

# Budget Saving - Initial Equality Impact Considerations

Directorate: Regeneration & Strategy

<b>Title of option</b>	<b>Winter Service – policy review</b>								
<b>Aims/outcomes of Service/Function</b>	<p>The Highways Act 1980 places a duty on the Council to maintain the public highway network in a condition that is safe for users. The public highway network includes all adopted roads, footpaths and verges. It does not include unadopted or privately owned roads.</p> <p>The Council has discretion to agree its Winter Service policy, but it must comply with the Code of Practice “Well-Managed Highway Infrastructure.”</p>								
<b>Option being proposed</b>	<p>Additional funding is required to ensure this service can be delivered within budget or changes are required to the Winter Service Policy, which may also deliver some savings. Savings are estimated at 20% (£320k) of the current average spend equating to a £120k saving against budget.</p> <p><b><u>Savings</u></b></p> <table border="1" data-bbox="699 1010 1064 1238"> <thead> <tr> <th data-bbox="699 1010 887 1122">Year</th> <th data-bbox="887 1010 1064 1122">Savings £000s</th> </tr> </thead> <tbody> <tr> <td data-bbox="699 1122 887 1160">2024/25</td> <td data-bbox="887 1122 1064 1160">120</td> </tr> <tr> <td data-bbox="699 1160 887 1198">2025/26</td> <td data-bbox="887 1160 1064 1198">120</td> </tr> <tr> <td data-bbox="699 1198 887 1238">2026/27</td> <td data-bbox="887 1198 1064 1238">120</td> </tr> </tbody> </table>	Year	Savings £000s	2024/25	120	2025/26	120	2026/27	120
Year	Savings £000s								
2024/25	120								
2025/26	120								
2026/27	120								
<b>EIA findings</b>	<p><b><u>Service delivery impact</u></b></p> <p>The general impact is likely to be greater on people living in more remote areas. This is not in itself a protected characteristic; however, there could also be a more specific impact on older/people with physical disabilities.</p> <p>The impact will ultimately be dependent on the final policy adopted. More detailed EIA work is therefore likely to be required.</p> <p><b><u>Employment impact</u></b></p> <p>None</p>								
<b>Justification (where no impact) and action(s) to manage/mitigate Impact</b>	<p>Whilst the service is statutory, the Council has discretion over how it is delivered.</p> <p>Engagement and advanced communications should be carried out with affected communities.</p> <p>A more detailed Equality Impact Assessment needs to be undertaken at the stage of preparing the new policy.</p> <p>Provision of additional salt bins needs to be planned for.</p>								

## Budget Saving - Initial Equality Impact Considerations

<b>Title of option</b>	<b>Street Lighting – policy review</b>								
<b>Aims/outcomes of Service/Function</b>	<p>The Highways Act 1980 places a duty on the Council to maintain the public highway network in a condition that is safe for users. The public highway network includes all adopted roads, footpaths and verges. It does not include unadopted or privately owned roads.</p> <p>The Highways Act 1980 makes Highway Authorities i.e. the Council responsible for the provision of road lighting on adopted highways or potentially adopted highways within its administrative area. This legislation does not require the provision of road lighting in every location. However, where road lighting is provided, the Highway Authority has a duty of care with respect to maintaining that lighting in a safe condition.</p>								
<b>Option being proposed</b>	<p>Strategic Infrastructure is developing a Street Lighting Policy to establish a process to assess the existing street lighting provision and new requests. This will take time, but some savings could be achieved in 2025/26 financial year.</p> <p><b><u>Savings</u></b></p> <table border="1" data-bbox="695 1131 1066 1321"> <thead> <tr> <th>Year</th> <th>Savings £000s</th> </tr> </thead> <tbody> <tr> <td>2024/25</td> <td>0</td> </tr> <tr> <td>2025/26</td> <td>50</td> </tr> <tr> <td>2026/27</td> <td>190</td> </tr> </tbody> </table>	Year	Savings £000s	2024/25	0	2025/26	50	2026/27	190
Year	Savings £000s								
2024/25	0								
2025/26	50								
2026/27	190								
<b>EIA findings</b>	<p><b><u>Service delivery impact</u></b></p> <p>Reduced street lighting has the potential to adversely affect road safety and crime. There is potential for the impact to be greater on young people/older people, and people living in disadvantaged communities with higher levels of crime/fear of crime and antisocial behaviour.</p> <p>The impact will ultimately be dependent on the final policy adopted, and as such further EIA work is likely to be required.</p> <p><b><u>Employment impact</u></b></p> <p>None</p>								

