

Annex 3a – Summary Equality Impact Assessment

Section 1: Summary details

Directorate and Service Area	All Directorates and Service Areas
What is being assessed (e.g. name of policy, procedure, project, service or proposed service change).	This assessment sets out the overall impact that the budget and business planning proposals have on a range of equality and diversity characteristics, including the nine protected characteristics defined under the Equality Act 2010, and sets out any mitigations that have been put in place against possible negative impacts.
Is this a new or existing function or policy?	This Equality Impact Assessment provides an overview of the 2022/23 budget and business planning proposals and so comments on changes to 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? (following completion of the assessment).	<p>This assessment covers the overall budget and business planning proposal for Oxfordshire County Council and seeks to highlight key evidence and intelligence that the Council has used to assess the impact of its budget proposals on the nine protected characteristics set out in the Equality Act 2010. The Council has also assessed the impact on those living in rural areas, those living with social deprivation, armed forces communities and carers.</p> <p>An initial review of all proposals was completed by the corporate policy team to review the impact of savings and determine where mitigations would be required. Individual Equality Impact Assessments will be finalised following approval of budget proposals for any required policy change that could have a negative impact.</p> <p>The assessment has not identified any bias, unfair advantage or disadvantage to any groups or individuals. Where potential negative impacts have been identified, mitigations have been put in place to reduce impact.</p>
Completed By	Emily Schofield, Acting Head of Strategy
Date of Assessment	November 2021

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>The Council’s budget and business planning proposals are designed to enable us to lead positive change – working in partnership to make Oxfordshire a greener, fairer and healthier county. Our nine strategic priorities are:</p> <ol style="list-style-type: none"> 1. Put action to address the climate emergency at the heart of our work. 2. Tackle inequalities in Oxfordshire. 3. Prioritise the health and wellbeing of residents. 4. Support carers and the social care system. 5. Invest in an inclusive, integrated and sustainable transport network. 6. Preserve and improve access to nature and green spaces. 7. Create opportunities for children and young people to reach their full potential. 8. Play our part in a vibrant local democracy. 9. Work with local businesses and partners for environmental, economic and social benefit. <p>This budget and business planning round has been impacted due to facing an uncertain funding situation. There has been a commitment from government in its autumn budget to provide new grant funding for councils over the next three years to support vital local services, however, details remain unclear. The ongoing impact of COVID-19 is continuing to place significant pressures on our day to day services, and also affects our income streams. Added to this, our population is growing and ageing at one of the fastest rates in our history, which puts more pressure on our budgets and services. This means we need to make additional savings on top of those already agreed for our 2022/23 budget.</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 Commercial Development, Assets and Investment, Children’s Services, Environment and Place, Public Health, Adults and Housing Services, Customers, Organisational Development and Resources. Details of proposals are set out in the main Budget and Business Planning proposals.</p>

<p>Evidence / Intelligence</p> <p>List and explain any data, consultation outcomes, 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 on different individuals, communities or groups and our ability to deliver our climate commitments.</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. This includes:</p> <ul style="list-style-type: none"> • Using the Oxfordshire Joint Strategic Needs Assessment (JSNA) of health and wellbeing needs 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; • A public consultation process, the results of which are published alongside the Budget and Business Planning proposals; • A democratic process including agreement of proposals by Cabinet, analysis and comment on those proposals by Audit and Governance Committee, and adoption of the budget by Full Council. Each of these stages provides an opportunity to invite comment and engagement from the public and representatives of particular organisations or population groups.
<p>Alternatives considered / rejected</p> <p>Summarise any other approaches that have been considered in developing the policy or proposed service change, and the reasons why these were not adopted. This could include reasons why doing nothing is not an option.</p>	<p>The council must seek to find savings in order to mitigate the financial pressures as set out above. Savings proposals must be put forward for consideration.</p>

Section 3: Impact Assessment - Protected Characteristics – see next page

Age: In mid-2019 there were 691,700 residents in Oxfordshire. 22% of the population are resident in Oxford City, 38% in the county's main towns and the remaining 40% in smaller towns and villages. Oxfordshire's population is expected to rise to 832,300 by 2029. In that time, the number of residents aged 65 and over is expected to grow by 23%, compared with 14% of working age residents, and children by 12%.

The proposal to move the Fire Cadets to a charitable status should provide a more inclusive initiative which will enable more children and young people to join. As this proposal is developed, a dedicated EIA will be completed. The proposal to seek efficiencies in Obesity and Physical Activity budgets will aim to develop a programme to support children who have been identified as very overweight or obese, and this proposal will address the gap in current support provision. A dedicated EIA has been completed for this budget proposal.

Disability: Around 19% of the South East population have a disability. As of 1 April 2020, there were 1,672 adults receiving long term social care for learning disabilities in Oxfordshire from Oxfordshire County Council Adult Social Care services. In 2019-20 there were a total of 3,025 people with learning disabilities (all ages) registered with GP practices in Oxfordshire Clinical Commissioning Group. According to the school census (January 2020) in Oxfordshire there was a total of 6,391 pupils with learning difficulties (including specific, moderate, severe, profound and multiple) in schools in Oxfordshire. In January 2020, there were 1,938 pupils in Oxfordshire registered with their primary/main type of need as Autism Spectrum Disorder, 2% of all pupils.

