



Budget Savings Options 2015-18



Budget Equality Impact Assessment

1. What saving is being proposed?

a) Which service area or function do the proposed savings relate to?

The budget savings options relate to the following Directorates:

Adult Health and Social Care
Chief Executive's Office
Children & Young People's Service
Communities and Service Support
Economy & Environment
Public Health

b) What is the purpose, aim and known outcomes of this service or function?

Each Directorate provides a wide range of services, either directly through their staff or by commissioning services outside the organisation. Calderdale Council also has responsibility for the economic, social and environmental 'wellbeing' of its area.

c) Please provide details of the savings that are being proposed.

Calderdale Council has a three year Medium Term Financial Planning and budgeting process which means that savings plans are already in place for the next two years. The Council has already consulted on these plans as part of the budget process in 2013 and 2014, including equality impact assessments. Cabinet does not envisage any significant changes to the existing plans for 2015/16 and 2016/17, however, summaries of the existing savings plans are repeated in the consultation document to remind people of the

challenges which are already faced by the Council.

There is clearly great uncertainty about local authority funding after the general election and therefore the budget proposals for 2017/18 are based on themes rather than detailed savings proposals at this stage. Savings will be based on efficiency improvements and finding different ways of doing things, wherever possible. Given the scale of the projected savings required however it is likely that some changes to services will become necessary. It is intended that Cabinet will undertake a consultation process during the summer to understand what is important to the public and service users prior to building up more detailed budget proposals for 2017/18 by the autumn 2015.

Additional Investment:

	Additional investment 2015/16 (£000)	Additional investment 2016/17 (£000)	Additional investment 2017/18 (£000)
Improving the Council's cultural and heritage assets	500		
Economic Investment Fund- creating local job opportunities and business development	200		
Protecting services in 2017/18			500
Total	700	0	500

Additional Savings:

Theme	Potential savings target 2017/18 (£000)
Income generation and being more entrepreneurial	1,500
Different models of service delivery	2,500
Better use of new technology	500
Working more closely with others	1,500
Managing demand	500
Leaner and more agile Council	300
Discretionary services review	2,600

Total	9,400
-------	-------

2. Legal Implications

- a) Will the proposed savings affect the Council's statutory Equality Duty to:
- eliminate unlawful discrimination, harassment and victimisation
 - advance equality of opportunity
 - foster good relations between different people from different groups

Yes ☐ No ☐ Potential ☒

3. Identifying Impacts

Calderdale Demographic Profile

Data collected by the census is used to provide statistical outputs which Calderdale Council, along with other surveys, use to identify and meet the needs of their local communities. The following information is used to inform this EIA.

a. Population Size

According to the 2011 Census, the population of Calderdale is 203,800, a 5.9% increase from the 2001 Census figure (an increase of about 11,400 people). This is less than the population rise of 7.1% for West Yorkshire and 7.1% for England and Wales.

b. Age

The overall number of pensioners (65+) in the district has risen by 8% to 32,400 compared with the number aged 65+ in 2001, and the working age population (15 to 64) has also increased by 8%, to 133,900. However, the number of children and young people (0 to 14) has fallen by 2.5%, to 37,500.

Calderdale has a higher child population than England and Wales, a lower 'young-adult' population, a larger 'middle-aged' population aged 45-64 and an older population group below the national average. If present trends continue the number of older age groups are expected to 'increase' whilst growth in the 75+ age group is expected to be slow up to 2016.

In January 2013 there were over 21,000 pupils in attendance at the 79 maintained schools in Calderdale (currently 71 primary and 8 secondary schools which include one secondary special school and two primary special schools). 22.1% of the pupils were from of a minority ethnic background (26.6% secondary and 20.3% primary school level).

c. Disability

An increase of 9.5% has been seen in the number of households in the district, this has risen to 88,600. This is a larger rise than that for England and Wales (7.9%) and West Yorkshire (8.0%).

26.3% of households have one person in the household with a long term problem or disability, 4.5% of which have dependent children.

d. Gender

The population breakdown between females and males shows there were 104,200 females and 99,600 males resident in Calderdale on Census day, 27 March 2011. The major difference in numbers comes in the older age-groups, and the key determinant is the higher life expectancy of women.

The male population of Calderdale has increased by 7.1%, compared with an increase of 4.8% for the female population.

e. Marriage and Civil Partnerships

The 2011 Census found that there were 491 people in a registered same-sex civil partnerships across Calderdale (0.3% of the population).

f. Pregnancy and Maternity

The fertility rate in Calderdale continues to be among the highest among all areas of Yorkshire and Humber.

New births in Calderdale to mothers who were born outside the UK are lower than the average [of 19%] for Yorkshire and Humber, falling to 17% of all new births in 2013.

g. Race

The white population has fallen slightly from 93% in 2001 to 89.7% in 2011. Individuals of mixed heritage have increased from 0.8% to 1.3%, individuals of Asian/British Asian heritage increased from 5.8% to 8.3%, individuals of Black/Black British heritage from 0.1% to 0.4% and those of other ethnic backgrounds from 0.2% to 0.3%.

