

## Appendix 5: Equality Impact Assessment Screening

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### 1. Identify the policy, project, function or service change

#### a. Person responsible for this Equality Impact Assessment

Officer responsible: Gemma Bell	Service Area: Finance & Assets
Title: Director of Finance & Assets (Deputy s151 Officer)	Date of assessment: December 2024

#### b. Is this a policy, function, strategy, service change or project?

Other

If other, please specify:

This is a budget proposal for 2025/26 which will be subject to a four week consultation period.

#### c. Name of the policy, function, strategy, service change or project

The Draft Housing Revenue Account (HRA) Revenue & Capital Budgets for 2025/26

Is this new or existing?

New

#### Please specify reason for change or development of policy, function, strategy, service change or project

The Local Government Finance Regulations require a draft budget to be presented for consultation for both the General Fund and Housing Revenue Account in advance of a final budget being presented to Full Council.

#### d. What are the aims, objectives and intended outcomes and who is likely to benefit from it?

Aims and Objectives:

To propose a draft budget for the HRA revenue and capital budgets for 2025/26 and report on the forecast budget position for 2024/25.

Outcomes:	To approve the budget proposals and allow the consultation period to begin on 18 December 2025.
Benefits:	To provide a balanced budget for the general fund and housing revenue account which will allow services to be continued to be delivered whilst building back reserves following a period of significant financial pressure.

**e. What are the expected impacts?**

Are there any aspects, including how it is delivered or accessed, that could have an impact on the lives of people, including employees and customers.	<b>Yes</b>
Do you expect the impacts to be positive or negative?	<b>Positive</b>

Please provide an explanation for your answer:

Some of the savings and efficiencies required to deliver the budget proposal may impact on the lives of employees, tenants and customers. If this is the case, any decisions will be subject to appropriate risk assessments and consultation where required.

Any impact of savings and efficiencies is expected to be offset by the investment in growth and the overall outcome of allowing the Council to continue to deliver housing services in Cheltenham.

**If your answer to question e identified potential positive or negative impacts, or you are unsure about the impact, then you should carry out a Stage Two Equality Impact Assessment.**

<b>f. Identify next steps as appropriate</b>	
Stage Two required	<b>Yes</b>
Owner of Stage Two assessment	<b>Gemma Bell</b>
Completion date for Stage Two assessment	<b>31/01/2025</b>

Please move on to Stage 2 if required ([intranet link](#)).