

**Equality Impact Assessments**

**2021/22 Medium Term Financial Plan**

**Place Directorate – December 20**

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## 1. The Proposal

<b>Directorate:</b>	Place
<b>Service area:</b>	Integrated Transport Unit
<b>Budget reference:</b>	DE4
<b>Budget reduction proposal:</b>	Review Community Transport Contracts
<b>Budget saving for this financial year:</b>	£15,000

### Description of the proposal:

Proposed MTFP saving of £15,000 from the new Community Transport Contracts.

The current contracts to support community transport activities across the district are due for renewal in March 2021, the specifications will be reviewed and re-tendered to ensure they are in alignment with demand and provide quantifiable outputs.

### Summary of changes:

The council will review the scope of its community transport contracts and its specification in tandem with the new supported bus contracts, the anticipation is that the demand is reduced due to:

- more effective supported bus contracts,
- commercial bus offerings,
- better integration of resources with home to school transport to remove competing demands.

### Is this a continuation of a previous medium-term financial plan saving?

Yes

No

If yes, please insert reference number and year of assessment?

## 2. Customer equality impact summary

**Will the proposal have a disproportionate impact on any of these groups?**

Insert X into one box per row, for impact level and type.

H = High, M = Medium, L = Low, N = None

+ = Positive, = = Neutral, - = Negative

Impact Level	Impact type						
	H	M	L	N	+	=	-
Disabled people				X			
People from different ethnic groups				X			
Men or women (including those who are pregnant or on maternity leave)				X			
Lesbian, gay or bisexual people				X			
People on a low income				X			
People in particular age groups				X			
People in particular faith groups				X			
People who are married or in a civil partnership				X			
Transgender people				X			
Other specific impacts, for example: carers, parents, impact on health and wellbeing. Please specify:							

## 3. Explanation of customer impact

Please describe the reasons for the impact level in the table above.

The council is looking to sustain the services by utilising existing resources that are already procured via home to school contracts. Initial market testing suggests the new contracts will not reduce access to the services for those who do not have reasonable alternatives. This EIA will be reviewed during the re-tendering process.

## 4. Staff equality impact summary

**Are there any staffing implications for this proposal?** Yes No

### Explanation of staff impact

If yes, please describe the nature of the impact, including how many posts could be affected, please state whether they are vacant, or filled permanently or temporarily.

None.

## 5. Consolidation savings

**Please complete for medium or high impact areas**

**Does this budget saving include many service areas/savings/projects?**

If so, please identify the areas included in this proposal that could potentially have a medium or high impact for equality groups

<b>Service area</b>	<b>Value of saving</b>
	<b>Total</b>

## 6. Review and Sign Off

### Service Manager Review

Insert any service manager comments here:

There is a good opportunity to transform the way services are delivered and make more efficient use of resources with the new contracts to maximise the resources that are otherwise unused between home to school contracts.

**Is a further detailed equality impact assessment needed?** Yes No

**If 'yes', when will the further assessment be completed?**

This EIA will be reviewed as a part of the re-tendering process.

**Service Manager:** Carl Nicholson

**Date:** 30<sup>th</sup> November 2020

# Medium Term Financial Plan

## Initial Equality Impact Assessment 2021/22



Please add content where << XXX>> is indicated.  
Please make Yes or No bold as appropriate.

### 1. The Proposal

<b>Directorate:</b>	Place
<b>Service area:</b>	Leisure Service
<b>Budget reference:</b>	DE5
<b>Budget reduction proposal:</b>	Review of Churchill Sports Centre
<b>Budget saving for this financial year:</b>	£90,000

#### Description of the proposal:

Leisure Services in consultation with GLL (current operator) have agreed to terminate the contract of the provision of leisure activities from Churchill Sports Centre.

The current contract was extended in 2016 as part of the wider budget reduction process and was due to end on 31 March 2021. As part of the response to the Covid-19 pandemic, this facility is one of two that haven't reopened within North Somerset. The sports centre has a difficult layout with narrow corridors which makes it very difficult to social distance; it is also in the middle of a secondary school site, which adds to the complex nature of the situation.