<b>Justification (where no impact) and action(s) to manage/mitigate Impact</b>	<p>Whilst the service is statutory, the Council has discretion over how it is delivered.</p> <p>Further Equality Impact Assessment work needs to be undertaken at the stage of developing the policy.</p> <p>Engagement with Police/Council's Community Safety team is required at the stage of developing the new policy.</p> <p>Engagement and advanced communications with affected communities is also required.</p>
--	--

## Budget Saving - Initial Equality Impact Considerations

<b>Title of option</b>	<b>Festive Lighting</b>								
<b>Aims/outcomes of Service/Function</b>	Currently the Council provides Christmas trees, festive lighting and supports community switch on events in several locations. This is not a statutory duty and has a budget allocation of £107k.								
<b>Option being proposed</b>	<p>If all services were stopped savings would be up to £107k. There are options within this to reduce some of the service such as provision of Christmas trees at approx. £25k. or not to support/charge for switch on events with further work required to quantify this.</p> <p><b><u>Savings</u></b></p> <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th>Year</th> <th>Savings £000s</th> </tr> </thead> <tbody> <tr> <td>2024/25</td> <td>107</td> </tr> <tr> <td>2025/26</td> <td>107</td> </tr> <tr> <td>2026/27</td> <td>107</td> </tr> </tbody> </table>	Year	Savings £000s	2024/25	107	2025/26	107	2026/27	107
Year	Savings £000s								
2024/25	107								
2025/26	107								
2026/27	107								
<b>EIA findings</b>	<p><b><u>Service delivery impact</u></b></p> <p>There are not specific equalities impacts arising from this proposal.</p> <p><b><u>Employment impact</u></b></p> <p>None</p>								
<b>Justification (where no impact) and action(s) to manage/mitigate Impact</b>	Festive lighting is not a statutory duty. Whilst engagement and advanced communications with affected communities will be required, there are not considered to be specific equalities impacts arising from the proposal.								

## Budget Saving - Initial Equality Impact Considerations

<b>Title of option</b>	<b>Housing Strategy and growth - gainshare funded for 2 years</b>								
<b>Aims/outcomes of Service/Function</b>	<p>Promote and enable the delivery of quality, sustainable and affordable housing in the borough; developing, implementing and monitoring policy on housing related matters; ensuring high quality housing developments on council owned land through project management function; developing strong partnerships with stakeholders; management of housing land.</p>								
<b>Option being proposed</b>	<p>The removal of base budget from the Housing Strategy and Growth team and as result either a) an increased reliance on external funding; or b) reduced capacity within the team.</p> <p><b><u>Savings</u></b></p> <table border="1" data-bbox="699 831 1086 1016"> <thead> <tr> <th>Year</th> <th>£000s</th> </tr> </thead> <tbody> <tr> <td>2024/25</td> <td>£159</td> </tr> <tr> <td>2025/26</td> <td>£159</td> </tr> <tr> <td>2026/27</td> <td>£159</td> </tr> </tbody> </table>	Year	£000s	2024/25	£159	2025/26	£159	2026/27	£159
Year	£000s								
2024/25	£159								
2025/26	£159								
2026/27	£159								
<b>EIA findings</b>	<p><b><u>Service delivery impact</u></b></p> <p>It is anticipated that the first 2 years of savings to the base budget will be mitigated through Gain Share, subject to approval of funding from WYCA. The impact on services will be further reviewed towards the end of 2025/26 in advance of external funds expiring. The initial assessment of impact is as follows:</p> <p>The impact is likely to be greatest on people needing affordable and accessible housing, i.e., people with lower incomes and/or with physical disabilities.</p> <p><b><u>Employment impact</u></b></p> <p>2-6 FTEs (dependent on option)</p>								
<b>Justification (where no impact) and action(s) to manage/mitigate Impact</b>	<p>The service is not statutory.</p> <p>It is anticipated that the first 2 years of savings to the base budget will be mitigated through Gain Share, subject to approval of funding from WYCA.</p>								

