

### Budget 2013-14 - Consideration of Community and equality impacts

The Council takes its statutory duties to promote equality of opportunity seriously. The 2010 Equality Act sets out that we must have due regard to the need to advance equality of opportunity between people who share a protected characteristic and those who do not. The groups that share a protected characteristic include those defined by age, ethnicity, disability, religion or belief and sexual orientation

The Cabinet Member Finance and Section 151 Officer have been mindful of this statutory duty in how the budget proposals have been prepared.

The community and equality impacts of the various budget proposals are as follows:

| <b>Budget Proposal</b>   | <b>Potential community and equality impacts and any mitigating actions</b>   |
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| Organisational changes, including management and staff restructuring   | Ensuring that our human resource processes, used to deliver staff restructuring are compliant with equality legislation  |
| Savings from shared services   | As above, ensuring that our human resource processes, used to deliver staff restructuring are compliant with equality legislation  |
| Leisure and culture commissioning (restructuring)  | Equality and community impacts already captured in report to cabinet on 12 December 2012; the report identifies that the agreed outcomes recognise the groups where participation is potentially lowest and enshrine the requirements to advance equality of opportunity |
| Additional income (planning fees and planning advice)  | None identified  |
| Asset management (take £200k increases contribution to planned Maintenance from New Homes Bonus instead of revenue budget) | None identified  |
| Supplies and services savings  | None identified  |
| Additional recharge to the Housing Revenue Account   | None identified  |
| Tender saving on the Single Advice Contract  | None identified  |
| Reductions in regeneration partnership grants already agreed in previous budgets   | None identified – budget savings were set out in the grant agreements entered into in 2011-12.   |
| Reductions in staffing and operational budget for community development achievable with no impact on service delivery      | The saving is made possible due to a member of staff working part-time hours. As she has been working these hours for the past 12 months, there will be no impact on the delivery of activities to local community groups.   |