

# **West Berkshire Council Equity Impact Assessment Revenue Budget Proposals Overview**

February 2025

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## Section 1: Summary details

<b>Directorate and Service Area</b>	Resources, Finance Procurement & Property
<b>What is being assessed</b> (e.g. name of policy, procedure, project, service or proposed service change).	Approval of the Revenue Budget for 2025/26, which includes a number of proposed savings generated by changes to service delivery and/ or increased fees and charges.
<b>Is this a new or existing function or policy?</b>	The Council sets a revenue budget every year to ensure that it has sufficient financial resources to deliver its strategic objectives.
<b>Summary of assessment</b> Briefly summarise the policy or proposed service change. Summarise possible impacts. Does the proposal bias, discriminate or unfairly disadvantage individuals or groups within the community? (following completion of the assessment).	<p>This considers the Revenue Budget proposals, for 2025/26. The Council is required to set a balanced budget on an annual basis. This document provides an overview of potential impacts, with further assessment of the specific potential impacts of individual proposals being details at Appendix I of the Revenue Budget paper.</p> <p>The Council must ensure that its strategies, policies, functions and services, current and proposed have given due regard to equality and diversity as set out in the Public Sector Equality Duty (Section 149 of the Equality Act), which states:</p> <p>(1) A public authority must, in the exercise of its functions, have due regard to the need to:</p> <ul style="list-style-type: none"> <li>(a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;</li> <li>(b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it; This includes the need to: <ul style="list-style-type: none"> <li>(i) remove or minimise disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic;</li> <li>(ii) take steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of persons who do not share it;</li> </ul> </li> </ul>

	<p>(c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it, with due regard, in particular, to the need to be aware that compliance with the duties in this section may involve treating some persons more favourably than others.</p> <p>(2) The steps involved in meeting the needs of disabled persons that are different from the needs of persons who are not disabled include, in particular, steps to take account of disabled persons' disabilities.</p> <p>(3) Compliance with the duties in this section may involve treating some persons more favourably than others.</p> <p>The following list of questions are helpful to consider when reviewing whether the decision is relevant to equality:</p> <ul style="list-style-type: none"> <li>• Does the decision affect service users, employees or the wider community?</li> <li>• (The relevance of a decision to equality depends not just on the number of those affected but on the significance of the impact on them)</li> <li>• Is it likely to affect people with particular protected characteristics differently?</li> <li>• Is it a major policy, or a major change to an existing policy, significantly affecting how functions are delivered?</li> <li>• Will the decision have a significant impact on how other organisations operate in terms of equality?</li> <li>• Does the decision relate to functions that engagement has identified as being important to people with particular protected characteristics?</li> <li>• Does the decision relate to an area with known inequalities?</li> <li>• Does the decision relate to any equality objectives that have been set by the council?</li> </ul>
<b>Completed By</b>	Sarah Clarke
<b>Authorised By</b>	
<b>Date of Assessment</b>	07/02/2025

## Section 2: Detail of proposal

<p><b>Context / Background</b></p> <p>Briefly summarise the background to the policy or proposed service change, including reasons for any changes from previous versions.</p>	<p>The budget contains a variety of savings and investment proposals. Those that have a direct impact on residents have been consulted upon as part of the budget consultation exercise between November 2024 and December 2024. Each individual scheme had an individual equality impact assessment published as part of the budget consultation exercise.</p> <p>The cumulative impact of budget savings proposals do not contribute overall to inequality in the district. There are a balanced range of savings proposals that will impact across many different groups across the district. There is an insignificant cumulative impact to service users across the district.</p>
<p><b>Proposals</b></p> <p>Explain the detail of the proposals, including why this has been decided as the best course of action.</p>	<p>It is possible that some of the individual savings proposals may have an adverse impact on the lives of some residents, service users, and/or staff. Where potential impacts have been identified, the Council has considered whether steps could be taken to mitigate the adverse impacts of these proposals.</p> <p>Staff may be impacted through any pause on investment activity or through recruiting to posts more slowly, but this should not have an adverse impact upon the lives of employees.</p>
<p><b>Evidence / Intelligence</b></p> <p>List and explain any data, consultation outcomes, research findings, feedback from service users and stakeholders etc, that supports your proposals and can help to inform the judgements you make about potential impact on different individuals, communities or groups and our</p>	<p>Those that have a direct impact on residents have been consulted upon as part of the budget consultation exercise between November 2024 and December 2024. Each individual scheme had an individual equity impact assessment published as part of the budget consultation exercise. The Council received over 1,700 initial responses to the online consultation.</p> <p>The Council also undertook a separate public consultation regarding the Draft Waste Management Strategy, which took place between 25 September and 6 November 2024. Over 5000 respondents completed that survey.</p>

