

Equality Impact Assessment

Name of proposal/activity/policy to be assessed

BUDGET 2019/20 AND MEDIUM TERM FINANCIAL STRATEGY TO 2021/22

Directorate: RESOURCES

Service: Council-wide

Name and job title of person doing the assessment

Name: Clare Muir

Job Title: Policy and Voluntary Sector Manager

Date of assessment: 17th January 2019

What is the aim of your policy or new service?

To set a balanced and affordable budget that ensures the Council's finances are sustainable in both the short (one year) and medium term (three years), whilst at the same time ensuring that entering the longer term the Council is not built on unsustainable use of one-off reserves. The budget is also underpinned by funding service areas to meet the Council's wider priorities and service delivery themes set out in its Corporate Plan of:

- Securing the economic success of Reading;
- Improving access to decent housing to meet local needs;
- Protecting and enhancing the life outcomes of vulnerable adults and children.
- Keeping Reading's environment clean, green and safe.
- Promoting great education, leisure and cultural opportunities for people in reading;
- Ensuring the Council is Fit for the Future

The Draft Budget proposes

- a) service savings and efficiencies of £10.5m together with additional income of £4.4m in 2019/20 required to achieve a balanced budget for that year;
- b) growth in 2019/20 service budgets of £12.5m;
- c) overall savings of £30.1m (of which changes to income, fees and charges is £6.2m) and three-year growth changes to service budgets of £30.9m;
- d) the increase in the Band D Council Tax of 2.99% or £47.24 per annum representing a Band D Council Tax of £1,627.23 per annum;
- e) the Housing Revenue Account budget for 2019/20 of £42.7m and a reduction of 1.00% (£/wk) in social dwelling rents from April 2019 giving a revised weekly average social rent of £99.39

Appendix 9

The Strategy relies on significant service transformation to drive increased efficiency savings and income generation in order that service reductions can be minimised.

Who will benefit from this proposal and how?

Residents and service users will benefit if service reductions are minimised.

Who are the main stakeholders and what do they want?

Residents, businesses, councillors and council staff in Reading.

Our Citizens Panel has told us that the things that are the most important in making somewhere a good place to live are: level of crime, health services, public transport, clean streets and good schools and the things they believed most needed improving are: roads and pavement repairs, the level of traffic congestion, clean streets, the level of crime and affordable decent housing.

Assessment of Relevance and Impact

The draft budget proposes 40 new or re-phased savings set out in (Appendix 3). The Equality duty has been considered for each of these proposed savings and for 32 of these an equality impact assessment is not relevant.

For the remaining 8 an Equality Impact Assessment will be required as the proposal is developed. These are:

| Ref | Efficiency Saving/Service Reduction | Saving Proposal |
|------------|--|---|
| AS9 | Efficiency Saving | Further stretch on Provider Services - Additional savings in the third year of review of the DACHS in house portfolio |
| T&S2 & 3 | Efficiency Saving | Workplace Parking Levy - DENS14-C - Delay in implementation to 20/21 and fully implemented from 21/22 |
| PDRS3 | Efficiency Saving | Introduction of Discretionary HMO Licensing - extending the HMO licensing scheme to cover all HMOs in 2019/20. This would bring in properties with three or more tenants forming two or more households. |
| T&S4 | Efficiency Saving | Additional Income Expansion of Pay & Display Proposal - To increase the provision of on-street Pay & Display (P&D) parking in specific local business and shopping areas. Namely: 1>Whitley Street local shopping area 2>Battle Farm and Cardiff Road business areas 3>Craddock Road and Gillette Way area - this would need to be combined with the provision of a resident permit parking scheme for the Elgar Road South/Bourne Avenue area |
| PDRS6&9 | Efficiency Saving | Reforecast income Licensing income budget - increase the taxi licensing fees which covers the Hackney, Private Hire and School Transport drivers and operators to offset revenue costs to the service. |
| T&S17 | Efficiency Saving | Additional Charges on Green Waste Collection - increase the 19/20 green waste collection charge of £60 in line with inflation (2.2%) in 20/21 & 21/22. |
| | Efficiency Saving | Commercialisation - Alternative to Market Testing |
| PDRS5 | Efficiency Saving | Review and Restructure of Cleaning Services - hard market test the service to ensure improvements are in line with what is available on the private market. |

Equality Impact Assessments will be undertaken and the outcomes reported back for consideration by the relevant committee as proposals are developed.

Signed Clare Muir

Date 17th January 2019

Signed Jackie Yates

Date