The centre has been operated under contract since 2011 and caters for 39,000 customers per year (pre Covid-19 figures). The centre provides a swimming pool, squash court, gym, two studio rooms and externally a 3G football pitch and netball/tennis courts. The centre was open during the hours of 7am to 9pm Monday to Friday and 8am to 2pm at the weekends. The centre also enables access through the dual use agreement for Churchill Academy to access the facilities on a regular basis.

This closure is planned to be temporary, and officers are working with local partners to find a sustainable way to open the facility to the local community in the future.

#### Summary of changes:

To allow the closure of Churchill Sports Centre on a temporary basis while officers look at alternative methods of managing the venue. Work is ongoing with the staff from the Academy to allow them access to the facilities during this period for their PE lessons as part of the wet weather contingency.

Is this a continuation of a previous medium-term financial plan saving?

Yes

No

If yes, please insert reference number and year of assessment?

## 2. Customer equality impact summary

Will the proposal have a disproportionate impact on any of these groups?

Insert X into one box per row, for impact level and type.

H = High, M = Medium, L = Low, N = None

+ = Positive, = = Neutral, - = Negative

### Impact Level

### Impact type

	H	M	L	N	+	=	-
Disabled people		X					X
People from different ethnic groups		X					X
Men or women (including those who are pregnant or on maternity leave)		X					X
Lesbian, gay or bisexual people			X				X
People on a low income		X					X
People in particular age groups		X					X
People in particular faith groups			X				X
People who are married or in a civil partnership			X				X
Transgender people			X				X
Other specific impacts, for example: <b>carers, parents, impact on health and wellbeing.</b>		X					X

## 3. Explanation of customer impact

Please describe the reasons for the impact level in the table above.

The sports centre provides opportunities and offers a range of activities for people of all ages, for the local community regardless of their age, sex, religion, etc.

The users of the centre mainly come from the surrounding wards.

The closure of Churchill Sports Centre will have a negative impact on the staff and users of the building.

The adopted Sport and Leisure Facilities Strategy identifies the need to look at the provision of the sports centre in the Churchill area.

## 4. Staff equality impact summary

**Are there any staffing implications for this proposal?** Yes No

### Explanation of staff impact

If yes, please describe the nature of the impact, including how many posts could be affected, please state whether they are vacant, or filled permanently or temporarily.

No North Somerset Council Staff will be impacted by this proposal.

## 5. Consolidation savings

**Please complete for medium or high impact areas**

**Does this budget saving include many service areas/savings/projects?**

If so, please identify the areas included in this proposal that could potentially have a medium or high impact for equality groups

<u>Service area</u>	<u>Value of saving</u>
<b>Total</b>	

## 6. Review and Sign Off

### Service Manager Review

Insert any service manager comments here:

**Is a further detailed equality impact assessment needed?** Yes No

**If 'yes', when will the further assessment be completed?**

January 2020

**Service Manager:**

Karlie Phillips

**Date:**

15<sup>th</sup> December 2020

# Medium Term Financial Plan Initial Equality Impact Assessment 2021/22



Please add content where << XXX>> is indicated.  
Please make Yes or No bold as appropriate.

## 1. The Proposal

<b>Directorate:</b>	Place
<b>Service area:</b>	Libraries
<b>Budget reference:</b>	DE6
<b>Budget reduction proposal:</b>	Libraries Income
<b>Budget saving for this financial year:</b>	£50,000

### Description of the proposal:

The Library Service will pursue miscellaneous income generation opportunities to achieve savings from its revenue budget amounting to £50,000 per annum.

### Summary of changes:

- £20,000 – revenue savings enabled through end of prudential borrowing term
- £4,500 – internal recharge for space in Library Depot
- £9,000 – income from externally funded projects
- £16,500 – income from accommodation rental

**Is this a continuation of a previous medium-term financial plan saving?**

Yes      **No**

**If yes, please insert reference number and year of assessment?**

<<Text here>>

## 2. Customer equality impact summary

### Will the proposal have a disproportionate impact on any of these groups?

Insert X into one box per row, for impact level and type.