The proposal to increase Pay and Display fees in Oxford City will not extend to residents eligible for the Blue Badge scheme. A dedicated EIA has been completed for this budget proposal.

Gender Identity: There is limited information available on gender identity and data at a local level is not available. During the 2019-20 financial year, there were 445 applications for gender recognition certificates in the UK but this will be under representative of those whose gender identity does not match the sex they were assigned at birth. No specific issues relating to gender reassignment have been identified as likely to arise as a result of these proposals.

Pregnancy and Maternity: There were 7,287 live births in Oxfordshire in 2019. Oxfordshire had an above-average proportion of births to older mothers. No specific issues relating to pregnancy and maternity have been identified as likely to arise as a result of these proposals.

Marriage and Civil Partnership: At the time of the 2011 Census there were 128,400 married households in Oxfordshire and 682 registered same-sex civil partnerships. Same sex marriage became legal in 2014. In 2017 in Oxfordshire there were 3,224 marriages of opposite sex couples and 79 same-sex marriages. No specific issues relating to marriage and civil partnership have been identified as likely to arise as a result of these proposals.

Race including ethnic or national origin, colour or nationality: In 2011, there were 107,000 people in Oxfordshire of an ethnic minority background (non white British) up from 60,900 in 2001. The proportion of the population from ethnic minority backgrounds in Oxfordshire increased to 16% in 2011, remaining below the England average (20%).

At the time of the 2011 Census, there were 623 people living in Oxfordshire identifying as Gypsy or Irish Traveller. The proposal to increase recovery rent and utility costs recovery from residents in council owned Traveller sites, aims to provide a holistic approach to supporting residents in rent and utilities arrears. This proposal has a dedicated EIA which is included in the budget consultation documents.

Religion or belief: The question on religion and belief in the 2011 Census survey was voluntary and 65% of residents in Oxfordshire responded to this question. 93% of those that responded said that they were Christian, the largest non-Christian group stated that they were Muslim with 15,700 residents in the county and 28% of respondents said that they had no religion or belief. This impact assessment has identified no specific impact of our budget and business planning proposals on religion or belief.

Sex: As of mid-2019 there were 344,030 (49.7%) males and 347,637 (50.3%) females living in Oxfordshire. In 2017-19, cancer was the leading cause of death in Oxfordshire, followed by Heart Disease and stroke for males and Dementia for females. This impact assessment has identified no specific impact of our budget and business planning proposals on sex.

Sexual Orientation: There is limited data on sexual orientation defined as people identifying as heterosexual/straight, gay/lesbian, bisexual or another sexual attraction. It was estimated that there was a total of 12,300 people aged 16+ in Oxfordshire identifying as Lesbian, Gay or Bisexual in 2018. This impact assessment has identified no specific impact of our budget and business planning proposals on sexual orientation.

Rural Communities: Oxfordshire is the most rural county in the South East at 2.6 people per hectare and 40% of our population live in smaller towns and villages. This impact assessment has identified no specific impact of our budget and business planning proposals on rural communities.

Armed Forces: In April 2020 there were 9,360 regular armed forces personnel stationed in Oxfordshire and as of March 2020 there were 6,623 recipients of pensions/compensation under the Armed Forces Pension Scheme, War Pension Scheme and Armed Forces Compensation Scheme in the county. This impact assessment has identified no specific impact of our budget and business planning proposals on the Armed Forces.

Carers: In 2019-20 there were a total of 4,540 carers in Oxfordshire who were registered and receiving a service in the form of a carer's assessment or direct payment from a pooled budget. According to the Census 2011 survey, 61,100 residents were providing unpaid care. No specific issues relating to carers have been identified as likely to arise as a result of these proposals.

Care leavers: Care leavers face many challenges as they move into adulthood, such as those relating to careers, education, accommodation and personal change. As of 31 March 2020, there were 291 care leavers in Oxfordshire. This impact assessment has identified no specific impact of our budget and business planning proposals on Care Leavers.

Areas of Social Deprivation: Although Oxfordshire is generally considered to be relatively affluent, there are pockets of deprivation. According to the Indices of Multiple Deprivation (IMD 2019) Oxfordshire had 1 out of 407 Lower Super Output Areas (LSOAs) ranked within the 10% most deprived areas nationally, part of the Northfield Brook ward in south east Oxford. A further 16 areas were ranked in the 20% most deprived areas nationally, 9 in Oxford City, 6 in Banbury and 1 in Abingdon.

The proposal to review home to school transport could impact those in areas of social deprivation, should the review lead to the adjustment of the price of the spare seat scheme. As this proposal is explored, a full EIA will be developed alongside policy development to ensure that any negative impacts arising from the recommendations have appropriate mitigations in place. The proposal to move the Fire Cadets to a charitable status should enable a more inclusive initiative which will enable more children and young people to join. As this proposal is developed, a dedicated EIA will be completed

The overall budget proposals have been developed with the objective of effectively targeting services so that we continue to meet the needs of the most vulnerable, including those living with deprivation, and fulfil our statutory duties. All proposals 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 EIA completed alongside policy development, to ensure full compliance to our commitment to Equality, Diversity and Inclusion.