**Equality Impact Assessment Ref. Number 1444**

**Proposal name - Sheffield City Council 2023-24 Revenue Budget**

**Start date 10/1/2023**

**Part A - Initial Impact Assessment**

**Brief aim(s) of the proposal and the outcome(s) you want to achieve**

This EIA considers overall themes and potential impacts of the savings proposals that contribute towards the Council’s 2023-24 Revenue Budget. It considers impacts on people interacting with the Council directly or indirectly (referred to generically in current EIA terminology as ‘customers’) and people employed by and working for the Council (referred to as ‘staff’).

Individual EIAs are carried out for all savings proposals, which will include specific analysis and detail that is available. All EIAs are iterative and subject to development and review. This applies to the individual savings EIAs, some of which start out as exploratory in nature and which will be developed further as more detail and information becomes known and proposals take shape. Some proposals may be subject to the outcome of further consultation or the further analysis of other evidence. As a consequence, not all individual EIAs are currently complete but will continue to be developed and reviewed.

This overarching EIA should therefore be seen as reflecting our initial understanding and assessment of impacts. These assessments may change as proposals develop further and services introduce budget saving implementation plans.

This EIA does not cover all proposals and all possible impacts but seeks to highlight some likely areas of impact. It does not include proposals where impacts are considered to be none or very limited at this stage – for example, reductions in community safety funding or on training budgets. However, such proposals will also continue to be monitored. We will monitor for any and all adverse equality impacts as reductions and changes in provision occur during the next year.

As set out in the Revenue Budget Report, approaches to savings proposals reflect the needs and priorities of different service areas covered by Policy Committees and include:

* **Adult Health & Social Care** – proposals relating to individual reviews of care and support and broader service improvements.
* **Education, Children’s & Families** – service improvements, managing demand and provision and seeking contributions from key partners.
* **Housing** – ending of non-essential grants and schemes, revising some service delivery timescales and asset and facilities management.
* **Strategy and Resources** – implementation of the Council’s Accommodation Strategy, internal efficiencies and IT savings.
* **Communities, Parks & Leisure; Economic Development & Skills; Transport, Regeneration & Climate; and Waste & Street Scene** – maximising external grant income, operational efficiencies, reducing service provision and fee increases.

There are many implications to the different approaches being developed and proposed. The purpose of individual EIAs is to assess how these proposals could affect people and communities and to identify any ways to reduce (mitigate) any negative impacts. Some mitigations may include:

**For proposals to reduce posts and staffing costs**

* Seeking to avoid compulsory redundancies by deleting vacant posts and offering voluntary early retirement (VER) and voluntary severance (VS) schemes, ahead of Managed Employee Reduction (MER), redeployment and employee support schemes.

**For proposals to reduce or end service provision**

* Scheduling or delaying the change/closure, if possible, to enable people affected to access alternatives and, where viable, working with individuals to identify other/new options and signposting people.

**For proposals to reduce contract fees/prices**

* Dialogue with organisations affected to understand the implications and options for alternative funding; scheduling, or delaying the change, if possible, to manage the impact on organisations, their staff and clients; and signposting to sources of support and advice.

Consultation, and other forms of engagement, provide further mitigation and may enable proposals to be confirmed or developed, or require them to be changed. Proposals to make service improvements will, where possible, aim to benefit from the involvement of customers or staff through various forms of engagement.

**Proposal type:** Budget **Entered on Q Tier?** Yes

**Year of proposal (s):** 2023/24

**Decision Type:**  Council

**Lead Committee Member :** Cllr Terry Fox

**Lead Director for Proposal:** James Henderson

**Equality Lead Officer:** Adele Robinson

**Officer filling in this EIA form:** Ed Sexton

**Lead Equality Objective – All:**

* Understanding Communities
* Workforce Diversity
* Leading the city in celebrating & promoting inclusion
* Break the cycle and improve life chances
* Becoming an Anti-Racist organisation and city

**Portfolio, Service and Team**

**Lead Portfolio** All **Is this Cross-Portfolio?**  Yes

**Is the EIA joint with another organisation (eg NHS)?**   No

**Consultation**

**Is consultation required?**

Yes

A consultation on ‘Sheffield City Council Budget 2023-24’ was run between 19 December 2022 and 13 January 2023. We received 193 responses, down from 457 responses last year. This might reflect changes to the way proposals have been developed through Elected Members in the new Policy Committees or changes in the survey itself. The online survey was supported by a social media campaign and through e-newsletter alerts to citizens that are registered to receive them.

The smaller numbers of respondents make it difficult to identify any significant trends by demographic or geographical communities. Further analysis is continuing in order to understand the feedback but some key findings were:

**2023-24 Budget proposals**

Respondents were asked whether they agreed with proposals put forward by the Policy Committees. More respondents agreed than disagreed for some Policy Committee’s set of proposals:

*Adult Health & Social Care* 54% agreed or strongly agreed

22% disagreed or strongly disagreed

25% neither agreed nor disagreed or didn’t know

*Economic Development & Skills* 54% agreed or strongly agreed

10% disagreed or strongly disagreed

36% neither agreed nor disagreed or didn’t know

*Education, Children & Families* 57% agreed or strongly agreed

11% disagreed or strongly disagreed

32% neither agreed nor disagreed or didn’t know

*Housing*  42% agreed or strongly agreed

29% disagreed or strongly disagreed

29% neither agreed nor disagreed or didn’t know

*Strategy & Resources* 49% agreed or strongly agreed

21% disagreed or strongly disagreed

29% neither agreed nor disagreed or didn’t know

But there was a more even split for other Policy Committees proposals:

*Communities, Parks & Leisure* 35% agreed or strongly agreed

39% disagreed or strongly disagreed

25% neither agreed nor disagreed or didn’t know

*Transport, Regeneration & Climate* 38% agreed or strongly agreed

32% disagreed or strongly disagreed

29% neither agreed nor disagreed or didn’t know

*Waste & Street Scene* 36% agreed or strongly agreed

37% disagreed or strongly disagreed

27% neither agreed nor disagreed or didn’t know

Further analysis of the responses and comments made behind the data is being undertaken to understand some context to the responses. For example, there was positive support for Strategy & Resource’s proposal to reduce the Council’s building stock but some concerns in relation to impacts on services, use of income/revenue and heritage.

**Council Tax and Adult Social Care Precept**

59% of respondents agreed and 30% disagreed with a 3% Council Tax increase in order to reduce the need for further savings in the budget. This was slightly more favourable than a similar question in last year’s consultation, when 59% agreed and 36% disagreed with a lower increase, of 1.99%.

**Service priorities**

Respondents said the five most important services that the Council should prioritise are adult social care, education, children’s social care, housing and public health. This is in line with previous years.

**Strategic goals**

Over half of respondents agreed that the strategic goals in our Corporate Delivery Plan should be the focus for budget over the coming years:

1. Fair, inclusive and empowered communities

2. Strong and connected neighbourhoods which people are happy to call home

3. Tackling inequalities and supporting people through the cost-of-living crisis

4. Healthy lives and wellbeing for all

5. Clean economic growth

6. Happy young people who have the start they need for the future they want

The full analysis of the consultation will help to inform decision-making. Some proposals will also be subject to their own individual consultations.

All consultation feedback and other insights from people who live and/or work in Sheffield is a critical source of evidence and assessment. In the calendar year 2022, the Council ran over 300 public consultation exercises and over 200 targeted consultations (including internal consultation with its employees). This has also informed the development of individual savings proposals.

**Are Staff who may be affected by these proposals aware of them?**

No

**Are Customers who may be affected by these proposals aware of them?**

No

**If you have said no to either, please say why:**

Notification of the 2023-24 Budget and individual savings proposals is subject to the timing and requirements of the Council’s governance processes.

**Initial Impact**

Under the [Public Sector Equality Duty](http://www.homeoffice.gov.uk/equalities/equality-act/equality-duty) we have to pay due regard to the need to:

• eliminate discrimination, harassment and victimisation

• advance equality of opportunity

• foster good relations

**Identify Impacts**

**Identify which characteristic the proposal has an impact on tick all that apply**

|  |  |
| --- | --- |
| Health | Transgender |
| Age | Carers |
| Disability | Voluntary/Community & Faith Sectors |
| Pregnancy/Maternity | Partners |
| Race | Cohesion |
| Religion/Belief | Poverty & Financial Inclusion |
| Sex | Armed Forces |
| Sexual Orientation | Other |

**Does the proposal have a cumulative impact?**

Yes

Year on Year  Community of Identity/Interest  Geographical Area

**If yes, details of impact:**

The 2023-24 Revenue Budget is affected by numerous individual savings proposals, many of which have cumulative impacts:

**Year-on-year**

* This includes proposals for further service reductions continuing from previous years or which are expected to have future impacts.

**Across a community of identity/interest**

* This includes proposals the effect of which are exacerbated by other factors affecting the same groups of people and communities.
* Very significant current examples of this are the impacts of the COVID-19 pandemic and cost-of-living crisis. Beyond their very widespread consequences, in equality terms there are significant impacts in particular in relation to health and wellbeing, disability, age, race, poverty and financial inclusion.

**In a geographical area**

* This includes proposals that are more localised rather than citywide. For example, the Waste & Street Scene and Communities, Parks & Leisure Policy Committees include proposals that affect certain geographical areas.

**Does the proposal have a specific geographical impact across Sheffield?**

No

All areas of Sheffield are affected by the Revenue Budget. Individual proposals affecting certain local areas are considered in their own EIAs.

**Local Area Committee Area(s) impacted**

All

**Initial Impact Overview**

Some of the EIAs start out as exploratory in nature, setting out a broad intention and committing to further development as more detail and information is known and proposals take shape. Some proposals may be subject to the outcome of consultation or the further analysis of other evidence. As a consequence, not all EIAs are currently complete, and this summary should therefore be seen as reflecting our initial understanding of impacts and not necessarily how they may look in three- or nine-months’ time.

It is important to ensure that all equality impacts are further considered when services report on the specific implementation plans for their Budget Saving Proposals. We will monitor for any adverse equality impacts as reductions and changes in provision occur during the next year. Inevitably, further funding reductions on top of those seen for more than a decade, during a cost-of-living crisis and while impacts from the pandemic are still very real, does mean there will be implications for the front-line services we deliver.

There will be impacts for those in greatest need and for some of the work we do with groups who share protected characteristics. We will seek to minimise the impact on the most vulnerable and those in greatest financial hardship as far as possible, however we must make some difficult choices and funding reductions at the scale and pace that we have experienced over a significant time does have implications for front-line services.

It is difficult to quantify the cumulative level of impact as mitigations have been highlighted in all EIAs and external factors, such as the cost-of-living crisis, are also impacting negatively on some of the same groups of people.

