

EQUALITY ANALYSIS

This Equality Analysis considers the effect of Bury Council activity on different groups protected from discrimination under the Equality Act 2010 as well as those additional groups reflected in Bury Council's Equality Strategy 2020-2024. This is to consider if there are any unintended consequences for some groups from key changes made by a public body and their contractor partners organisations and to consider if the activity will be fully effective for all protected groups. It involves using equality information and the results of engagement with protected groups and others, to manage risk and to understand the actual or potential effect of activity, including any adverse impacts on those affected by the change under consideration.

SECTION 1 – RESPONSIBILITY AND ACCOUNTABILITY	
1.1 Name of policy/ project/ decision	The Council's Budget 2024/25 and the Medium-Term Financial Strategy 2024/25 - 2026/27
1.2 Lead for policy/ project/ decision	Clare Williams
1.3 Committee/Board signing off policy/ project/ decision	Full Council
1.4 Author of Equality Analysis	Name: Clare Williams Role: Deputy Chief Finance Officer Contact details: Clare.Williams@bury.gov.uk
1.5 Date EA completed	29/01/24
1.6 Quality Assurance	Name: Lee Cawley Role: Equality, Diversity and Inclusion Manager
1.7 Date QA completed	30/01/2024
1.8 Departmental recording	Reference: Date
1.9 Next review date	30/03/24

SECTION 2 – AIMS AND OUTCOMES OF POLICY / PROJECT

2.1 Detail of policy/ decision being sought

The Medium-Term Financial Strategy (MTFS) is the Council's multi-year financial plan and control framework to align resources to the spending priorities set out in the corporate plan and Borough vision: LET'S Do It! - As part of this the Council is seeking to set a budget for the 2024/25 financial year in an unprecedented period of economic uncertainty. In order to set a balanced budget, savings proposals totalling £5.368m were agreed in 2023 for delivery and impact in relation to the 24/25 budget and additional Council Tax and Business Rates income of £11.038m have been brought forward for consideration.

The LET'S Do It! Strategy for 2030 provides the strategic framework for the Council's use of resources through the vision to:

- Build on the strengths that already exist in our communities, breaking down barriers for people and between agencies and services to give people the ability to be independent.
- Deliver in partnership, locally whenever possible and through a digitally inclusive approach
- Drive economic growth to improve outcomes for local people; reduce the demand on public services and increase income to the Council.

From a budget planning perspective, the application of the LET'S Do It! strategy is an opportunity to:

- Empower local people and organisations to seek self-help and community-based support rather than immediately engaging with statutory services. - Over the last three years the Council has provided funding to establish and support the development of local community groups. The scale of community potential is now evident through the anti-poverty response, for example, with over 80 organisations active in providing cost of living support and the emergence of the Bury Community Support Network
- Tackle health inequalities through a comprehensive local Wellness offer.
- Take a stronger focus on prevention and harnessing community capacity, which has been at the heart of the adult social care transformation, through which £20m of savings have been achieved since 2019/20
- Drive innovation such as through the internal transformation strategy which is now enabling digital-first, more efficient processes, user self service
- Deliver inclusive growth through regeneration in order to reduce deprivation and therefore demand on expensive reactive Council and other public services. Growth also creates the potential for increased income from council tax and business rates receipts, through delivery of a pipeline of brownfield-first housing and new locations for business
- Investing in Childrens Services including support to our Looked After Children and care experienced young people.

However, in the delivery of all budget proposals the Council will be cognisant of its statutory obligations in relation to inclusion, as per the Equality Act 2010 and Public Sector Equality Duty, and its local commitment as set out in the LET'S Do It! Strategy and Bury Council Inclusion Strategy and Equality Objectives 2020-24.

This overarching EIA sets out the Council's approach to considering and addressing any potential equality implications of the budget and defines where more detailed proposal specific EIAs will be undertaken.

<p>2.2 What are the intended outcomes of this?</p>	<p>The outcomes intended are to ensure that, through the Council's Budget for 2024/25 and Medium-Term Financial Strategy 2024/25 - 2026/27 the Authority:</p> <ol style="list-style-type: none"> 1) Pays due regard to the need to eliminate discrimination and advance equality of opportunity between all 2) Insofar as is possible, supports delivery of its stated Equality Objectives, Inclusion Strategy and the overarching commitment to inclusive growth as set out within the LET'S Do It! Strategy
---	---

SECTION 3 – ESTABLISHING RELEVANCE TO EQUALITY & HUMAN RIGHTS
Please outline the relevance of the activity/ policy to the Public Sector Equality Duty

