Dawn' in selected residential streets.	For the preferred option the service is delivered to all residents of Reading, and no changes are proposed in this service delivery.
DEGNS-2627-16	Allotment Full Cost Income	After consultation and notice period (1 year), to apply in April 2027 at the latest, a reform of tenancy rental charging and revision of tenancy agreement to facilitate full cost recovery of associated rental, water use and waste disposal.	Increased rents and service charges could disproportionately affect residents on low incomes, including pensioners, disabled people, and those in receipt of means-tested benefits.  As administration moves to digital systems, there is a risk that some residents, particularly older tenants or those without digital access, may face barriers in managing their tenancy or accessing information. An EIA is therefore required.

Appendix 10 – Summary of Equality Impact of Budget Business Cases			
Business Case Reference	Business Case Title	Proposal (preferred option)	Summary of initial Equality Impact Assessment (NB: Services will complete further assessments, where required)
HRA-2627-03	Service Charge Review	Increase existing service charges to align with the cost of services.	Increased charges will have an impact on tenants. Approximately 70% of tenants currently receive full/partial housing benefit or universal credit. The increase may put added financial pressure on some of our tenants, however, the specialist income recovery teams are well versed in responding and supporting tenants whose income and expenditure change on a regular basis due to changes of circumstance. The officers will look at each tenant situation and provide tailored assistance to ensure that priority bills are paid.
HRA-2627-01	Awaab's Law Damp & Mould - Additional Resourcing	Provide additional staffing resource to ensure the Housing Service can fulfil the Law requirements and ensure tenants are provided with support and updates. This investment in the staffing levels will provide the resources we need to fulfil the new duties as well as being in a position to continue to provide advice and guidance to tenants to also prevent damp and mould occurring.	Change likely to have a positive impact on tenants. All residents that require a Damp & Mould service will receive it therefore no negative impact identified under the Public Sector Equality.
<b>Capital &amp; Revenue</b>			
DEGNS-2627-CAP02 (DEGNS-2627-EOI02)	Hexagon Investment	This proposal is seeking match funding of £115,250 in the event we are successfully awarded a capital grant from Arts Council England of £2,068,000 for new seating, drainage and fire stopping works at the Hexagon. This capital business case is to underwrite the £115,250 needed if we are unsuccessful with the fundraising by the time the funds are needed.	No negative impact identified under the Public Sector Equality. New seats will provide better access for customers with disabilities or who have mobility difficulties.

Appendix 10 – Summary of Equality Impact of Budget Business Cases			
Business Case Reference	Business Case Title	Proposal (preferred option)	Summary of initial Equality Impact Assessment (NB: Services will complete further assessments, where required)
DEGNS-2627-CAP07 (DEGNS-2627-EOI07)	Safe and People-Friendly Streets and Spaces	Changes to public realm to enhance movement through the town centre for pedestrians will involve consideration of access and mobility issues for different user groups through design development. The design will also consider safety mitigations for residents and visitors.	No negative impact identified under the Public Sector Equality Duty at this stage, but some mitigations may affect access to pedestrianised areas at which point further consideration of equalities will be needed.
<b>Capital</b>			
DEGNS-2627-CAP12	180 Place SEND school across Whitley Park and Ridgeway	Refurbishment and extension on both school sites to provide 180 SEN places.	Likely to have a positive impact on children with disabilities as defined under the Equality Act through expanded service provision.
DEGNS-2627-CAP13	Children's Homes Refurbishment Works	Three homes require extra safeguarding, anti-ligature and security features to enable them to meet OFSTED's requirements to sign them off prior to being occupied by staff and children	Care experience is a protected characteristic for Reading Borough Council, and this would have a positive impact on Reading's children in care.