H = High, M = Medium, L = Low, N = None

+ = Positive, = = Neutral, - = Negative

Impact Level	Impact type						
	H	M	L	N	+	=	-
Disabled people				X			
People from different ethnic groups				X			
Men or women (including those who are pregnant or on maternity leave)				X			
Lesbian, gay or bisexual people				X			
People on a low income				X			
People in particular age groups				X			
People in particular faith groups				X			
People who are married or in a civil partnership				X			
Transgender people				X			
Other specific impacts, for example: carers, parents, impact on health and wellbeing. Please specify: none identified				N/A			

## 3. Explanation of customer impact

Please describe the reasons for the impact level in the table above.

These savings have been identified from activity which will not impact on customers. Book purchasing is treated capital expenditure and is not affected by changes to the revenue budget. Accommodation rented will be office/warehouse space and

will not change the space available for customers. The funds released by the end of the prudential borrowing term have not been available for spending for 8 years.

## 4. Staff equality impact summary

**Are there any staffing implications for this proposal?** Yes No

### Explanation of staff impact

If yes, please describe the nature of the impact, including how many posts could be affected. Please state whether they are vacant, or filled permanently or temporarily.

n/a

## 5. Consolidation savings

**Please complete for medium or high impact areas**

**Does this budget saving include many service areas/savings/projects?**

If so, please identify the areas included in this proposal that could potentially have a medium or high impact for equality groups

<b>Service area</b>	<b>Value of saving</b>
<b>Total</b>	

## 6. Review and Sign Off

### Service Manager Review

Insert any service manager comments here:

Some positive impacts for residents may be generated through funded projects.

**Is a further detailed equality impact assessment needed?** Yes No

**If 'yes', when will the further assessment be completed?**

**Service Manager:** Emma Wellard  
**Date:** 9 December 2020

## 1. The Proposal

<b>Directorate:</b>	Place
<b>Service area:</b>	Integrated Transport Unit
<b>Budget reference:</b>	DE7
<b>Budget reduction proposal:</b>	Revisit safe Home to School Transport Routes
<b>Budget saving for this financial year:</b>	£50,000

### Description of the proposal:

The Integrated Transport Unit continues to review and implement safe walking routes in compliance with the adopted North Somerset Council Home to School Transport policies.

This includes identifying and designing future schemes to mitigate future demand as new housing is occupied, and new schools are established and commissioned.

### Summary of changes:

As a new school has opened the continued reduction of demand associated with secondary school students from the Locking village area will result in a declining demand and subsequent budget saving in 2020. A permanent safer walking route is also being designed for Churchill Academy.

### Is this a continuation of a previous medium-term financial plan saving?

Yes

No

### If yes, please insert reference number and year of assessment?

DE17 2020/2021

## 2. Customer equality impact summary

### Will the proposal have a disproportionate impact on any of these groups?

Insert X into one box per row, for impact level and type.

H = High, M = Medium, L = Low, N = None

+ = Positive, = = Neutral, - = Negative

Impact Level	Impact type						
	H	M	L	N	+	=	-
Disabled people				X			
People from different ethnic groups				x			
Men or women (including those who are pregnant or on maternity leave)				x			
Lesbian, gay or bisexual people				x			
People on a low income				x			
People in particular age groups			X		X		
People in particular faith groups				x			
People who are married or in a civil partnership				x			
Transgender people				x			
Other specific impacts, for example: carers, parents, impact on health and wellbeing. Please specify:				x			

## 3. Explanation of customer impact

Please describe the reasons for the impact level in the table above.

There is no change to the entitlement or North Somerset Council adopted policy for free home to school transport. As new school provisions are identified and new infrastructure is developed, the council continues to develop further safe walking to school routes. Improving the health and wellbeing of our students for those that can



## 6. Review and Sign Off

### Service Manager Review

Insert any service manager comments here:

The reduction is to reflect the growing number of students that can access their nearest appropriate school via a safe walking route and a diminishing cohort of secondary aged mainstream students that require transport.