	<p>Identification of further avenues for external funding would assist, but this is uncertain and changes to existing funding would need to be agreed e.g. with WYCA.</p> <p>Engagement and advanced communications with Registered providers will be required.</p> <p>Support needs to be offered to those potentially at risk of redundancy in accordance with the Council's HR policies.</p>
--	---

## Budget Saving - Initial Equality Impact Considerations

<b>Title of option</b>	<b>Healthy Homes - gainshare funded for 2 years</b>								
<b>Aims/outcomes of Service/Function</b>	<p>The service makes significant contributions to the Council's key priorities through improving affordable warmth, supporting residents through the cost-of-living crisis, delivering the Housing Strategy, improving housing standards and conditions in the private rented and owner-occupied sectors.</p> <p>The Service is also currently working on various domestic energy retrofit projects and works to bring empty homes back into use.</p>								
<b>Option being proposed</b>	<p>Two key posts could be deleted. The total costs for these two roles (incl. employers NI and pension contributions) are £94,000 per year.</p> <p>Two further fixed term posts, for the Graduate Trainee and Housing Apprentice will end within the next two years, saving a further £57,000 per year (including NI and pension).</p> <p><b><u>Savings</u></b></p> <table border="1"> <thead> <tr> <th>Year</th> <th>£000s</th> </tr> </thead> <tbody> <tr> <td>2024/25</td> <td>94</td> </tr> <tr> <td>2025/26</td> <td>94</td> </tr> <tr> <td>2026/27</td> <td>151</td> </tr> </tbody> </table>	Year	£000s	2024/25	94	2025/26	94	2026/27	151
Year	£000s								
2024/25	94								
2025/26	94								
2026/27	151								
<b>EIA findings</b>	<p><b><u>Service delivery impact</u></b></p> <p>It is anticipated that the first 2 years of savings to the base budget will be mitigated through Gain Share, subject to approval of funding from WYCA. The impact on services will</p>								

	<p>be further reviewed towards the end of 2025/26 in advance of external funds expiring. The initial assessment of impact is as follows:</p> <p>While the service is not statutory, fewer staff will significantly compromise our ability to meet the needs of vulnerable and lower income owner occupiers and private rented tenants who are struggling to heat their homes affordably.</p> <p>Our support to assist owner occupiers with essential repairs to their homes will also have to stop.</p> <p>Our capacity to attract £ms in external funding to develop, manage, and deliver housing retrofit schemes will also be reduced. This will put the Climate Action Plan and delivery of the already ambitious 2038 Net Zero targets at a much higher risk. Lower income and older households will also be at greater risk of the health and financial impacts of future energy price rises if they cannot heat their homes affordably.</p> <p>The proposal will therefore have a disproportionately greater impact on the economically disadvantaged, single parent households with young children, and older members of the community.</p> <p><b><u>Employment impact</u></b></p> <p>4 FTEs</p>
<p><b>Justification (where no impact) and action(s) to manage/mitigate Impact</b></p>	<p>The service is not statutory.</p> <p>It is anticipated that the first 2 years of savings to the base budget will be mitigated through Gain Share, subject to approval of funding from WYCA.</p> <p>Engagement and advanced communications with affected communities could help manage the change.</p> <p>Support needs to be offered to those potentially at risk of redundancy in accordance with the Council's HR policies.</p>

## Budget Saving - Initial Equality Impact Considerations

<p><b>Title of option</b></p>	<p><b>Film and Events - reduction in FTE and gainshare funded for 2 years</b></p>
<p><b>Aims/outcomes of Service/Function</b></p>	<p>Supporting:</p> <ul style="list-style-type: none"> <li>• Calderdale's visitor economy worth £400m</li> </ul>