Across the individual EIAs, groups of people most affected continue to be those most likely to need this support, especially: people on low income who are also more likely to be disabled people; older and young people; women; unpaid carers; lone parents and some people from Black, Asian and Minority Ethnic (BAME) communities. For example, any changes to dimming street lighting or neighbourhood resourcing is likely to most impact those who feel less safe, who are the same groups noted above.

As in previous years, our approach to these budget savings is, where possible, to begin with areas which have the least direct impact on people, and where there are opportunities to re-shape services and any ongoing investment and funding. We are seeking to continue to do this, but it has an impact on what the Council can continue to deliver. We have aimed to ensure that sources of financial help are available:

* Council Tax Hardship Scheme
* Local Assistance Scheme
* Council Tax Support Fund
* Household Support Fund

**Initial Impact Sign Off**

**Based on the information is a Full impact Assessment required?**  Yes

Has this been signed off by an Equality Lead Officer?  Yes

**Date agreed** 13/01/2023 **Name of EIA lead officer** Adele Robinson

**Part B - Full Impact Assessment**

**Health**

**Does the Proposal have a significant impact on health and well-being?**  Yes

**Staff**  Yes

**Customers**  Yes

Full impacts are identified and explored in individual EIAs. Many proposals are likely to affect people’s health and wellbeing, either directly or indirectly, including proposals that cover:

**Adult Health & Social Care**

* Facilitating greater collaboration with Health partner organisations (e.g. funding arrangements and enablement).
* Reviewing people’s care and support arrangements.
* Mental health support and funding.
* Recommissioning community-based support.
* Residential Care (and the commissioning of a new Adults with Disabilities framework).

**Communities Parks & Leisure**

* Parks’ income and design/environment.

**Education, Children & Families**

* Pre-Birth Team changes, which will reduce staffing but regrade staff and improve casework to support women facing vulnerabilities, including domestic abuse, mental health problems and substance misuse.

Note that proposals relating to staff/service changes in safeguarding and social work are not assessed as having negative impacts on customers, although there are impacts on staff.

**Housing**

* Increase in rental income, which will impact tenants’ financial wellbeing and, exacerbated by the cost-of-living crisis, is likely to have some impact on health; support and signposting through a Housing Officer and/or through Housing Benefit or Universal Credit may provide some mitigation for some tenants.
* City Wide Housing staff savings, which could impact on some customers in vulnerable circumstances, and on cleaning and waste management, as well as the staff themselves.
* Staff savings in Neighbourhood Intervention, which could affect tenants’ access to hardship funds, exacerbated by the cost-of-living crisis, further benefit migration to Universal Credit and consequential staff resource pressures.
* Making improvements in disrepair management.

**Waste & Street Scene**

* Trialling further dimming of street lighting.

Note that the initial assessment is that reductions in community safety funding and in South Yorkshire Roads Safety Partnership contributions will not have negative impacts on health and wellbeing because of other resources available.

Public Health funding is being utilised across service areas where appropriate, including to meet pay pressures. It is expected that using the funding in this way would not impact on other Public Health commitments.

With the exception of Waste & Street Scene, all Policy Committees are proposing staff cost reductions. Although it is initially expected that reductions in staffing levels can be achieved through deletion of vacant posts and voluntary employee schemes, the effects of introducing formal schemes and/or reducing capacity can be a source of stress and anxiety for employees. Resources including the Employee Assistance Programme and Mental Health Support Service will need to be made available to employees.

**Age**

**Impact on Staff** Yes

**Impact on Customers**  Yes

Full impacts are identified and explored in individual EIAs. Some proposals are likely to impact in relation to people’s age, either directly or indirectly, including proposals that cover:

**Adult Health & Social Care**

* Working age disabled people – reviewing care and support arrangements; mitigating cost increases and new demand; recommissioning community-based support; introducing frameworks and other measures covering residential care.
* Older people – similar measures as above covering reviews, mitigating costs, community support and residential care; ensuring consistent contributions through financial assessments, annual uplift of contributions to care costs, applying contributions to short-term reablement and improved debt collection.

**Communities, Parks & Leisure**

* Parks’ income and design/environment, which will impact on park users of all ages, including children and young people, and will see older workers leave and more apprentices introduced.
* Increases in bereavement fees and charges, which may have a disproportionate impact on older people.
* The Libraries Service redesign, which will include harmonising opening hours, reducing the books/materials fund and increasing stock circulation and supporting volunteer-run libraries, will affect all users, including older people, younger people and working-age people.

**Education, Children & Families**

* Increasing the number of fostering families.
* Care-leavers progressing to secured tenancies (via semi-independent living if needed).
* More appropriate PA support for care leavers aged 21 and above.
* Recommissioning alternative provision for school exclusions and lapsing the exclusion mentoring project.
* Reviewing use of Barristers and Independent Experts in family proceedings and which could reduce delays.
* Virtual School additional income generation.

**Housing**

* Increase in rental income, which may impact tenants’ health and financial wellbeing, even with support and benefit mitigations for some; the highest number of tenants are aged 51-60 and some areas have higher proportion of certain ages.
* Ending the HRA Community Fund, as Tenants & Residents Associations (TARAs) have under-used this and have other resources available, which may have limited impact.
* Not re-opening four closed access points, which may have some continued impact for the affected communities, including older people; mitigations include alternative sources of support/contact, and consultation.

**Strategy & Resources**

* The Council’s accommodation strategy and plans to reduce our building stock, which will impact on all staff, and may have some impact on customers across different ages.

