



Oxfordshire County Council
Equalities Impact Assessment

Budget Amendments – Conservative Independent Alliance

FEBRUARY 2024

Section 1: Summary details

Directorate / Service Area	All Directorates and Service Areas
What is being assessed (e.g. name of policy, procedure, project, service or proposed change).	This assessment sets out the overall impact of the 2024/25 budget amendments proposed by the Conservative and Independent Alliance on a range of equality and diversity characteristics, including the nine protected characteristics defined under the Equality Act 2010.
Is this a new or existing function or policy?	This impact assessment provides an overview of the 2024/25 revenue budget amendments proposed by the Conservative and Independent Alliance and so comments on existing programmes as well as new proposals.
Summary of assessment Briefly summarise the policy or proposed service change. Summarise possible impacts. Does the proposal bias, discriminate or unfairly disadvantage individuals or groups within the community?	<p>This assessment provides an overarching consideration of the proposed budget amendments for 2024-25 and the impact on the nine protected characteristics set out in the Equality Act 2010.</p> <p>In line with our equalities, diversity and inclusion (EDI) framework, the council has also assessed the impact on those living in rural areas, those living with social deprivation, armed forces communities, carers and those leaving care.</p> <p>This assessment has not identified any bias, unfair advantage or disadvantage to any groups or individuals.</p> <p>A summary of the impacts of the budget amendment proposals on climate change outcomes have been set out in a separate overarching Climate Impact Assessment.</p>
Completed By	Emily Schofield
Authorised By	Susannah Wintersgill
Date of Assessment	February 2024

Section 2: Detail of proposal

<p>Context / Background</p> <p>Briefly summarise the background to the policy or proposed service change, including reasons for any changes from previous versions.</p>	<p>Oxfordshire County Council has a legal duty to set a budget by 1st March. All budget proposals to be considered by Council at the budget setting meeting must have an accompanying Equality Impact Assessment. This is to advise of any negative or positive implications as a result of the proposed budget allocations to inform decision making.</p> <p>Any adopted proposal that will have an impact, positive or negative, on any protected characteristic or on rural communities, armed forces, carers or areas of social deprivation, will have an individual Equality Impact Assessment completed alongside policy development, to ensure full compliance to our commitment to equality, diversity and inclusion.</p>
<p>Proposals</p> <p>Explain the detail of the proposals, including why this has been decided as the best course of action.</p>	<p>This impact assessment covers all savings proposals across:</p> <ul style="list-style-type: none"> • Public Health and Community Safety • Adult Social Care • Children’s Services • Environment and Place • Culture, Customer Services, Resources, Property and Investment <p>Details of proposals are set out in the main Budget Amendment paper.</p>
<p>Evidence / Intelligence</p> <p>List and explain any data, consultation outcomes,</p>	<p>In considering the impact of budget proposals before they are formally agreed, the council undertakes a detailed process of democratic and community engagement. For equalities this includes:</p>

research findings, feedback from service users and stakeholders etc, that supports your proposals and can help to inform the judgements you make about potential impact

- Using the Oxfordshire Joint Strategic Needs Assessment (JSNA) of health and wellbeing needs, and the associated Equalities Briefing, to consider the impact of proposals as they are drawn up and in the development of this overarching assessment. The council's JSNA can be found [here](#);
- Using data and intelligence gathered through implementing our Including Everyone Framework on equalities, diversity and inclusion, which can be found [here](#);
- Directorates follow the council's approach to undertaking Equalities Impact Assessments (EIA). This can include considering at an early stage what impacts each proposal might have on the nine protected characteristics or on wider inequalities, and subsequently setting out greater detail, including any actions identified to mitigate negative impacts. If potential impacts are assessed as significant, individual Equalities Impact Assessments are completed and published to aid understanding and outline mitigations.
- A public consultation process on budget proposals, including the use of a budget simulator to
- A democratic process including debate on all budget proposals before adoption of a budget by Full Council.

Section 3: Impact Assessment

<p>Assessing the evidence and impact on those with the protected and additional characteristics</p>	<p>Age: Proposals to empower children’s service providers through implementation of the Oxfordshire Way, investment in school improvement and extended funding support for children’s centres rents would see a positive impact on children and young people across the county. Proposals to remove match funding for community transport initiatives could result in reduced connectivity for older residents who rely on community transport.</p> <p>Disability: The proposal to review, explore and develop an alternative resource base model to support children and young people with SEND in mainstream educational settings is likely to have a positive impact on children with SEND, by providing a sustained model of funding for consistent, long-term provision.</p> <p>Gender Reassignment: The proposal to remove discretionary funding for Stonewall accreditation would result in no further participation in the Workplace Equality Index or assessment on the council’s commitment to an inclusive workplace for LGBTQ+ colleagues. This could result in deterioration of an inclusive workplace.</p> <p>Pregnancy and maternity: No specific issues relating to pregnancy and maternity have been identified as likely to arise as a result of these proposals.</p> <p>Marriage and civil partnership: No specific issues relating to marriage and civil partnership have been identified as likely to arise as a result of these proposals.</p> <p>Race including ethnic or national origins, colour or nationality: The proposal to redesign the policy team would impact our ability to deliver the activities required to meet accreditation for the Race Equality Code, which we are currently working towards.</p>
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Religion or Belief: No specific issues relating to religion or belief have been identified as likely to arise as a result of these proposals.

Sex: No specific issues relating to sex have been identified as likely to arise as a result of these proposals.

Sexual Orientation: The proposal to remove discretionary funding for Stonewall accreditation would result in no further participation in the Workplace Equality Index or assessment on the council's commitment to an inclusive workplace for LGBTQ+ colleagues. This could result in deterioration of an inclusive workplace.

Rural Communities: Proposals to remove match funding for community transport initiatives could result in reduced connectivity for residents in low density areas.

Armed Forces: The proposal to redesign the policy team would impact our ability to deliver the activities required to meet the Gold Award standard in the Defence Employer Recognition Scheme and would limit the council's ability to coordinate the Oxfordshire Civilian Military Partnership.

Carers: The proposal to establish dedicated resource to support self-employed carers could see empowerment of care workers to inform and shape the services on which they rely on.

Care leavers: No specific issues relating to care leavers have been identified as likely to arise as a result of these proposals.

Areas of Social Deprivation: No specific issues relating to areas of social deprivation have been identified as likely to arise as a result of these proposals.