

Budget Consultation for the Financial Year 2019-20 Equality and Community Impact Assessment

What are we looking to achieve from the budget consultation process?

- The budget consultation exercise will seek views from the public, local businesses and other stakeholders on the Council's draft budget
- The Council is committed to its public sector equality duty and wishes to ensure that it has due regard to its equality duties in its decision making process

How will the decision be made?

- The full council meeting in February 2019 will make the final decisions on the Council's budget for 2019/20 based on recommendations from Cabinet
- Cabinet will take into account feedback from this consultation exercise when making these recommendations. This is a legal requirement
- Cabinet will consider the results and outcomes of the consultation and of all relevant impact assessments to help it make an informed recommendations regarding the Council's budget and priorities

What information exists already to assist with making the judgments above?

- Service managers undertake impact assessments for individual budget proposals/options
- Each budget option is reviewed as the budget consultation evolves using the consultation feedback received

Has any consultation been undertaken on this or any other related issue?

- The budget consultation is the key process to inform the budget decision making process
- Service managers undertake specialist consultation in developing the budget proposal/options presented during the consultation process

Are any reports or relevant documents available internally or from partners or other sources?

- The draft budget reports are published on the Council's website, along with any background papers as appropriate

Who is/ will be the main beneficiaries/people affected by this activity?

- Everybody living, working, studying, visiting or otherwise engaged with the town of Northampton or its people may be potentially affected by the Council's budget plans
 - This includes businesses, employees of the Council as well as, partners and contractors
 - Some efficiency savings may impact on staff and this could lead to redundancies and changes in service provision
 - The level of service received by the public will be protected wherever possible
 - Where there are changes, consultation will be undertaken in accordance with council policy and all those affected will be consulted with and able to have a say in the process

Does the activity have the potential to cause adverse impact or to discriminate against different groups in the community or to make a positive contribution to equalities?

- The economic climate has a significant impact on our communities as a whole and also on the Council's budget and therefore may impact on different groups in the community, but is not intended to discriminate against different groups in the community
- The Council has limited resources; to mitigate this, service provision is constantly being reviewed. This will inevitably mean changes in the services provided and how they are provided, who they are delivered to and who receives the services
- It is critical when making decisions that may affect people that their views are sought and considered so that we can understand the impact of decisions, what matters to them, what they consider as priorities, what areas are in need of improvement and how the choices made may impact on their lives

Impact

- The budget proposals that may lead to efficiency savings and/or potential changes in service provision have been screened for impact against the protected characteristics groups
- Where proposals involve staff changes and rationalisation, appropriate consultation in line with council policy will be followed and outcomes monitored for any disproportionate and adverse impacts on individual groups
- Any savings with impact on services will have the issues and risks raised through their individual assessments and evaluations taken into account in the implementation and monitoring of the options
- Issues and concerns identified during this consultation will be used to develop mitigation where possible and will be used to inform priorities for the Council