

Equality Impact Assessments

2022/23 Medium Term Financial Plan

Place Directorate – December 2021

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Medium Term Financial Plan Initial Equality Impact Assessment 2022/23

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

1. The Proposal

Directorate:	Place
Service area:	Recycling and Waste
Budget reference:	PD S1
Budget reduction proposal:	Increase of recycling materials income
Budget saving for this financial year:	£500,000

Description of the proposal:

From 27 March 2021, NSC are now, via North Somerset Environment Company (NSEC), financial responsible for the sale of recycling material collected by kerbside collections and at the Household Waste Recycling Centres. The budget for this was set at a time when the value of recycling materials was at a low point and since this time, prices have risen and NSEC have successfully managed the processing of materials to achieve a higher price. This proposal is based on the expectation that the recycling market will continue to be buoyant during 22/23 with prices paid for recycling material will further increase by the budget saving amount

Summary of changes:

There are no changes being made to the existing process other than NSEC will continue to try and achieve above market prices for the sale of material and further refine the processing on site to maximise prices paid.

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 (Including consideration of neurodiversity)				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.

Date:

13 December 2021

Medium Term Financial Plan Initial Equality Impact Assessment 2022/23

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

1. The Proposal

Directorate:	Place
Service area:	Recycling and Waste
Budget reference:	PD S2
Budget reduction proposal:	Re-base garden waste income budget to align to actual levels
Budget saving for this financial year:	£230,000

Description of the proposal:

Charging for garden waste collections were introduced from 1 April 2021 and subject to an EIA. This proposal recognises the realignment of the budget for 22/23 (compared to 21/22) recognising the likely number of households signing up and changes to early bird discount, which was for the first year only.

Summary of changes:

Re-alignment of the budget to take account of numbers of households expected to sign up and removal of early bird discount which was for year 1.

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

No **Yes**

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

DE10 21/22

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 (Including consideration of neurodiversity)				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.

The group impacted is likely to be those in the low-income group but these residents will be eligible for payment relief at the same rate as their council tax relief.

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.

5. Consolidation savings

Please complete only 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
<hr/>	
Total	

6. Review and Sign Off

Service Manager Review

Insert any service manager comments here:

Is a further detailed equality impact assessment needed? No Yes

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

When next year's low income discount is proposed, the EIA will form a part of the approval process.

Service Manager:

Colin Russell

Date:

13 December 2021

Medium Term Financial Plan Initial Equality Impact Assessment 2022/23

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

1. The Proposal

Directorate:	Place
Service area:	Highways & Transport
Budget reference:	PD S4
Budget reduction proposal:	Use income from permit scheme to fund existing staff
Budget saving for this financial year:	£50,000

Description of the proposal:

The permit scheme was introduced in 2020/21 which generated income in order to enhance the management and co-ordination for works on the highway networks. Some of the activity is being delivered by existing posts, it is therefore appropriate for their time to be funded through the income generated as opposed to the existing revenue budget.

Summary of changes:

A change in the way staff are 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?

DE13 2020/21

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 (Including consideration of neurodiversity)				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.

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

Please describe how you will communicate these changes to your customers
N/A

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.

N/A

5. Consolidation savings

Please complete only 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
<hr/>	
Total	

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? N/A

Service Manager:

Darren Coffin-Smith

Date:

6th December 2021

**Medium Term Financial Plan
Initial Equality Impact Assessment 2022/23**

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

1. The Proposal

Directorate:	Place
Service area:	Neighbourhoods and Transport
Budget reference:	PD S7
Budget reduction proposal:	Revisit safe Home to Schools Transport routes
Budget saving for this financial year:	£100,000

Description of the proposal:

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

To improve the Safe Walking Routes in the following school areas; Broakoak, Churchill, St Anne's, Wraxall and Wrington.

Summary of changes:

To implement the following to enable a Safe Walking Route to school and to reduce the need for school transport.

Broakoak - Increase footway width to at least 2m average with construction of new footway

Churchill - A PROW over fields crossing Sandmead Rhyne connecting onto Churchill Green, for access through to Churchill Academy. Provide missing links of footway between Sandford & Churchill along A368 Dinghurst Rd. This will result in continuous footway link, a Safe Route to School between the two villages

(PROW, Sandmead Rhyne & Churchill Green): land negotiation and purchase on Churchill Green

(A368 Dinghurst Rd): Progress legal work to secure land through (CPO) for the missing link of footway along A368 Dinghurst Road between Sandford and Churchill.