**Is a further detailed equality impact assessment needed?**      **Yes**      No

**If 'yes', when will the further assessment be completed?**

As each safer walking scheme is developed it will be subject to an Equality Impact Assessment and consultation with stakeholders.

**Service Manager:**

Carl Nicholson

**Date:**

30<sup>th</sup> November 2020

# Medium Term Financial Plan Initial Equality Impact Assessment 2021/22



Please add content where << XXX>> is indicated.  
Please make Yes or No bold as appropriate.

## 1. The Proposal

<b>Directorate:</b>	Place
<b>Service area:</b>	Recycling & Waste
<b>Budget reference:</b>	DE10
<b>Budget reduction proposal:</b>	Introduce Garden Waste Charging
<b>Budget saving for this financial year:</b>	£1, 050,000

### Description of the proposal:

Introducing charges for the garden waste collection service to cover the cost of the service and to promote home composting as part of the council's carbon reduction initiatives.

### Summary of changes:

Households will be required to pay £50 per bin per annum for the garden waste collection service. The service is currently provided for free, but it is not a statutory service, and householders are not required to access this service. Free alternatives include taking garden waste to household waste and recycling centres and using home or community composting. Equalities impact has been taken into account in the development of these proposals. In North Somerset there are approximately 5,000 households receiving council tax relief scheme discounts, and we are proposing that these households which represent the lowest income households have a subsidy of 75.4% which is the same percentage as the council tax relief scheme. This has been costed as part of the proposal.

**Is this a continuation of a previous medium-term financial plan saving?**

No      **Yes**

**If yes, please insert reference number and year of assessment?**

DE8 20/21

## 2. Customer equality impact summary

### Will the proposal have a disproportionate impact on any of these groups?

Insert X into one box per row, for impact level and type.

H = High, M = Medium, L = Low, N = None

+ = Positive, = = Neutral, - = Negative

Impact Level	Impact type						
	H	M	L	N	+	=	-
Disabled people				X		X	
People from different ethnic groups				X		X	
Men or women (including those who are pregnant or on maternity leave)				X		X	
Lesbian, gay or bisexual people				X		X	
People on a low income			X				X
People in particular age groups				X		X	
People in particular faith groups				X		X	
People who are married or in a civil partnership				X		X	
Transgender people				X		X	
Other specific impacts, for example: carers, parents, impact on health and wellbeing. Please specify:				X		X	

## 3. Explanation of customer impact

Please describe the reasons for the impact level in the table above.

It is expected that most residents paying for the service will already be using the free service and there has been no detrimental impact recorded to any of the service users in any of the groups listed above. The group impacted is likely to be those in the low-income group but these residents will be eligible for payment relief at the



# Medium Term Financial Plan Initial Equality Impact Assessment 2021/22



Please add content where << XXX>> is indicated.  
Please make Yes or No bold as appropriate.

## 1. The Proposal

<b>Directorate:</b>	Place
<b>Service area:</b>	All
<b>Budget reference:</b>	DE11
<b>Budget reduction proposal:</b>	Staffing Budget - Fund existing staff through capital / other funding opportunities
<b>Budget saving for this financial year:</b>	£200,000

### Description of the proposal:

The Directorate is looking to fund existing staff through other funding options in order to make a revenue saving. This will be achieved by maximising its external income streams where posts can be funded via available grants or tariffs; and exploring opportunities to fund further staffing costs through the capital programme.

### Summary of changes:

To look ahead at funding opportunities for existing staff rather than relying on the revenue budget.

**Is this a continuation of a previous medium-term financial plan saving?**

**Yes**      **No**

**If yes, please insert reference number and year of assessment?**

2020/21 DE2

## 2. Customer equality impact summary

**Will the proposal have a disproportionate impact on any of these groups?**

Insert X into one box per row, for impact level and type.