	<ul style="list-style-type: none"> <li>• The council’s reputation and film friendly status</li> <li>• Calderdale’s profile nationally and internationally</li> <li>• Calderdale’s events and organisers especially in the Year of Culture 2024</li> </ul>								
<p><b>Option being proposed</b></p>	<p>Retain a single full time role focused on film and events to provide a basic and reduced offer on film support.</p> <p>Retain a part time role on flexible retirement to ensure the handover of skills, expertise and industry contacts and relationships.</p> <p><b><u>Savings</u></b></p> <table border="1" data-bbox="699 656 1066 804"> <thead> <tr> <th>Year</th> <th>£000s</th> </tr> </thead> <tbody> <tr> <td>2024/25</td> <td>£19</td> </tr> <tr> <td>2025/26</td> <td>£19</td> </tr> <tr> <td>2026/27</td> <td>£19</td> </tr> </tbody> </table>	Year	£000s	2024/25	£19	2025/26	£19	2026/27	£19
Year	£000s								
2024/25	£19								
2025/26	£19								
2026/27	£19								
<p><b>EIA findings</b></p>	<p><b><u>Service delivery impact</u></b></p> <p>It is anticipated that the first 2 years of savings to the base budget will be mitigated through Gain Share, subject to approval of funding from WYCA. The impact on services will be further reviewed towards the end of 2025/26 in advance of external funds expiring. The initial assessment of impact is as follows:</p> <p>The proposal is unlikely to have a disproportionate effect on people because of their protected characteristics.</p> <p><b><u>Employment impact</u></b></p> <p>1.5 FTE (by 2026/27)</p>								
<p><b>Justification (where no impact) and action(s) to manage/mitigate Impact</b></p>	<p>The service is not statutory and the impact on equalities is unlikely to be significant. Nevertheless, engagement and advanced communications with affected parties will be necessary.</p> <p>It is anticipated that the first 2 years of savings to the base budget will be mitigated through Gain Share, subject to approval of funding from WYCA.</p> <p>Support needs to be offered to those potentially at risk of redundancy in accordance with the Council’s HR policies.</p>								

## Budget Saving - Initial Equality Impact Considerations

<b>Title of option</b>	<b>Climate and Environment team - gainshare funded for 2 years</b>								
<b>Aims/outcomes of Service/Function</b>	The team supports the Council's priority to tackle the climate change emergency and meet its target to significantly reduce carbon emissions by 2030 and be net zero by 2038.								
<b>Option being proposed</b>	<p>Deletion of the team</p> <p><b><u>Savings</u></b></p> <table border="1" data-bbox="699 654 1050 842"> <thead> <tr> <th>Year</th> <th>£000s</th> </tr> </thead> <tbody> <tr> <td>2024/25</td> <td>£181</td> </tr> <tr> <td>2025/26</td> <td>£181</td> </tr> <tr> <td>2026/27</td> <td>£181</td> </tr> </tbody> </table>	Year	£000s	2024/25	£181	2025/26	£181	2026/27	£181
Year	£000s								
2024/25	£181								
2025/26	£181								
2026/27	£181								
<b>EIA findings</b>	<p><b><u>Service delivery impact</u></b></p> <p>It is anticipated that the first 2 years of savings to the base budget will be mitigated through Gain Share, subject to approval of funding from WYCA. The impact on services will be further reviewed towards the end of 2025/26 in advance of external funds expiring. The initial assessment of impact is as follows:</p> <p>The effects of climate change are disproportionately experienced by people who are already disadvantaged, for example, the economically deprived, disabled and elderly.</p> <p>Given the global nature of this issue relative to the small Calderdale team, the impact of the proposal in isolation is very small. However, a reduction in capacity to take forward climate adaptation works will be felt disproportionately locally by people who are already disadvantaged.</p> <p><b><u>Employment impact</u></b></p> <p>3.8 FTE</p> <p>It has been identified that people with protected characteristics are more highly represented in the field of climate related work relative to other areas.</p>								



<b>Justification (where no impact) and action(s) to manage/mitigate Impact</b>	<p>While the service is not statutory, the Council needs to consider how it can continue to make meaningful progress towards meeting its commitments relating to climate change – both mitigation and adaptation.</p> <p>It is anticipated that the first 2 years of savings to the base budget will be mitigated through Gain Share, subject to approval of funding from WYCA.</p> <p>Support needs to be offered to those potentially at risk of redundancy in accordance with the Council's HR policies.</p> <p>There needs to be consultation and communication with affected individuals and groups.</p>
--	---