The growth in Calderdale's population in recent years has, to a substantial degree, been the result of migration into Calderdale from other parts of the UK, in contrast to most of the 1990s, when Calderdale lost population to the rest of the country.

Whilst growth amongst the Pakistani and Indian communities is principally "natural growth"(that is, births minus deaths), that of the White Other grouping is likely to reflect increased international migration, in part from the EU accession states in Central and Eastern Europe, the majority being from Poland and the Czech Republic.

From statistics obtained from Migration Yorkshire:

- The non-British population comprises 4% of the community, compared to an average of 6% for the Yorkshire and Humber region
- Those who were not born in the UK form 7% of Calderdale's population, below the 9% average for Yorkshire and Humber as a whole, and have settled particularly in Park, Warley and Skircoat wards
- Just over 4700 pupils at school in Calderdale have a first language that is not English. This is equivalent to 17% of primary pupils and 13% of secondary pupils; both figures are small increases on the previous year, and very similar to the Yorkshire and Humber averages of 16% and 12% respectively
- Only 4.8 in every 1000 new GP registrations in Calderdale are made by people who previously lived abroad, compared with an average of 8.3 per 1000 across Yorkshire and Humber

h. Religion or Belief

The 2011 Census saw an increase in the following faiths: Buddhist, Hindu, Muslim and Sikh, the largest increase was for Muslims which rose by 2% in 2001 to 7.3% in 2011. Similar to the national picture, Muslims continue to form the second largest practising faith in Calderdale. Although Christians remain the largest faith at 56.3%, this number has declined; in 2001 this figure was 69.6%. The percentage of people identifying as Jewish has remained the same for the period 2001 to 2011. Individuals declaring no religion have increased significantly from 16.4% to 28.1%.

i. Sexual Orientation

Nationally it has been estimated that 6-7% of the population is lesbian, gay or bisexual (LGBT) and if this figure was applied to Calderdale this would equate to approximately 12,096 to 14,112 LGBT people in Calderdale. National figures estimate that there should be between around 17 and 50 trans individuals in Calderdale (Source: Calderdale Joint Strategic Needs Assessment).

j. Socio-economic data

Calderdale's diverse communities contain contrasts of affluence and poverty.

Areas with the highest levels of multiple deprivation are within the Halifax wards of Park, Ovenden, Illingworth & Mixenden and Town. Significant pockets of deprivation are also found in other wards. For those affected, particularly outside Halifax, difficulties with transport and access compound other aspects of social exclusion.

3a. Service Delivery (The Equality Act 2010, states that there are eight protected characteristics that people might have, which are listed below *)

Proposed options may have service implications, the extent of which will not be known until the options have been developed and a service EIA is carried out:

Protected Characteristic	Savings Option and Impact
Age	Due regard to equality will be given prior to effecting, during and following implementation of ANY proposal. This equality impact assessment will be updated to ensure that where adverse impact is identified this is addressed and mitigated.
Carers	
Disability	
Gender	
Race	
Religion or belief	
Socio - economic (for example, people on low incomes)	
Gender reassignment	
Pregnancy & maternity	
Sexual Orientation	
Other please state	

3b. Employment Policy & Practices: (The Equality Act 2010 states that there are nine protected characteristics our employees might have, which are listed below *).

Proposed options may have staffing implications, the extent of which will not be known until the options have been developed and a workforce EIA is carried out:

Protected Characteristic	Negative Impact	Savings Option Proposed and Impact
Age	Due regard to equality will be given prior to effecting, during and following implementation of ANY proposal. This equality impact assessment will be updated to ensure that where adverse impact is identified this is addressed and mitigated.	
Disability		
Gender		
Gender reassignment		
Pregnancy & maternity		
Marriage and Civil Partnership		
Race		
Religion or belief		
Sexual Orientation		

Justification – If no impact is found

N/A

4. Managing or mitigating the impact

Service Implications

Until the Council works up proposals under the themes identified the full impact on specific groups will not be known. A service impact will be conducted once options are agreed and worked up more fully. This will identify any potential adverse impacts (if any) and establish any measures that could be introduced to mitigate them.

We will continue to consult key stakeholders as services are being reviewed and review the impact of the savings and impact of any changes.

Employment implication

Where posts are identified as being at risk, efforts will be made to offer additional support and alternatives such as redeployment, assimilation into new posts (where appropriate) and training opportunities

The following actions will help to manage/mitigate the impact:

- The service will hold consultation to inform affected staff of the proposals
- Monitoring the employee profile, voluntary uptake and release , recommendations and decision making
- Addressing employee concerns at an early stage – via effective corporate and management communications
- Ensuring that the workforce strategy as well as supporting/developing new skills and jobs match for a more flexible and future fit workforce also addresses disproportionality in the workforce profile (e.g. apprenticeships, secondments etc.)
- Employee support- assisting affected employees both practically and emotionally. Such assistance will serve to reduce interruption to business, a caring approach to both employee who is leaving, but also to retain employees during a potentially stressful and challenging time. Specific initiatives may include
 - Pre-retirement course
 - Pension advice
 - CV building and interview techniques
 - Confidence building
 - Assist with job applications/handling rejection
 - Money management advice
 - Counselling