H = High, M = Medium, L = Low, N = None

+ = Positive, = = Neutral, - = Negative

### Impact Level

### Impact type

	H	M	L	N	+	=	-
Disabled people				x		X	
People from different ethnic groups				x		X	
Men or women (including those who are pregnant or on maternity leave)				x		X	
Lesbian, gay or bisexual people				x		X	
People on a low income				x		X	
People in particular age groups				x		X	
People in particular faith groups				x		X	
People who are married or in a civil partnership				x		X	
Transgender people				x		X	
Other specific impacts, for example: carers, parents, impact on health and wellbeing.				x		X	

## 3. Explanation of customer impact

Please describe the reasons for the impact level in the table above.

It is not anticipated that there will be any impact on customers as a result of this proposal.



## 1. The Proposal

<b>Directorate:</b>	Place
<b>Service area:</b>	Integrated Transport Unit
<b>Budget reference:</b>	DE12
<b>Budget reduction proposal:</b>	Concessionary Fares Budget - Reduced Patronage
<b>Budget saving for this financial year:</b>	£130,000

### Description of the proposal:

Demand for number of concessionary fares has significantly reduced as a result of the global pandemic. This saving is based on a lower level of customers travelling on public transport and making use of this statutory scheme. There is no impact on the number of journeys available/cost to the customer etc.

### Summary of changes:

The budget is explicitly linked to demand on public bus services, which remains suppressed due to the global pandemic, and is not expected to recover or exceed previous demand for the next 12 months.

**Is this a continuation of a previous medium-term financial plan saving?**

No

**If yes, please insert reference number and year of assessment?**

DE1 2019

## 2. Customer equality impact summary

### Will the proposal have a disproportionate impact on any of these groups?

Insert X into one box per row, for impact level and type.

H = High, M = Medium, L = Low, N = None

+ = Positive, = = Neutral, - = Negative

Impact Level	Impact type						
	H	M	L	N	+	=	-
Disabled people				X			
People from different ethnic groups				X			
Men or women (including those who are pregnant or on maternity leave)				X			
Lesbian, gay or bisexual people				X			
People on a low income				X			
People in particular age groups				X			
People in particular faith groups				X			
People who are married or in a civil partnership				X			
Transgender people				X			
Other specific impacts, for example: carers, parents, impact on health and wellbeing. Please specify:				X			

## 3. Explanation of customer impact

Please describe the reasons for the impact level in the table above.

There is no change to entitlement, the budget is linked to demand, in the unlikely event the demand rises the council would be required to meet the costs of the scheme. The demand remains suppressed and in decline due to local market conditions, and the effects of the global pandemic. The council is requested to

continue to pay pre-pandemic levels of patronage by the DFT as a condition of additional grant support. (adjusted for expected decline in demands)

## 4. Staff equality impact summary

**Are there any staffing implications for this proposal?** **No**

### Explanation of staff impact

If yes, please describe the nature of the impact, including how many posts could be affected, please state whether they are vacant, or filled permanently or temporarily.

None.

## 5. Consolidation savings

**Please complete for medium or high impact areas**

**Does this budget saving include many service areas/savings/projects?**

If so, please identify the areas included in this proposal that could potentially have a medium or high impact for equality groups

<b>Service area</b>	<b>Value of saving</b>
	<b>Total</b>

## 6. Review and Sign Off

### Service Manager Review

Insert any service manager comments here:

The reduction is to reflect reductions in the anticipated demand only.

**Is a further detailed equality impact assessment needed?** **No**

**If 'yes', when will the further assessment be completed?**  
N/A

**Service Manager:** Carl Nicholson

**Date:** 30<sup>th</sup> November 2020

# Medium Term Financial Plan Initial Equality Impact Assessment 2021/22



Please add content where << XXX >> is indicated.  
Please make Yes or No bold as appropriate.

## 1. The Proposal

<b>Directorate:</b>	Place
<b>Service area:</b>	Neighbourhoods
<b>Budget reference:</b>	DE13
<b>Budget reduction proposal:</b>	Introduction of the Permit Scheme
<b>Budget saving for this financial year:</b>	£50,000

### Description of the proposal:

It is proposed to fund the function of Traffic Manager using money generated through the introduction of a permit scheme (Government requirement to enhance the management and co-ordination of works on the highway networks.)