General Public Sector Equality Duties	Relevance (Yes/No)	Rationale behind relevance decision
<p>3.1 To eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by Equality Act 2010</p>	<p>Yes</p>	<p>We are seeking to create budget proposals which do not discriminate against people protected by the Equality Act 2010 and Bury Council Inclusion Strategy 2020-2024. Where potential disproportionate impacts exist, we are seeking to mitigate these</p>
<p>3.2 To advance equality of opportunity between people who share a protected characteristic and those who do not.</p>	<p>Yes</p>	<p>We are seeking to create budget proposals which do not detract from the Council's overarching commitment to advance equality of opportunity for people protected by the Equality Act 2010 and Bury Council Inclusion Strategy 2020-2024. Where this is the case, we are seeking to mitigate these</p>
<p>3.3 To foster good relations between people who share a protected characteristic and those who do not</p>	<p>Yes</p>	<p>We are seeking to create a budget proposal that does not hinder the relationships people who share protected characteristics and those who do not. Where this is the case, we are seeking to mitigate this</p>

3.4 Please outline the considerations taken, including any mitigations, to ensure activity is not detrimental to the Human Rights of any individual affected by the decision being sought.

Consideration will be given to the FREDA principles of Human Rights as part of individual EIAs. Initial analysis does not identify any major areas for concern, subject to the implementation of individual proposals in a way which accords with the relevant specific statutory duties and obligations.

SECTION 4 – EQUALITIES DATA

Protected characteristic	Outcome sought	Base data	Data gaps (to include in Section 8 log)
<p>4.1 Age</p>	<p>To avoid negative differential impact in relation to any of the below 13</p>	<p>The 2021 Census provides the most up-to-date baseline position in terms of equality data in relation to the borough across the characteristics of:</p> <ul style="list-style-type: none"> • Age 	<p>EIAs in relation to individual budget proposals will</p>
<p>4.2 Disability</p>			
<p>4.3 Gender</p>			
<p>4.4 Pregnancy or Maternity</p>			

<p>4.5 Race</p> <p>4.6 Religion and belief</p> <p>4.7 Sexual Orientation</p> <p>4.8 Marriage or Civil Partnership</p> <p>4.9 Gender Reassignment</p> <p>4.10 Carers</p> <p>4.11 Looked After Children and Care Leavers</p> <p>4.12 Armed Forces personnel including veterans</p> <p>4.13 Socio-economically vulnerable</p>	<p>protected characteristics as a result of the delivery of the Council's 2024/25 budget</p>	<ul style="list-style-type: none"> • Disability • Sex • Race (The 2021 census measures "Ethnicity") • Religion and Belief • Sexual Orientation • Marriage and Civil Partnership (The 2021 census measures "Legal partnership status") • Gender Reassignment (The 2021 census measures "gender identity") • Armed Forces Personnel • Unpaid carers • Socio-economically vulnerable (The 2021 census measures "Households by deprivation dimensions") <p>To supplement this, the Council's own data provides information on Looked After Children and Care Leavers. We currently have 362 Looked After Children in our system and support 180 Care Leavers. – Demographic data in relation to this cohort is available to support individual EIAs as required.</p> <p>Key census headlines in terms of inclusion include:</p> <ul style="list-style-type: none"> • Bury's population increased by around 8,800 between the last two censuses (about 5%), to just under 195,000 in 2021. • The number of people aged 50 to 64 years rose by just under 3,600 (an increase of 10.3%). • In the latest census, around 166,500 Bury residents said they were born in England. This represented 86% compared to 89% in 2011. • Pakistan was the next most represented for just under 6,000 Bury residents (3% compared to 2% in 2011). • In 2021, 11% of Bury residents identified their ethnic group within the "Asian, Asian British or Asian Welsh" category, up from 7% in 2011, higher than the rate for the NW (8%) and England (10%). • The percentage of people who identified their ethnic group within the "Other" category increased from 1% in 2011 to 2% in 2021. • 94% of people in Bury speak English as their main language (compared to 82% in Manchester). • 5% of households in the borough have multiple main languages spoken at home. • Based on responses 3% of the borough's populations are armed forces veterans, circa 5,000 people (highest areas had over 10%). • 91% of people in Bury described themselves as straight or heterosexual, compared to 89% nationally. 	<p>examine specific data as required.</p>
---	--	---	---

		<ul style="list-style-type: none"> • 4,362 people in Bury identified as a sexual orientation other than heterosexual, 3% of respondents. • In 2021, 29% of Bury residents reported having "No religion", up from 19% in 2011, while 10% described themselves as Muslim (up from 6. % the decade before). Jewish numbers stayed the same at 6% of the borough's population overall. • 52.5% of households in Bury fall under the "Household Deprivation" category in the census. 	
--	--	--	--

SECTION 5 – STAKEHOLDERS AND ENGAGEMENT

	Internal Stakeholders	External Stakeholders
5.1 Identify stakeholders	Staff, Members and Trade Unions	Bury residents and key partners
5.2 Engagement undertaken	Discussions through staff meetings and briefings and Corporate JCC	There was no engagement with Bury residents on the budget.
5.3 Outcomes of engagement	Limited direct feedback has been received through the internal consultation channels.	
5.4 Outstanding actions following engagement (include in Section 8 log)	Where individual changes require specific consultation, this will be progressed in line with the Council's HR Policies	

