

Cumulative Impact Assessment of 2018/19 Business Case EIAs

January 2018

1. Introduction

Ten business cases have been put forward for consideration by Cabinet for agreement and implementation during the 2018/19 financial year. Each business case has a corresponding Equality Impact Assessment (EIA), which highlights the effect that the projects contained within that Business Case may have on people with protected characteristics within the Borough's population, and/or the Council's workforce.

In addition to the individual impact of specific projects and initiatives, however, it is important to assess and understand the effect that all of the business cases together could have on these groups.

This report, therefore, offers a cumulative equality impact assessment for all of the proposed 2018/19 business cases, and is intended to inform Cabinet's financial planning and budget setting process.

2. Findings

A summary of the findings is presented below, broken down by characteristics protected under the 2010 Equality Act.

Although outside the scope of the 2010 Equality Act, the cumulative impact of the business cases on location and income was also considered. In relation to these two areas:

- No negative cumulative impact was identified in relation to any single area of the Borough over another.
- There is a potential impact, within some of the Business Cases relating to fees and charges on those residents with low incomes but, where this is the case, buffers and protections are in place to help protect the lowest income individuals and families.

2.1 Employees

Some of the business cases involve the deletion of posts. None of the deletions have a disproportionate impact in relation to age, disability, race, religion, ethnicity or sexual orientation.

In relation to gender, the majority of posts affected are in areas which have no clear gender bias, but some are in manual services predominantly staffed by males, and others are in Social Care, where the workforce is predominantly female. The impact

in all instances, however, will be managed by the Council's Restructure and Redundancy Procedure, which is designed to militate against inequality.

2.2 Service users and residents

In relation to groups with characteristics protected under the 2010 Act, the following cumulative impacts were identified:

Age and Disability – In overall terms, the impact of the business cases on older, younger and disabled residents is anticipated to be positive, as there is an intention to improve the quality of services as well as save money. However, adjustments have been made to Court of Protection charges, direct payments to Personal Assistants, and the Minimum Income Guarantee rate (MIG), all of which could negatively impact elderly and disabled sections of the community. In these cases, however, there are buffers in place to mitigate the impact, and the extra charges are being introduced to bring North Tyneside into line with other authorities' rates.

The need to mitigate any potential cumulative impact on older and disabled people, (who are potentially more likely to face barriers to accessing the on-line services, information and support) arising from the proposals to increase on-line services (as outlined in the Value for Money – Support without spend business case) has been recognised and action is being taken to reduce any potential impacts.

Sex - Where, as above, there is an impact on older people, the demographic breakdown of the population means that the impact affects more females than males – since the proportion of the population that is female increases amongst the elderly. This does not mean, however, that males will be disadvantaged, as they will still have an equal opportunity to benefit from the service/ or facility.

Marital status - It is not anticipated that the proposed business cases will negatively impacted anyone due to their marital status.

Pregnancy or Maternity - It is not anticipated that the proposed Business cases will negatively impact upon this group.

Race – It is not anticipated that the proposed Business cases will negatively impact upon this group.

Gender reassignment, religion or belief, sexual orientation – It is not anticipated that the proposed business cases will negatively impact anyone falling into these groups.