**Disability**

**Impact on Staff**  Yes

**Impact on Customers**  Yes

**Staff**

The Council’s overall 2021-22 workforce profile showed that 12.2% of all employees have a declared disability and/or long-term health condition, and that this had increased from the year before. The figure provides a proxy for this EIA, although specific workforce profiles may be needed to inform individual EIAs affecting service areas. In 2021-22, 13.9% of employees leaving the Council had a disability (compared to 11.8% of new starters with a disability). This difference may in part be to higher percentages of older employees leaving.

Full impacts are identified and explored in individual EIAs. Some proposals are likely to impact in relation to people’s disability, either directly or indirectly, including proposals that cover:

**Adult Health & Social Care**

* Working age disabled people – reviewing care and support arrangements; mitigating cost increases and new demand; recommissioning community-based support; introducing frameworks and other measures covering residential care.
* Mental health support and funding.

**Communities, Parks & Leisure**

* Parks’ income and design/environment, which may impact on disabled park users.
* The Libraries Service redesign, which will cover harmonised opening hours, stock funding and circulation and supporting volunteer-run libraries, will impact all communities, including disabled people.

**Education, Children & Families**

* Recommissioning alternative provision for school exclusions and lapsing the exclusion mentoring project.

**Housing**

* Increase in rental income, which may impact tenants’ health and financial wellbeing, even with support and benefit mitigations for some; around 29% of tenants classify themselves as having a disability.
* Not re-opening four closed access points, which may have some continued impact for the affected communities, including disabled people; mitigations include alternative sources of support/contact and consultation.

**Transport, Regeneration & Climate**

* People with disabilities are exempt from charges that are the subject of fee increases.

**Pregnancy/Maternity**

**Impact on Staff**  Yes

**Impact on Customers**  Yes

There is a proposal from **Education, Children & Families** to enhance the support available through the Pre-Birth Team to women facing vulnerabilities, including domestic abuse and mental health problems; the proposal includes staffing reductions but also regrading and expected improved casework processes.

Full impacts are identified and explored in individual EIAs. No other proposals have a direct impact on people in relation to pregnancy/maternity but there may be indirect impacts, for example in areas including:

* Staff cost reduction and employee reduction proposals – services will need to ensure full compliance with employment law and Council policy.
* Changing services that support children and families, or support other women of maternity age – such services should already have signposting and information channels in place.
* Maintaining services, such as baby time sessions in libraries.

**Race**

**Impact on Staff**  Yes

**Impact on Customers**  Yes

**Staff**

The Council’s overall 2021-22 workforce profile showed that, where known, 16.6% of all employees are BAME (Black Asian & Minority Ethnic, continuing an increasing, year-on-year trend. The figure provides a proxy for this EIA, although specific workforce profiles may be needed to inform individual EIAs affecting service areas. In 2021-22, BAME employees made up 15.4% of employees leaving the Council and 21.6% of new starters).

One proposal from **Housing** relates directly to race:

* Annual review and increase of Gypsy & Traveller site pitch fees.

Full impacts are identified and explored in individual EIAs. There may be indirect impacts from several proposals, for example including:

**Adult Health & Social Care**

* Through all approaches to proposals, including community support and residential care, work interfacing with health services, mental health, reviewing care, mitigating costs of care and new demand.

**Communities, Parks & Leisure**

* Parks’ income and design/environment, which may impact on parks in areas with higher BAME communities.
* The Libraries Service redesign proposal will impact all communities, including people from BAME communities and other backgrounds accessing local libraries and all services.

**Education, Children & Families**

* Covering a wide range of areas of service and support, including recommissioning alternative provision for school exclusions, targeting increases in the number of fostering families within BAME communities and other measures that may have some impact on addressing affect inequality in education.

**Housing**

* Increase in rental income, which may impact tenants’ health and financial wellbeing, even with support and benefit mitigations for some; around 23% of council tenants are from a BAME background.
* The loss of one Housing Strategy and Policy post may impact on the speed of implementation of Sheffield Race Equality Commission recommendations but this will be monitored closely.
* Reductions in HRA-funded community buildings, which could impact BAME communities, but would need to be subject to consultation, including any options for continued community use.
* Not re-opening four closed access points, which may have some continued impact for the affected communities, including people from BAME communities (informed by data from each area); mitigations include alternative sources of support/contact, translation/interpretation services and consultation.

Many areas covered by proposals need to ensure service take-up and data monitoring is representative of ethnic diversity in Sheffield.

**Religion/Belief**

**Impact on Staff**  Yes

**Impact on Customers**  Yes

**Staff**

The Council’s overall 2021-22 workforce profile indicated that around 53% of all employees have a religion or belief and around 47% have none. This provides a

proxy for this EIA, although specific workforce profiles may be needed to inform individual EIAs affecting service areas.

Full impacts are identified and explored in individual EIAs. No proposals have noted a direct impact on people in relation to religion/belief, however, there may be indirect impacts from proposals to change services/support that support people’s inclusion and therefore enable people to exercise their religion/belief.

These may include community-based social care support; library services; family support services; housing support; transport and travel environments.

**Sex**

**Impact on Staff**  Yes

**Impact on Customers**  Yes

**Staff**

The Council’s overall 2021-22 workforce profile showed that 60.6% of all employees are female and 39.4% male. This provides a proxy for this EIA, although specific workforce profiles may be needed to inform individual EIAs affecting service areas, some of whom have high prevalence of either female or male employees. Other associated factors are that female employees are more likely than male employees to work part-time or to have unpaid caring responsibilities.