Design work required on Hill Rd part of route between Winscombe & Sandford.

St Anne's - Increase footway width to at least 2m average with maintenance (approx. 300 – 400mm gained) and increase in width by a further (600mm – 700mm)

Wraxall - Provide, virtual footway or footway in hedge row or on road

Wrington - Provide, virtual footway or footway on roads.

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

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

2021/22

DE7

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 (Including consideration of neurodiversity)				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: Health and wellbeing	X	X		

3. Explanation of customer impact

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

It is anticipated that the implementation of Safe Walking Routes will have positive health impacts for both parents and children.

Students with additional needs will continue to receive transport in accordance with our application and award processes. This increases the available resources for those that need transport assistance.

The impacts are on parents/carers who currently have transport that will need to consider the accompaniment of their children to school. If this is not possible parents and carers have the opportunity to present their circumstances to the council for consideration alongside our Home to School Transport policy.

Please describe how you will communicate these changes to your customers

Where established routes could be affected, a consultation will be held with stakeholders and due notice will be given ensuring students and communities are aware of any planned changes. The Council will engage with schools and community council/parish councils to collectively agree a robust and effective communications strategy that is tailored towards those communities concerned

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.

5. Consolidation savings

Please complete only 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
<hr/>	
<hr/>	
Total	

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?

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

Service Manager:

Huw Jones

Date:

15th December 2021

Medium Term Financial Plan Initial Equality Impact Assessment 2022/23



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

1. The Proposal

Directorate:	Place
Service area:	Transport Planning
Budget reference:	PD S8
Budget reduction proposal:	Safer roads initiatives (additional sites meeting criteria)
Budget saving for this financial year:	£30,000

Description of the proposal:

This proposal will focus on bus lane enforcement cameras based upon either road safety or the impact on bus services.

Summary of changes:

There are currently eleven bus lanes that we will consider for camera enforcement based upon traffic survey data, impact on bus services and/or safety considerations. We propose a phased approach to consider safety related schemes such as Worle interchange, ASDA junction, and the new bus interchange in W-s-M centre followed by major arterial route hotspots such as A369, long Ashton bypass and Congresbury. Other sites would arise out of further phases and review

The affected areas of highways are existing bus lanes and gated areas in North Somerset, that will be enforced by Camera technology as a more stringent deterrent, to the abuse of bus lanes and the subsequent impact on bus efficiency and safety.

The proposal is to implement Industry standard ANPR enforcement technology on existing bus lanes and future critical bus infrastructure, this approach is now mandated by the secretary of state as part of the annual Bus Service Improvement Plans (BSIP) in support of the new 'Bus back better' national bus strategy'.

Buses are recognised as the most effective mass transit system, supporting some of the most vulnerable people in society to access Employment, Education, Health, Retail and Leisure facilities. Robust enforcement of traffic restrictions can bring benefits for buses through less congestion.

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

Yes No

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

2019/20

DE18

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

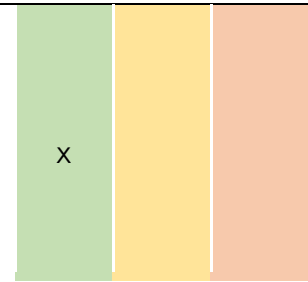
	H	M	L	N	+	=	-
Disabled people (Including consideration of neurodiversity)			X		X		
People from different ethnic groups				X			
Men or women (including those who are pregnant or on maternity leave)			X		X		
Lesbian, gay or bisexual people				X			
People on a low income			X		X		X
People in particular age 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: Journeys to school

x

x



3. Explanation of customer impact

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

The impacts reflect that the identified groups are more likely to make use of public transport.

Benefits include:

- Home to school transport safety of those using the bus and significant improvement on bus timescales
- Clean air improvements if we develop a scheme linked to Ultra-Low Emission Vehicles (proposed green number plate) providing possible reduction in Internal Combustion Engine car usage and congestion.
- Stabilisation and preservation of bus network (otherwise at risk due to congestion)
- Improving bus services and accessibility advantages some of the most disadvantaged in society including those on low incomes and disabled people.

Negative impacts:

- Fines for misuse of bus lanes may disproportionately impact those on lower incomes.