SECTION 6 – CONCLUSION OF IMPACT

Please outline whether the activity/ policy has a positive or negative effect on any groups of people with protected inclusion characteristics

Protected Characteristic	Positive/ Neutral Negative/	Impact (include reference to data/ engagement)
6.1 Age		No new specific savings proposals are included in this budget report. Where proposals agreed last year require individual EQIAs this will be progressed in-line with individual project timelines.
6.2 Disability		Given the complexity and scale of the budget changes required it is challenging to provide an overall analysis of potential impact. As outlined above, inclusion is a central theme of the Council's LET'S Do It! strategy and, in providing a budget which, to a significant extent, aligns with this vision. Officers have sought to mitigate the impact on protected groups in the borough.
6.3 Gender		
6.4 Pregnancy or Maternity		
6.5 Race		

6.6 Religion and belief	<p>Whilst there is the <i>potential</i> for disproportionate negative impacts on protected groups in the above areas, the proposal specific EQIAs will need to explore these in more detail and, wherever possible, seek to mitigate this in accordance with the Council's obligations under the Public Sector Equality Duty.</p> <p>Overall, the scale of budget reductions required across the Council represents a risk of negative impact on protected groups which will need to be closely managed and monitored throughout the implementation process.</p> <p>It is recognised that the proposed council tax increase is required for the council to meet its statutory duties and requirements. There is a risk of this having a negative impact on the socio-economically vulnerable and, by extension, other characteristics where there is an accepted link to socio-economic vulnerability specifically, younger and older people, disabled people, people who are from ethnic minorities, care leavers and veterans. The same is also true in relation to the proposed rent increases for tenants of the council's housing stock which are required for the council to meet its statutory duties and requirements as landlord.</p> <p>The Council's cost of living support (LET'S Manage Tough Times Together) and wider work to support the most vulnerable residents through our Neighbourhood Teams and overarching delivery of the LET'S Do It! Strategy will provide support to mitigate this impact insofar as is reasonably possible. – Individuals and families may need further individually tailored support with paying rent and council tax which will be considered on a case-by-case basis through relevant support mechanisms.</p>
6.7 Sexual Orientation	
6.8 Marriage or Civil Partnership	
6.9 Gender Reassignment	
6.10 Carers	
6.11 Looked After Children and Care Leavers	
6.12 Armed Forces personnel including veterans	
6.13 Socio-economically vulnerable	
6.14 Overall impact - What will the likely overall effect of your activity be on equality, including consideration on intersectionality?	

SECTION 7 – ACTION LOG			
Action Identified	Lead	Due Date	Comments and Sign off (when complete)
7.1 Actions to address gaps identified in section 4			
7.2 Actions to address gaps identified in section 5			
Individual consultations will be conducted as and when required linked to specific budget EIAs. Consultations will be share widely to ensure meaningful engagement,	Individual leads/ EDI Manager to oversee	When Activities are taking place	
7.3 Mitigations to address negative impacts identified in section 6			

Managed in individual EIAs. Delivery of which will be overseen by the EDI manager and reported on to the Council's Executive Team and Cabinet Member for HR and Corporate Affairs	Individual leads / EDI Manager to oversee	When Activities are taking place	
7.4 Opportunities to further inclusion (equality, diversity and human rights) including to advance opportunities and engagements across protected characteristics			
Managed in individual EIAs. Delivery of which will be overseen by the EDI manager and reported on to the Council's Executive Team and Cabinet Member for HR and Corporate Affairs	Individual leads / EDI Manager to oversee	When Activities are taking place	

SECTION 8 - REVIEW			
Review Milestone	Lead	Due Date	Comments (and sign off when complete)
Delivery of proposal specific EIAs	EDI Manager	April 2024	
Quarterly review of progress to Executive Team and Cabined Member for HR & Corporate Affairs	EDI Manager	July 2024 October 2024 January 2025 April 2025	

Please make sure that every section of the Equality Analysis has been fully completed. The author of the EA should then seek Quality Assurance sign off and departmental recording.

SECTION 9 – QUALITY ASSURANCE		
Consideration	Yes/No	Rationale and details of further actions required
Have all section been completed fully?	Y	
Has the duty to eliminate unlawful discrimination, harassment, victimization and other conducted prohibited by the PSED and Equalities Act been considered and acted upon?	Y	
Has the duty to advance equality of opportunity between people who share a protected characteristic and those who do not been considered and acted upon	Y	
Has the duty to foster good relations between people who share a protected characteristic and those who do not, been consider and acted upon	Y	
Has the action log fully detailed any required activity to address gaps in data, insight and/or engagement in relation to inclusion impact?	Y	
Have clear and robust reviewing arrangements been set out?	Y	
Are there any further comments to be made in relation to this EA	N	