Full impacts are identified and explored in individual EIAs. There may be direct or indirect impacts relating to sex from several proposals, for example in areas including:

**Adult Health & Social Care**

* Proposals in particular affecting older people needing care and support, a majority of whom are female.
* Proposals affecting staff, a majority of whom are female.

**Education, Children & Families**

* Pre-Birth Team changes, which will enhance support to women facing vulnerabilities, including domestic abuse, mental health and substance abuse problems and financial exclusion; the proposal includes staffing regrading and post reductions, which would disproportionately affect women.
* Other proposals affecting staff, a majority of whom are female.
* Family support or measures that address inequality in education.

**Housing**

* Increase in rental income, which may impact tenants’ health and financial wellbeing, even with support and benefit mitigations for some; there are currently a higher proportion of female tenants.
* Proposals affecting staff, a majority of whom in some services are male.
* Staff savings in Neighbourhood Intervention, which could disproportionately affect women.

**Strategy & Resources**

* Proposals affecting staff, where either female and male employees are the majority in the services concerned.

**Waste & Street Scene**

* Trialling further dimming of lighting.

**Sexual Orientation**

**Impact on Staff**  Yes

**Impact on Customers**  Yes

The Council’s overall 2021-22 workforce profile indicated that 4.7% of all employees are LGB+, and that this had increased from the year before. This provides a proxy for this EIA, although specific workforce profiles may be needed to inform individual EIAs affecting service areas.

Two proposals from **Education, Children & Families** expect to have direct benefits to LGBTQ+ people:

* Increasing the number of fostering families, which includes work to promote fostering to LGBTQ+ families.
* Recommissioning alternative provision for school exclusions, which includes a support for the emotional health and wellbeing of young LGBTQ+ people.

There may be indirect impacts associated with other proposals. Full impacts are identified and explored in individual EIAs.

Many areas covered by proposals need to ensure service take-up and data monitoring is representative of LGB+ communities in Sheffield.

**Gender Reassignment and Transgender**

**Impact on Staff**   No

**Impact on Customers**  Yes

**Staff**

The Council’s overall 2021-22 workforce profile indicated that 0.5% of all employees are Transgender and 0.2% are non-binary (other than male or female). This provides a proxy for this EIA, although specific workforce profiles may be needed to inform individual EIAs affecting service areas.

As highlighted above, potential impacts are identified in two proposals from **Education, Children & Families**:

* Increasing the number of fostering families.
* Recommissioning alternative provision for school exclusions.

There may be indirect impacts associated with other proposals. Full impacts are identified and explored in individual EIAs.

Many areas covered by proposals need to ensure service take-up and data monitoring is representative of Trans+ communities in Sheffield.

**Carers**

**Impact on Staff**  Yes

**Impact on Customers**  Yes

**Staff**

The Council’s overall 2021-22 workforce profile showed that 15.9% of all employees are unpaid carers, continuing an increasing, year-on-year trend. More carers left the Council than started in the year, indicating that higher numbers of current employees became carers, (which may have been related to the effects of the pandemic). These figures provide a proxy for this EIA, although specific workforce profiles may be needed to inform individual EIAs affecting service areas.

Full impacts are identified and explored in individual EIAs. No proposals have a primary aim in relation to unpaid carers, but several are likely to have indirect impacts, for example in relation to:

**Adult Heath & Social Care**

* Proposals for older people and adults with a disability, including community support and residential care, work interfacing with health services, mental health and reducing costs of care and new demand.

**Education, Children & Families**

* Proposals that may indirectly affect families and parents/others who are unpaid carers of children with special educational needs and disabilities, and support for families, including reviewing use of Barristers and Independent Experts in family proceedings.

**Housing**

* Proposals that may indirectly affect people who are unpaid carers of adults with disabilities or older people and who are themselves impacted in various ways – for example, through proposed rent increases or charges; or through service changes that will affect access to hardship funds or support to vulnerable people.

**Voluntary, Community & Faith sectors**

**Impact on Staff**  Yes

**Impact on Customers**  Yes

Full impacts are identified and explored in individual EIAs. Some proposals may have impacts on the VCF sector, including:

**Adult Heath & Social Care**

* Reviewing costs that increased during the COVID-19 pandemic and mitigating costs from new demand.
* Changes to services/support that support people’s social inclusion and exercising of religion/belief.

**Communities, Parks & Leisure**

* The Libraries Service redesign, which will include harmonising opening hours, reducing the books/materials fund and increasing stock circulation and supporting volunteer-run libraries.

**Education, Children & Families**

* Recommissioning alternative provision for school exclusions and lapsing the exclusion mentoring project.

**Housing**

* Ending the HRA Community Fund, as Tenants & Residents Associations (TARAs) have under-used this and have other resources available, which may have limited impact.
* Reductions in HRA-funded community buildings, which could have implications for the VCF sector, but would need to be subject to consultation, including any options for continued community use.

There may be indirect impacts on the VCF sector through other proposals which affect social inclusion and financial inclusion.

**Partners**

**Impact on Staff**  Yes

**Impact on Customers**  Yes

Full impacts are identified and explored in individual EIAs. Several key partners may be affected by proposals, including:

**Adult Health & Social Care**

* Various proposals that will affect NHS organisations, social care providers, housing providers and other agencies.

**Economics Development & Skills**

* Reduction in activity budgets, which may limit opportunities to respond and collaborate with partners and to match-fund; and recharging and income maximisation proposals, which may also affect partners.