The introduction of a more robust enforcement approach to the dedicated road space for public buses, has a wider benefit to those who most rely on the bus as a primary mode of transport, and those who could transition to more sustainable forms of transport in future years. Delays to buses often cause anxiety and impact on the reputation and efficiency of the bus services, this in turn effects those who use it as a primary mode of travel statistically this tends to be the young, elderly disabled, habitually resulting in a higher dependency on single occupancy trips or car

Please describe how you will communicate these changes to your customers
In advance of camera enforcement being switched on, the change will be

communicated via the NSC website, press release, social media, local councillors and town/parish councillors. A short period of soft-enforcement would be applied when enforcement goes live.

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.

The processing of fines associated with any contraventions will require additional resource to manage, this is anticipated in the scheme to be cost neutral and achievable within overall resource levels.

5. Consolidation savings

Please complete only 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
<hr/>	
Total	

6. Review and Sign Off

Service Manager Review

Insert any service manager comments here:

The Council has recently published its Bus Service Improvement Plan in response to the Government's National Bus Strategy.

Buses are the most effective mass transit mode and support the accessibility of some of the most vulnerable people in our communities to access schools, employment, education, health, leisure and commercial opportunities. Robust enforcement of traffic restrictions can bring benefits for buses through

less congestion, providing more reliable journey times.

Bus prioritisation is critical to addressing the council's declared climate emergency and to offer people improved modal choices for their transport around North Somerset.

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

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

applicable

not

Service Manager:

Bella Fortune

Date:

14 December 2021

Medium Term Financial Plan Initial Equality Impact Assessment 2022/23

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

1. The Proposal

Directorate:	Place
Service area:	Weston Placemaking Programme
Budget reference:	PD S9
Budget reduction proposal:	Events programme to become cost neutral or minimal support
Budget saving for this financial year:	£65,000

Description of the proposal:

To withdraw NSC subsidy for the strategic events programme

Summary of changes:

To remove £65,000 budget towards the cost of events in Weston and replace with increased income from events.

This would be achieved through a phased increase in events charges, seeking to increase NSC's share of profits from large and major events and by adding more, larger events to the event programme.

Increased charges are likely to be felt most in Weston-super-Mare as the location for the majority of major events sponsored by NSC.

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 (Including consideration of neurodiversity)				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.

No direct impact on NSC service users.

However, the proposed changes may result in the introduction / increase of charges, so a potential impact on those on a low income. This may impact on visitor numbers and / or the visitor experience.

Please describe how you will communicate these changes to your customers.

Depending on the way in which changes are introduced a communications plan would be developed as part of the wider events programme 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.

None

5. Consolidation savings

Please complete only 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
Total	

6. Review and Sign Off

Service Manager Review

Insert any service manager comments here:

<<Text here>>

Is a further detailed equality impact assessment needed? Yes No

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

Service Manager:

Alex Hearn

Date:

6th December 2021

Medium Term Financial Plan Initial Equality Impact Assessment 2022/23

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

1. The Proposal

Directorate:	Place
Service area:	Building Control
Budget reference:	PDS10
Budget reduction proposal:	Introduce a break- even policy for Building Control
Budget saving for this financial year:	£20,000

Description of the proposal:

Prioritise activities and projects that increase the Building Control teams share of the competitive market and therefore income, by enticing customers away from Approved Inspectors (AIs)

Summary of changes:

No operational procedural changes are required. Management team to prioritise existing commercial marketing activities.

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

No

Yes

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 (Including consideration of neurodiversity)				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	

3. Explanation of customer impact

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

The proposal is to improve and focus on existing marketing activities and therefore increase market share. There would be no change to the service offered to all our customers and therefore no impact.

Please describe how you will communicate these changes to your customers
Not required

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 only 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
<hr/>	
Total	

6. Review and Sign Off

Service Manager Review

Insert any service manager comments here:

<<Text here>>

Is a further detailed equality impact assessment needed? Yes No

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

Service Manager:

Jason Beale

Date:

14th December 2021

Medium Term Financial Plan Initial Equality Impact Assessment 2022/23

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

1. The Proposal

Directorate:	Place
Service area:	Highways & Transport
Budget reference:	PD S13
Budget reduction proposal:	Parking Charges Review
Budget saving for this financial year:	£150,000

Description of the proposal:

Parking charges review including adjustments to parking fees and charges.