<p>ability to deliver our climate commitments.</p>	
<p><b>Alternatives considered / rejected</b></p> <p>Summarise any other approaches that have been considered in developing the policy or proposed service change, and the reasons why these were not adopted. This could include reasons why doing nothing is not an option.</p>	<p>Details of alternative options proposed are detailed in the individual consultation proposals and associated documents, which are produced at Appendix I.</p>

### Section 3: Impact Assessment - Protected Characteristics

Protected Characteristic	No Impact	Positive	Negative	Description of Impact	Any actions or mitigation to reduce negative impacts	Action owner* (*Job Title, Organisation)	Timescale and monitoring arrangements
<b>Age</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	See the EqIAs relating to savings and income proposals, the budget consultation and the resultant responses and recommendations	See individual proposals at Appendix I	See individual proposals at Appendix I	See individual proposals at Appendix I
<b>Disability</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	See the EqIAs relating to savings and income proposals, the budget consultation and the resultant responses and recommendations	See individual proposals at Appendix I	See individual proposals at Appendix I	See individual proposals at Appendix I
<b>Gender Reassignment</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				
<b>Marriage &amp; Civil Partnership</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				

<b>Pregnancy &amp; Maternity</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	See the EqIAs relating to savings and income proposals, the budget consultation and the resultant responses and recommendations	See individual proposals at Appendix I	See individual proposals at Appendix I	See individual proposals at Appendix I
<b>Race</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	See the EqIAs relating to savings and income proposals, the budget consultation and the resultant responses and recommendations	See individual proposals at Appendix I	See individual proposals at Appendix I	See individual proposals at Appendix I
<b>Sex</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	See the EqIAs relating to savings and income proposals, the budget consultation and the resultant responses and recommendations	See individual proposals at Appendix I	See individual proposals at Appendix I	See individual proposals at Appendix I
<b>Sexual Orientation</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				
<b>Religion or Belief</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				

### Section 3: Impact Assessment - Additional Community Impacts

<b>Additional community impacts</b>	<b>No Impact</b>	<b>Positive</b>	<b>Negative</b>	<b>Description of impact</b>	<b>Any actions or mitigation to reduce negative impacts</b>	<b>Action owner</b> (*Job Title, Organisation)	<b>Timescale and monitoring arrangements</b>
<b>Rural communities</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	See the EqIAs relating to savings and income proposals, the budget consultation and the resultant responses and recommendations			See individual proposals at Appendix I
<b>Areas of deprivation</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				
<b>Displaced communities</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				
<b>Care experienced people</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	See the EqIAs relating to savings and income proposals, the budget consultation and the resultant responses and recommendations			See individual proposals at Appendix I



Additional community impacts	No Impact	Positive	Negative	Description of impact	Any actions or mitigation to reduce negative impacts	Action owner (*Job Title, Organisation)	Timescale and monitoring arrangements
The Armed Forces Community	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				

## Section 4: Review

Where bias, negative impact or disadvantage is identified, the proposal and/or implementation can be adapted or changed; meaning there is a need for regular review. This review may also be needed to reflect additional data and evidence for a fuller assessment (proportionate to the decision in question). Please state the agreed review timescale for the identified impacts of the policy implementation or service change.

Review Date	December 2025 – April 2026
Person Responsible for Review	Various
Authorised By	

EDI employee related EQiA's should now be sent to Human Resources [hrenquiries@westberks.gov.uk](mailto:hrenquiries@westberks.gov.uk)