### Summary of changes:

A change in the way Traffic Manager is funded

**Is this a continuation of a previous medium-term financial plan saving?**

Yes

**No**

**If yes, please insert reference number and year of assessment?**

<<Text here>>

## 2. Customer equality impact summary

**Will the proposal have a disproportionate impact on any of these groups?**

Insert X into one box per row, for impact level and type.

H = High, M = Medium, L = Low, N = None

+ = Positive, = = Neutral, - = Negative

Impact Level	Impact type						
	H	M	L	N	+	=	-
Disabled people				X			
People from different ethnic groups				X			
Men or women (including those who are pregnant or on maternity leave)				X			
Lesbian, gay or bisexual people				X			
People on a low income				X			
People in particular age groups				X			
People in particular faith groups				X			
People who are married or in a civil partnership				X			
Transgender people				X			
Other specific impacts, for example: carers, parents, impact on health and wellbeing. Please specify:							

## 3. Explanation of customer impact

Please describe the reasons for the impact level in the table above.

It is not anticipated that this proposal will have any impact on any customers.

## 4. Staff equality impact summary

Are there any staffing implications for this proposal? Yes No

### Explanation of staff impact

If yes, please describe the nature of the impact, including how many posts could be affected, please state whether they are vacant, or filled permanently or temporarily.

<<Text here>>

## 5. Consolidation savings

Please complete for medium or high impact areas

Does this budget saving include many service areas/savings/projects?

If so, please identify the areas included in this proposal that could potentially have a medium or high impact for equality groups

Service area	Value of saving
	<b>Total</b>

## 6. Review and Sign Off

### Service Manager Review

Insert any service manager comments here:

No change to service provision or reduction in staffing structure.

Is a further detailed equality impact assessment needed? Yes No

If 'yes', when will the further assessment be completed?

Service Manager: Darren Coffin-Smith

Date: 9<sup>th</sup> December 2020

## 1. The Proposal

<b>Directorate:</b>	Place
<b>Service area:</b>	Integrated Transport Unit
<b>Budget reference:</b>	DE14
<b>Budget reduction proposal:</b>	Reduction/Review of fleet
<b>Budget saving for this financial year:</b>	£40,000

### Description of the proposal:

A reduction of 11 vehicles from the Council's Fleet portfolio.

### Summary of changes:

To reflect a reduction in demand; 11 Vehicles will be sold and not replaced:

- 4 Pool Internal Combustion engine cars
- 3 Pool Electric Cars,
- 3 Adult Social Care cars
- 1 team ICE car.

The proposed financial saving also includes savings from the reduction in need for 4 minibuses until Home to School Transport need/requirement is established.

**Is this a continuation of a previous medium-term financial plan saving?**

Yes

No

**If yes, please insert reference number and year of assessment?**

N/A

## 2. Customer equality impact summary

**Will the proposal have a disproportionate impact on any of these groups?**

Insert X into one box per row, for impact level and type.

H = High, M = Medium, L = Low, N = None

+ = Positive, = = Neutral, - = Negative

Impact Level	Impact type						
	H	M	L	N	+	=	-
Disabled people						X	
People from different ethnic groups						X	
Men or women (including those who are pregnant or on maternity leave)						X	
Lesbian, gay or bisexual people						X	
People on a low income						X	
People in particular age groups						X	
People in particular faith groups						X	
People who are married or in a civil partnership						X	
Transgender people						X	
Other specific impacts, for example: carers, parents, impact on health and wellbeing. Please specify: <b>NSC Pool car use/availability</b>						X	

## 3. Explanation of customer impact

Impact across all equality groups is neutral, surplus assets will be sold and capital receipts used to support corporate spending. Any peaks in demand can be met using cost effective hire vehicles with guaranteed service levels from national framework contracts ensuring there is no effect on service delivery.