## Budget Saving - Initial Equality Impact Considerations

<b>Title of option</b>	<b>Business engagement</b>								
<b>Aims/outcomes of Service/Function</b>	<p>Managing the Council's relationship with businesses, and businesses perceptions of the Council.</p> <p>Providing sectoral intelligence to drive delivery.</p> <p>Co-ordination of business facing services within the Council.</p>								
<b>Option being proposed</b>	<p>The proposal is to confirm the end of the business engagement team in March 2025, permitting savings of £71k in 2025/26 onwards.</p> <p><b><u>Savings</u></b></p> <table border="1" data-bbox="699 1375 1050 1547"> <thead> <tr> <th>Year</th> <th>£000s</th> </tr> </thead> <tbody> <tr> <td>2024/25</td> <td>0</td> </tr> <tr> <td>2025/26</td> <td>£71</td> </tr> <tr> <td>2026/27</td> <td>£71</td> </tr> </tbody> </table>	Year	£000s	2024/25	0	2025/26	£71	2026/27	£71
Year	£000s								
2024/25	0								
2025/26	£71								
2026/27	£71								
<b>EIA findings</b>	<p><b><u>Service delivery impact</u></b></p> <p>The proposal is unlikely to have a disproportionate effect on people because of their protected characteristics.</p> <p><b><u>Employment impact</u></b> 7 FTE</p>								
<b>Justification (where no impact) and action(s) to manage/mitigate Impact</b>	<p>The service is not statutory and the impact on equalities is unlikely to be significant. Nevertheless, engagement and advanced communications with affected parties will be necessary.</p> <p>Support needs to be offered to those potentially at risk of redundancy in accordance with the Council's HR policies.</p>								

## Budget Saving - Initial Equality Impact Considerations

<b>Title of option</b>	<b>VCS Grants and Volunteering Support - removal of grants and gainshare funded for 2 years</b>								
<b>Aims/outcomes of Service/Function</b>	<p>The voluntary sector commissioning team has a range of responsibilities including managing a programme of grants and contracts and supporting our corporate approach to volunteering among other specific programmes of support.</p>								
<b>Option being proposed</b>	<p>Ceasing the small grants programme.</p> <p>Stopping our support for volunteering.</p> <p><b><u>Savings</u></b></p> <table border="1" data-bbox="695 725 1019 913"> <thead> <tr> <th>Year</th> <th>£000s</th> </tr> </thead> <tbody> <tr> <td>2024/25</td> <td>85</td> </tr> <tr> <td>2025/26</td> <td>100</td> </tr> <tr> <td>2026/27</td> <td>100</td> </tr> </tbody> </table>	Year	£000s	2024/25	85	2025/26	100	2026/27	100
Year	£000s								
2024/25	85								
2025/26	100								
2026/27	100								
<b>EIA findings</b>	<p><b><u>Service delivery impact</u></b></p> <p>It is anticipated that the first 2 years of savings to the base budget will be mitigated through Gain Share, subject to approval of funding from WYCA. The impact on services will be further reviewed towards the end of 2025/26 in advance of external funds expiring. The initial assessment of impact is as follows</p> <p>Reducing or ceasing funding and/or support for the voluntary sector is likely to have a greater impact on vulnerable groups compared to the general population, because they are more likely to be supported by voluntary sector organisations.</p> <p><b><u>Employment impact</u></b></p> <p>1 FTE</p>								
<b>Justification (where no impact) and action(s) to manage/mitigate Impact</b>	<p>The service is not statutory.</p> <p>There is potential to use the VCSE strategy to put in place systems which enable the Council to manage grants and contracts more efficiently, however, this would apply only to ongoing grant programmes.</p> <p>It is anticipated that the first 2 years of savings to the base budget for volunteering support (but not small grants) will be</p>								

	<p>mitigated through Gain Share, subject to approval of funding from WYCA.</p> <p>A more detailed EIA should be carried out before finalising the VCSE strategy.</p> <p>Consultation and communication need to be undertaken with affected individuals and groups.</p> <p>Support to be given to those potentially at risk of redundancy in accordance with the Council's HR policies.</p>
--	--