**Education, Children & Families**

* Various proposals that may affect schools and other education providers, NHS organisations, and police and criminal justice agencies.

**Housing**

* Various proposals that affect social housing, private sector housing and other accommodation providers and agencies.

**Transport, Regeneration & Climate**

* External Government funding and other income-generating measures from partners.

**Cohesion**

**Staff**  Yes

**Customers**  Yes

Some proposals may have some impact on social cohesion and are explored further in individual EIAs. These include:

**Housing**

* Reductions neighbourhood support resourcing.
* Annual review and increase of Gypsy & Traveller site pitch fees.
* City Wide Housing staff savings, which could impact on some customers in vulnerable circumstances, as well as the staff themselves.
* Reductions in HRA-funded community buildings, which could limit the availability of locally accessible resources, but would need to be subject to consultation, including any options for continued community use.
* Staff savings in Neighbourhood Intervention, which could affect tenants’ access to hardship funds, exacerbated by the cost-of-living crisis, further migration to Universal Credit and consequential staff resource pressures.
* Maximising income recovery in Bed and Breakfast, which will impact people with vulnerabilities in need of temporary accommodation, but mitigated by continual support and the Homelessness Prevention Strategy.

**Waste & Street Scene**

* Trialling further dimming of lighting

Note that the initial assessment is that reductions in community safety funding and in South Yorkshire Roads Safety Partnership contributions will not have negative impacts on cohesion because of other resources available.

**Poverty & Financial Inclusion**

**Impact on Staff**  Yes

**Impact on Customers**  Yes

Several proposals are likely to have a direct or indirect financial impact, which are explored further in individual EIAs. Also some characteristics as noted above are more likely to be impacted by poverty such as disabled people and carers, women, lone parents etc. The proposals include:

**Adult Health & Wellbeing**

* Proposals relating to contributions to the cost of care.

**Communities, Parks & Leisure**

* Fee increases covering cremations, burials and memorial services

**Education, Children & Families**

* Pre-Birth Team changes, which will reduce staffing but regrade staff and improve casework to support women facing vulnerabilities, including joblessness and financial exclusion.

**Housing**

* Increase in rental income, which will impact tenants’ financial wellbeing and, exacerbated by the cost-of-living crisis, is likely to have some impact on health; support and signposting through a Housing Officer, and/or Housing Benefit or Universal Credit, may provide some mitigation for some tenants.
* Increased fee charges for repair loans, which will impact homeowners.
* Recharges for repairs and measures to reduce backlogs, which will impact tenants.
* Increases in community heating charges, which will impact tenants.
* Improvement in vacant rent loss, which should increase the speed of availability of tenancies.
* Sale of high value sundry properties, which would reduce choice for future tenants (but would not impact current tenants).
* City Wide Housing staff savings, which could impact on some customers in vulnerable circumstances, and on cleaning and waste management, as well as the staff themselves.
* Reductions in HRA-funded community buildings, which could limit the availability of locally accessible resources, but would need to be subject to consultation, including any options for continued community use.
* Staff savings in Neighbourhood Intervention, which could affect tenants’ access to hardship funds, exacerbated by the cost-of-living crisis, further migration to Universal Credit and consequential staff resource pressures.
* Maximising income recovery in Bed and Breakfast, which will impact people with vulnerabilities in need of temporary accommodation, but mitigated by continual support and the Homelessness Prevention Strategy.

**Transport, Regeneration & Climate**

* Proposals to increase fees for pre- and planning applications, building control trading accounts fee, skip permits and application fees.

**Armed Forces**

**Impact on Staff**   No

**Impact on Customers**  Yes

No proposals have a primary aim in relation to armed forces but there may be some indirect impacts.

Many areas covered by proposals need to ensure better data monitoring of armed services accessing services in Sheffield.

**Action Plan and Supporting Evidence**

**What actions do you need to take following this EIA?**

Feedback from the consultation ‘Sheffield City Council Budget 2023-24’ will be analysed and used to inform final decision-making in relation to the 2023-24 Revenue Budget.

This EIA will be reviewed and updated to reflect the final decision. The detail of further equality analysis and development will take place through individual EIAs.

**What evidence have you used to support the info in the EIA?**

* Ongoing analysis which is informing individual proposals
* Sheffield City Council workforce profile data
* External sources of data of Sheffield, including recently published 2021 Census data

**Detail any changes made as a result of the EIA**

The impact and changes as a result of EIAs are more likely to be demonstrated in the individual EIAs which sit beneath this overarching document.

Following mitigation is there still significant risk of impact on a protected characteristic. Yes  No

