

Equality Impact Assessment - Preliminary Assessment Form

Title of the strategy, policy, service or project:		This assessment sets out the overall impact that the budget proposals have on a range of equality and diversity characteristics, including the nine protected characteristics defined under the Equality Act 2010.
Service Area:	All	
Lead Officer:	Tracy Bingham	
Date of assessment:	01/2024	This impact assessment provides an overview of the 2023/24 budget and business planning proposals.
Is the strategy, policy, service (procedure) or project:		
Changed	<input type="checkbox"/>	
New	<input checked="" type="checkbox"/>	

Section 1 – Clear aims and objectives

1. What is the aim of the strategy, policy, procedure or project?
<i>A brief description of the aims of the policy – use a bullet point list if appropriate</i>
<p>The final budget represents a high-level strategic plan setting out a range of proposed budget changes including:</p> <ul style="list-style-type: none"> • Increased spending on services in order to continue to deliver excellent services, for reasons such as changes in demand due to demographic factors, inflationary cost of providing services, impact of national legislation on the cost of and requirements for providing services; • Increased spending through investment in council-owned assets. • The overall resources estimated as likely to be available for the forthcoming financial year; • The proposed Council Tax increase on the district councils Band D for the forthcoming year; and • The proposed rent increase on council house rents for the forthcoming year.

2. Who is intended to benefit from the strategy, policy, procedure or project and how?
<i>E.g. specific sections of the community, employees</i>
<p>Generally - all residents will benefit from enhanced investment in services and investment in council-owned assets. However, the extent to which one benefits will depend on individual circumstances and the extent to which services are accessed.</p> <p>It is expected once the budget is approved that individual service areas responsible for implementation of the specific programmes within the budget will undertake EIA's and specify mitigations on those protected characteristics impacted.</p>



Where potential negative impacts are identified, mitigations will be clearly stated in order to reduce impact.

3. What outcomes do you want to achieve?

A brief summary of the anticipated outcomes (if required as explained in the accompanying Committee report) use a bullet point list if appropriate

The budget as a whole will potentially have significant positive impacts, particularly where it focuses on expansion of some services or investment in assets. The extent to which individuals will benefit is dependent on individual circumstances.

Council Tax – Increasing the district council’s Band D by the maximum referendum limit of 2.99% (£5.22) will have a neutral effect on protected groups. Residents on low income will have their council tax met by the Local Council Tax Reduction Scheme that is designed and administered by South Derbyshire District Council. Officers will continue to work to assist households in financial difficulty where possible, including the administering of Government funds to support those households in need.

Council Housing Rents - Increasing rent by the social rent policy formula will have a neutral effect on protected groups. Tenants on low income will have their rents met by Housing Benefit (HB full or partial) or Universal Credit (UC), so a lower increase would serve to save the Government money as opposed to the tenant. Officers continue to work to assist households in financial difficulty where possible, including the administering of Government funds to support those households in need.

As other proposals are introduced the specific equality impacts will be considered by Heads of Service with their relevant Strategic Director before implementation taken forward.

	Potentially positive impact	Potentially negative impact	No disproportionate impact
Age			The budget proposals are likely to include some investment in some services as we respond to cost and demand pressures. The impact arising on council; tax and council housing rent increases will have neutral impact. Further individual Impact Assessment
Disability and long-term conditions			
Gender reassignment			
Marriage or civil partnership			
Pregnant women and people on parental leave			
Sexual orientation			



Race			may be undertaken following consultation prior to the publication of detailed budget.
Religion or belief			
Sex (Gender)			

Section 3 – Recommendations and monitoring

If you have answered that the strategy, policy, procedure or project could potentially have a negative impact on any of the above characteristics then a full Equality Impact Assessment will be required.

4. Should a full EIA be completed for this strategy, policy, procedure or project?

<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No	
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Please explain the reasons for this decision:

The budget proposals are likely to include some investment in some services as we respond to cost and demand pressures.

The impact arising on council; tax and council housing rent increases will have neutral impact.

Further individual Impact Assessment may be undertaken following consultation prior to the publication of detailed budget.

Section 4 – Approval

Please note the assessment should be reviewed and approved by the appropriate Head of Service **before** the Committee report (if required) is produced.

Reviewed by Strategic Director (Corporate resources)	Name:	Tracy Bingham
	Date:	29/01/2024



If further information regarding this assessment is required, please contact the Lead Officer for this assessment (outlined in Section 1.)