## 4. Staff equality impact summary

Are there any staffing implications for this proposal? Yes No

### Explanation of staff impact

If yes, please describe the nature of the impact, including how many posts could be affected, please state whether they are vacant, or filled permanently or temporarily.

N/A

## 5. Consolidation savings

Please complete for medium or high impact areas

Does this budget saving include many service areas/savings/projects?

If so, please identify the areas included in this proposal that could potentially have a medium or high impact for equality groups

Service area	Value of saving
	<b>Total</b>

## 6. Review and Sign Off

### Service Manager Review

Insert any service manager comments here:

The demand for corporate pool cars has diminished due to significant changes to how we work as a council. Some of the pool cars identified for disposal have exceeded the end of their anticipated life. More cost-effective hire vehicles can be used to meet any spikes in demand that cannot be met with the remaining resource.

Is a further detailed equality impact assessment needed? Yes No

If 'yes', when will the further assessment be completed?

Service Manager:

Carl Nicholson

Date:

30<sup>th</sup> November 2020

# Medium Term Financial Plan Initial Equality Impact Assessment 2021/22



Please add content where << XXX >> is indicated.  
Please make Yes or No bold as appropriate.

## 1. The Proposal

<b>Directorate:</b>	Place
<b>Service area:</b>	Recycling & Waste
<b>Budget reference:</b>	DE16
<b>Budget reduction proposal:</b>	Litter enforcement
<b>Budget saving for this financial year:</b>	£30,000

### Description of the proposal:

This is a new trial scheme, whereby we engage with a professional company to help us tackle low level environmental crime. This will be on a one-year trial basis and will include issuing of fixed penalty notices and any other necessary action relating to low-level environmental crime for offences such as littering, dog fouling and fly-posting. The work carried out will be monitored by the Recycling and Waste team and any action taken would be under current and relevant legislation.

The introduction of this trial period is a reaction to the recent 'Your Neighbourhoods' consultation where there was a significant response in favour of enforcement action being taken against environmental crime.

As part of the scheme, the council will receive part of the penalty fine, once a threshold has been reached.

### Summary of changes:

Enforcement of low-level environmental crime will be carried out by a professional company (LA Support) on a one-year trial basis. This type of enforcement has been sparse to date, mainly due to capacity issues within council teams where enforcement is part of their overall role. This scheme provides the opportunity to focus on low level environmental crime and to help improve the amenity of areas for residents, visitors and businesses.

**Is this a continuation of a previous medium-term financial plan saving?**

Yes      **No**

**If yes, please insert reference number and year of assessment?**

## 2. Customer equality impact summary

### Will the proposal have a disproportionate impact on any of these groups?

Insert X into one box per row, for impact level and type.

H = High, M = Medium, L = Low, N = None

+ = Positive, = = Neutral, - = Negative

Impact Level	Impact type						
	H	M	L	N	+	=	-
Disabled people				X	X		
People from different ethnic groups				X	X		
Men or women (including those who are pregnant or on maternity leave)				X	X		
Lesbian, gay or bisexual people				X	X		
People on a low income				X	X		
People in particular age groups				X	X		
People in particular faith groups				X	X		
People who are married or in a civil partnership				X	X		
Transgender people				X	X		
Other specific impacts, for example: carers, parents, impact on health and wellbeing. Please specify:				X	X		

## 3. Explanation of customer impact

Please describe the reasons for the impact level in the table above.

There should be no group who are disproportionality impacted by this proposal.

Reducing low-level environmental crime should have a positive impact to all groups.



## 1. The Proposal

<b>Directorate:</b>	Place
<b>Service area:</b>	Integrated Transport Unit
<b>Budget reference:</b>	DE17
<b>Budget reduction proposal:</b>	Supported Bus review
<b>Budget saving for this financial year:</b>	£30,000

### Description of the proposal:

Renewal and transformation of the supported bus network.

### Summary of changes:

The council holds multiple contracts for key supported bus routes that would not be able to operate without partial or full financial support. These contracts are due to naturally expire in March 2021.