People living in poverty and financial hardship

**Sign Off**

**EIAs must be signed off by an Equality lead Officer. Has this been signed off?**  Yes  No

**Date agreed** 13/01/2023 **Name of EIA lead Officer** Adele Robinson

**Review Date** **15/08/2023**

**2023/24 Revenue Budget savings proposals and Equality Impact Assessment references**

| **Savings proposal** | | **Policy Committee** | **EIA** |
| --- | --- | --- | --- |
| 108 | AHSC: reviewing costs that increased during Covid (Living and Ageing Well) | Adult Health & Social Care | 1431 |
| 114 | AHSC: Mitigating costs from new demand (Living and Ageing Well) | Adult Health & Social Care | 1386 |
| 115 | AHSC: Recommissioning Community Support (Living and Ageing Well) | Adult Health & Social Care | 1058 |
| 116 | AHSC: Residential Care Offer (Living and Ageing Well) | Adult Health & Social Care | 1412 |
| 117 | AHSC: Maximising Income (Living and Ageing Well) | Adult Health & Social Care | 1432 |
| 118 | AHSC: External Funding (Living and Ageing Well) | Adult Health & Social Care | 1256 |
| 119 | AHSC: Reviewing costs that increased during Covid (Adults with a Disability) | Adult Health & Social Care | 1431 |
| 120 | AHSC: Mitigating costs from new demand (Adults with a Disability) | Adult Health & Social Care | 1386 |
| 121 | AHSC: Mitigating cost increases to existing support (Adults with a Disability) | Adult Health & Social Care | 1433 |
| 122 | AHSC: Recommissioning Community Based Support (Adults with a Disability) | Adult Health & Social Care | 1058 |
| 123 | AHSC: Residential Care offer (Adults with a Disability) | Adult Health & Social Care | 1412 |
| 124 | AHSC: Ongoing benefits of 2022 projects (Adults with a Disability) | Adult Health & Social Care | 1435 |
| 125 | AHSC: Residential Care Offer (Mental Health and Safeguarding) | Adult Health & Social Care | 835 |
| 126 | AHSC: Mitigating cost increases to existing support (Mental Health and Safeguarding) | Adult Health & Social Care | 1433 |
| 127 | AHSC: Income and Funding (Mental Health and Safeguarding) | Adult Health & Social Care | 1432 |
| 128 | AHSC: Commissioning Disinvestment (Commissioning and Partnerships) | Adult Health & Social Care | 1411 |
| 129 | AHSC: Review of Better Care Fund - Cross Cutting | Adult Health & Social Care | 1413 |
| 130 | AHSC: Disinvestment - Care Governance | Adult Health & Social Care | 1414 |
| 305 | AHSC: Enablement test of change (Living and Ageing well) | Adult Health & Social Care | 1445 |
| 307 | AHSC: Review of Living and Ageing Well | Adult Health & Social Care | 1437 |
| 308 | AHSC: Contract savings (Mental Health and safeguarding) | Adult Health & Social Care | 1438 |
| 32 | Better Parks Income & Redesign | Communities, Parks & Leisure | 1423 |
| 33 | Increase Bereavement fees & charges | Communities, Parks & Leisure | 1330 |
| 34 | Libraries Strategic Review | Communities, Parks & Leisure | 1358 |
| 35 | Public Health Funding | Communities, Parks & Leisure | 1424 |
| 212 | Communities: pay award mitigation - Staff related reductions | Communities, Parks & Leisure | 1317 |
| 244 | Communities: pay award mitigation – DSG | Communities, Parks & Leisure | 1317 |
| 268 | Sheffield City Trust | Communities, Parks & Leisure | 1416 |
| 92 | % reduction in Activity budgets | Economic Development & Skills | 1236 |
| 166 | Recharging | Economic Development & Skills | 1234 |
| 167 | Further Income Maximisation | Economic Development & Skills | 1233 |
| 168 | Efficiency saving | Economic Development & Skills | 1233 |
| 145 | Increase the number of Fostering Families by 40 | Education, Children & Families | 1365 |
| 146 | Service Review - Review Frequency of Fostering Panels | Education, Children & Families | 1366 |
| 147 | Rebase Mast Staffing | Education, Children & Families | 1369 |
| 150 | Ongoing progression to secured tenancy building | Education, Children & Families | 1409 |
| 151 | Social Work Incentive Scheme | Education, Children & Families | 1367 |
| 152 | Review current use of Barristers and Independent Experts in family proceedings | Education, Children & Families | 1384 |
| 153 | Review of Transport Provision | Education, Children & Families | 1417 |
| 154 | Review of Section 17 | Education, Children & Families | 1368 |
| 155 | Appropriate level of PA to Care Leavers aged 21 plus | Education, Children & Families | 1370 |
| 157 | Implementation of Integrated front door (Sheffield Safeguarding Hub) | Education, Children & Families | 1371 |
| 158 | Children’s Emergency Duty Team Operating Model | Education, Children & Families | 1372 |
| 159 | Undertake MER of Pre-Birth Team (Edge of Care) | Education, Children & Families | 1373 |
| 160 | Lapse Exclusion mentoring contract | Education, Children & Families | 1374 |
| 332 | Children and Families Pay Award Savings | Education, Children & Families | 1410 |
| 333 | Education and Skills Pay Award Saving | Education, Children & Families | 1410 |
| 334 | Integrated Commissioning Pay Award Savings | Education, Children & Families | 1410 |
| 341 | PHG Integrated Commissioning contract inflation saving | Education, Children & Families | 1410 |
| 349 | Remove the dedicated Signs of Safety Lead Post | Education, Children & Families | 1376 |
| 350 | Reduce Audit team | Education, Children & Families | 1377 |
| 351 | Review Safeguarding service (chairs and service manager | Education, Children & Families | 1378 |
| 352 | Review Establishment of Family Group Conference | Education, Children & Families | 1380 |
