

APPENDIX 9

EQUALITY IMPACT ASSESSMENT

1. The budget outlined here endeavours to continue to provide appropriate outcomes for all the county's citizens, but as there was insufficient increase in our income to meet inflation, etc, we must implement the savings schemes already approved, together with the package of additional schemes which are in Appendix 3.
2. With savings, there is a possibility for us to have an impact which would disproportionately affect those with protected characteristics, but the departments responsible for the individual savings schemes have held appropriate impact assessments regarding the financial decisions on the savings and cuts presented here. Where appropriate, in Appendix 3, there are comments opposite the individual schemes, or a link to detailed assessments.
3. Our aim was to ensure that our financial decisions conform with the requirements of the Equality legislation, namely:
 - Eliminate illegal discrimination, harassment and victimisation, and any other conduct prohibited by the Act.
 - Promote equality of opportunity between people who share a relevant protected characteristic and those who do not.
 - Encourage good relations between those who share a protected characteristic and those who do not.

In assessing, the relevant departments attempted to identify how to make the best of every opportunity to improve equality as well as trying to avoid or mitigate any negative effects to the best of their ability.

4. In planning our budgets for the continuation of the Council's services, our accountants have given consideration to equality on every level, by utilising data and evidence in relation to demography and trends by planning at a strategic level. In the same way (but more specific) when coming to decisions on individual savings schemes, the Council's heads of department have collected data, analysed the effect of schemes and monitored appropriately.
5. We have clear regimes for finding savings, which include a full assessment of the impact of savings in terms of equality. The relevant department has analysed each individual scheme, noting if an impact assessment needs to be conducted when developing the project. This will be the procedure with further efficiency savings by 2019/20.
6. The recommended budget does more than meet inflation costs. It also attempts to ensure that unavoidable financial pressures being placed on services (due to greater demands from increasing numbers of clients, pupils, etc) are also addressed by making conscientious and reasonable budgetary decisions (see the additional expenditure requirements, including 'demography', in part 3 of the report).
7. Each service has the right to submit a request for resources if it considers that additional funding is required to ensure that services continue. The sums seen under the "service pressures" heading is recognition that the Council provides sufficient funding to ensure that our financial arrangements do not have a detrimental impact on the level of services provided. Full details are given in Appendix 2 and it can be seen that a substantial part (£1,786,350) of the total sum of permanent revenue bids (£3,060,030) is going to social care, and the majority of the remainder (£1,139,640) will go towards school pupils' special needs.

In the Cabinet report, there was a presentation on Equality Impact Assessments by the specialist Policy and Equality Officer, together with her observations, specifically about the effect of the savings. This can be seen by following the link below to Item 8, Appendix 9 – Equality Impact Assessment -

<https://democracy.cyngor.gwynedd.gov.uk/mgAi.aspx?ID=13592>