The council is reviewing the entire supported bus network to ensure it enables residents to access Education, Employment, Health services and retail across North Somerset.

It is anticipated a more holistic procurement approach to the market can create a more integrated network of services which will be supported by earmarked developer contributions, and enhanced Government funding, reducing the need to rely on revenue funding.

**Is this a continuation of a previous medium-term financial plan saving?**

Yes      No

**If yes, please insert reference number and year of assessment?**

N/A

## 2. Customer equality impact summary

### Will the proposal have a disproportionate impact on any of these groups?

Insert X into one box per row, for impact level and type.

H = High, M = Medium, L = Low, N = None

+ = Positive, = = Neutral, - = Negative

Impact Level	Impact type						
	H	M	L	N	+	=	-
Disabled people			X		X		
People from different ethnic groups				X			
Men or women (including those who are pregnant or on maternity leave)				X			
Lesbian, gay or bisexual people				X			
People on a low income				X			
People in particular age groups			X		X		
People in particular faith groups				X			
People who are married or in a civil partnership				X			
Transgender people				X			
Other specific impacts, for example: carers, parents, impact on health and wellbeing. Please specify:							

## 3. Explanation of customer impact

The services are predominantly used by young people accessing education and older people who use the English National Concessionary Scheme to access free off-peak bus travel. The new services have been designed to meet these needs in a more integrated using accessible vehicles that will reach more areas of the community with a higher frequency of services.



# Medium Term Financial Plan Initial Equality Impact Assessment 2021/22



Please add content where << XXX>> is indicated.  
Please make Yes or No bold as appropriate.

## 1. The Proposal

<b>Directorate:</b>	Development & Environment
<b>Service area:</b>	All
<b>Budget reference:</b>	DE19
<b>Budget reduction proposal:</b>	Reduction in Staff Travel Budgets
<b>Budget saving for this financial year:</b>	£20,000

### Description of the proposal:

The Directorate is looking to reduce the existing staff travel budgets since there has been a change in working practices due to the pandemic, some of these changes are expected to continue after the pandemic is over so the current level of travel budgets will not be required.

### Summary of changes:

Reduction in the existing staff travel budgets.

**Is this a continuation of a previous medium-term financial plan saving?**

Yes      **No**

**If yes, please insert reference number and year of assessment?**

N/A

## 2. Customer equality impact summary

**Will the proposal have a disproportionate impact on any of these groups?**

Insert X into one box per row, for impact level and type.

H = High, M = Medium, L = Low, N = None

+ = Positive, = = Neutral, - = Negative

### Impact Level

### Impact type

	H	M	L	N	+	=	-
Disabled people				X			
People from different ethnic groups				X			
Men or women (including those who are pregnant or on maternity leave)				X			
Lesbian, gay or bisexual people				X			
People on a low income				X			
People in particular age groups				X			
People in particular faith groups				X			
People who are married or in a civil partnership				X			
Transgender people				X			
Other specific impacts, for example: carers, parents, impact on health and wellbeing. Please specify:				X			

## 3. Explanation of customer impact

It is not anticipated that there will be any impact on customers as a result of this proposal.

## 4. Staff equality impact summary

Are there any staffing implications for this proposal? **Yes** **No**

### Explanation of staff impact

If yes, please describe the nature of the impact, including how many posts could be affected, Please state whether they are vacant, or filled permanently or temporarily.

Staff will be required to travel less following changing in working practices.

## 5. Consolidation savings

Please complete for medium or high impact areas

Does this budget saving include many service areas/savings/projects?

If so, please identify the areas included in this proposal that could potentially have a medium or high impact for equality groups

<b>Service area</b>	<b>Value of saving</b>
	<b>Total</b>

## 6. Review and Sign Off

### Service Manager Review

Insert any service manager comments here:

Is a further detailed equality impact assessment needed? **Yes** **No**

If 'yes', when will the further assessment be completed?  
N/A

**Service Manager:** Lucy Shomali

**Date:** 14<sup>th</sup> December 2020