| 353 | Review establishment of Intensive Family Support Team | Education, Children & Families | 1381 |
| 354 | Review the establishment of Vulnerable Adolescents Team | Education, Children & Families | 1383 |
| 355 | Education & Skills Pension contribution for legacy arrangements | Education, Children & Families | 1425 |
| 356 | Education & Skills Pay Award mitigation - Use of grant funding | Education, Children & Families | 1420 |
| 357 | Review of Business Support | Education, Children & Families | 1400 |
| 358 | Recommission alternative provision around exclusion | Education, Children & Families | 1421 |
| 359 | Virtual school increase additional income | Education, Children & Families | 1419 |
| 367 | Review of existing staffing budget | Education, Children & Families | 1418 |
| 48 | Housing Strategy & Policy staff savings | Housing | 1284 |
| 49 | City Wide Housing staff savings | Housing | 1285 |
| 50 | Gypsy & Traveller - additional income | Housing | 1286 |
| 51 | Homes and Loans - additional income | Housing | 1287 |
| 52 | Private Sector Housing budget savings | Housing | 1288 |
| 95 | End the HRA Community Fund | Housing | 1289 |
| 162 | Recharge repairs on transfer/end of tenancy | Housing | 1290 |
| 163 | Sell high value sundry properties | Housing | 1291 |
| 164 | Review of Repair & Maintenance overheads | Housing | 1292 |
| 165 | Not re-opening 4 closed access points | Housing | 1293 |
| 201 | Corporate charges standstill | Housing | 1294 |
| 204 | Reduce HRA-funded Community Buildings | Housing | 1295 |
| 205 | End the Garden Pledge scheme | Housing | 1296 |
| 217 | 10% staff saving in City Wide Housing | Housing | 1297 |
| 218 | 10% staff saving in N'hood Services | Housing | 1298 |
| 219 | 10% staff saving in N'hood Intervention | Housing | 1299 |
| 220 | 10% staff saving in Investment & Maintenance | Housing | 1300 |
| 224 | Increase in rental income from 3% to 5% | Housing | 1301 |
| 225 | Increase rental income by 7% | Housing | 1301 |
| 227 | Improvement in vacant rent loss | Housing | 1302 |
| 252 | Housing Growth staff savings | Housing | 1303 |
| 259 | Increase in rental income - 3% | Housing | 1301 |
| 260 | Review of Communications SLA | Housing | 1304 |
| 261 | Community Safety Funding | Housing | 1305 |
| 262 | Improvements in disrepair management | Housing | 1306 |
| 263 | Increase in Community Heating charge | Housing | 1307 |
| 344 | UK Resettlement Programme additional grant income | Housing | 1391 |
| 345 | Maximising income recovery in Bed and Breakfast | Housing | 1392 |
| 346 | Housing Solutions Business Support | Housing | 1393 |
| 36 | Reduce manned security at sites through investment | Strategy & Resources | 1439 |
| 37 | Deliver second phase of digital mailroom project | Strategy & Resources | 1428 |
| 38 | Accommodation Strategy | Strategy & Resources | 1388 |
| 39 | Review to look at potential savings in support services | Strategy & Resources | 1408 |
| 47 | Extend funding for Business Applications activity | Strategy & Resources | 1360 |
| 53 | Discontinue remaining catering services | Strategy & Resources | 1429 |
| 242 | Communities: pay award mitigation - Public Health | Strategy & Resources | 1317 |
| 282 | Former Employee Pensions (central costs) - Contracts & Rebates | Strategy & Resources | 1425 |
| 288 | Increased Registry Office Income | Strategy & Resources | 646 |
| 289 | Close Cashiers (Stop Taking Cash in Parking Meters) | Strategy & Resources | 1422 |
| 295 | Reversal of Pressure for Remote Network Switches | Strategy & Resources | 1436 |
| 296 | Reversal of Pressure for Remote Access (Covid) | Strategy & Resources | 1436 |
| 321 | 22/23 In Year Pay Award Funded by Additional Public Health Grant | Strategy & Resources | 1441 |
| 322 | 23/24 Pay Award Funded by Additional Public Health Grant | Strategy & Resources | 1441 |
| 323 | 23/24 Pay Award Funded by Additional Public Health Grant | Strategy & Resources | 1441 |
| 348 | Finance & Commercial Services staffing pressures income from Public Health | Strategy & Resources | 1441 |
| 368 | Electric Works lettings policy review | Strategy & Resources | 1382 |
| 80 | Pre App fees - 10% increase | Transport, Regen & Climate | 1251 |
| 81 | Building control trading account fee increase | Transport, Regen & Climate | 1251 |
| 83 | Highways Network management sustained improvement | Transport, Regen & Climate | 1319 |
| 84 | STSI trading accounts fees & charges increase | Transport, Regen & Climate | 1253 |
| 88 | Use of Planning Mgt budget and reserve | Transport, Regen & Climate | 1250 |
| 89 | Secure External Grant Funding - Regeneration | Transport, Regen & Climate | 1254 |
| 298 | Reduction in service - SY Roads Safety Partnership | Transport, Regen & Climate | 1252 |
| 301 | Increase Skip Permit Fees | Transport, Regen & Climate | 1251 |
| 25 | New car park West Lane | Waste & Street Scene | 1406 |
| 28 | Planning conditions - Milton St/Devonshire Green | Waste & Street Scene | 1407 |
| 44 | Highways maintenance restructure | Waste & Street Scene | 1355 |
| 45 | Sustained improvement in Directors budget | Waste & Street Scene | 1329 |
| 58 | Freeze Moor Markets sinking fund | Waste & Street Scene | 1427 |
| 60 | Further dimming of lighting to traffic routes (Primary and secondary roads) | Waste & Street Scene | 1430 |
| 61 | 50% cut to all training budgets | Waste & Street Scene | 1328 |
| 265 | 5% reduction in Supplies and Services | Waste & Street Scene | 1331 |
| 267 | Fountains running times | Waste & Street Scene | 1415 |