Summary of changes:

The existing car park charges will be reviewed, and changes will be made to ensure an appropriate level of charge to take into account inflation.

Final charging levels will be subject to an executive report and a full EIA impact will be completed at that point.

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 (Including consideration of neurodiversity)				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				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.

Any increase in charging is likely to disproportionately impact those on a low income. The impact is minimised as the proposed changes will be minimal and will be at a reasonable level.

Please describe how you will communicate these changes to your customers
The charges will be displayed in the car park sites and on the council website and social media channels.

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.

5. Consolidation savings

Please complete only 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
<hr/>	
Total	

6. Review and Sign Off

Service Manager Review

Insert any service manager comments here:

The parking charges have not been increased in line with inflation for a number of years. The proposed increases are minimal and reasonable and will be clearly displayed at the sites that they are relevant.

Is a further detailed equality impact assessment needed?

No

Yes

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

Before changes are authorised by the executive.

Service Manager:

Gemma Dando

Date:

17th December 2021

**Medium Term Financial Plan
Initial Equality Impact Assessment 2022/23**

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

1. The Proposal

Directorate: Place
Service area: Integrated Transport Unit
Budget reference: PD S14
Budget reduction proposal: Concessionary Fares Budget –
Reduced Patronage
Budget saving for this financial year: £50,000

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 **Yes**

If yes, please insert reference number and year of assessment?
 DE12 2020/21

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 (Including consideration of neurodiversity)				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)

Please describe how you will communicate these changes to your customers

No communication required since this is purely a budget adjustment

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 only 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
Total	

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?

Yes

No

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

N/A

Service Manager:

Colin Medus

Date:

6th December 2021

Medium Term Financial Plan Initial Equality Impact Assessment 2022/23

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

1. The Proposal

Directorate:	Place
Service area:	Cross directorate
Budget reference:	PD S15
Budget reduction proposal:	Reduction in Staff Travel Budgets
Budget saving for this financial year:	£25,000

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?

No

Yes

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

DE19 2020/21

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 (Including consideration of neurodiversity)				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.

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

Please describe how you will communicate these changes to your customers

No communication required

4. Staff equality impact summary

Are there any staffing implications for this proposal? No Yes

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 only 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
	Total

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:

6th December 2021

Medium Term Financial Plan Initial Equality Impact Assessment 2022/23

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

1. The Proposal

Directorate:	Place
Service area:	Street Lighting
Budget reference:	PD S16
Budget reduction proposal:	Reduction in Utility Costs due to rollout of LED
Budget saving for this financial year:	£40,000

Description of the proposal:

To reduce the street lighting budget by £40,000.

Summary of changes:

Existing streetlights are being replaced with lower energy LED lighting units consequently resulting in a cost saving.

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

No

Yes

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

DE20 2019/20

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 (Including consideration of neurodiversity)				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.

The planned replacement of North Somerset's existing street lighting stock with LED technology will result in a significant reduction in energy usage. There is no expected impact on customers as a result of this budget proposal.

Please describe how you will communicate these changes to your customers

No communication required

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 only 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
<hr/>	
Total	

6. Review and Sign Off

Service Manager Review

Insert any service manager comments here:

To reduce budgets in line with reduction in costs.

Is a further detailed equality impact assessment needed?

Yes

No

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

N/A

Service Manager:

Darren Coffin-Smith

Date:

6th December 2021

Medium Term Financial Plan Initial Equality Impact Assessment 2022/23

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

1. The Proposal

Directorate:	Place
Service area:	Recycling and Waste
Budget reference:	PD S17
Budget reduction proposal:	Increase in income levels, e.g. public conveniences
Budget saving for this financial year:	£15,000

Description of the proposal:

Charging for the use of NSC's public conveniences on the seafront has been in place since October 2013 and a detailed EIA was carried out at this time. Due to increased usage of conveniences this year, a surplus £15,000 revenue is forecast and this is expected to continue for next year as well.

Summary of changes:

There are no changes in the way these conveniences are operated.

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

No

Yes

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 (Including consideration of neurodiversity)				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 are no changes in the way these conveniences are operated.

Please describe how you will communicate these changes to your 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 only 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
	Total

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?

Service Manager: Colin Russell
Date: 13 December 2021