

# EQUALITY IMPACT ASSESSMENT AND ANALYSIS (EqIAA)

## COUNCIL REVENUE BUDGET AND CAPITAL PROGRAMME 2023 - 24

<b>Date(s) of completing the EqIAA:</b>	August 2022 - onwards
<b>Person(s) completing the EqIAA:</b>	EqIAA Lead: Service Director – Finance & Chief Financial Officer (S151 Officer) Equality Officer – Policy & Compliance All Service Directors

### CONTENTS

	<b>Page</b>
Executive Summary	2 - 4
Section 1 – Introduction	5 - 10
Section 2 – Budget Proposals	11 - 14
Section 3 - Consultation Feedback	15 - 30
Section 3(a) - Proposed amount of savings by category	15 - 18
Section 3(b) - Council Tax options for 2023/24	19 - 20
Section 3(c) - The next 5 - 10 years – Trends Analysis	21 - 23
Section 3(d) – Satisfaction with Services - Trends Analysis	24 - 28
Section 3(e) – The Local Area and the Council – Trends Analysis	29 - 30
Section 4 - EqIAA Outcomes	31
Section 5 – EqIAA Evidence	32
Appendix 1 – Analysis of Budget Proposals	33 - 135
Appendix 2 – Cumulative Consultation Feedback	136 – 173
Appendix 3 – Characteristics of Consultation Respondents	174
Appendix 4 - Meeting with South Gloucestershire Equalities Voice – Key Points	175 – 179

## EXECUTIVE SUMMARY

The key purpose of this Equality Impact Assessment and Analysis (EqIAA) is to provide clear and robust information relating to equalities impacts, issues and considerations which influence decisions in respect of budget setting.

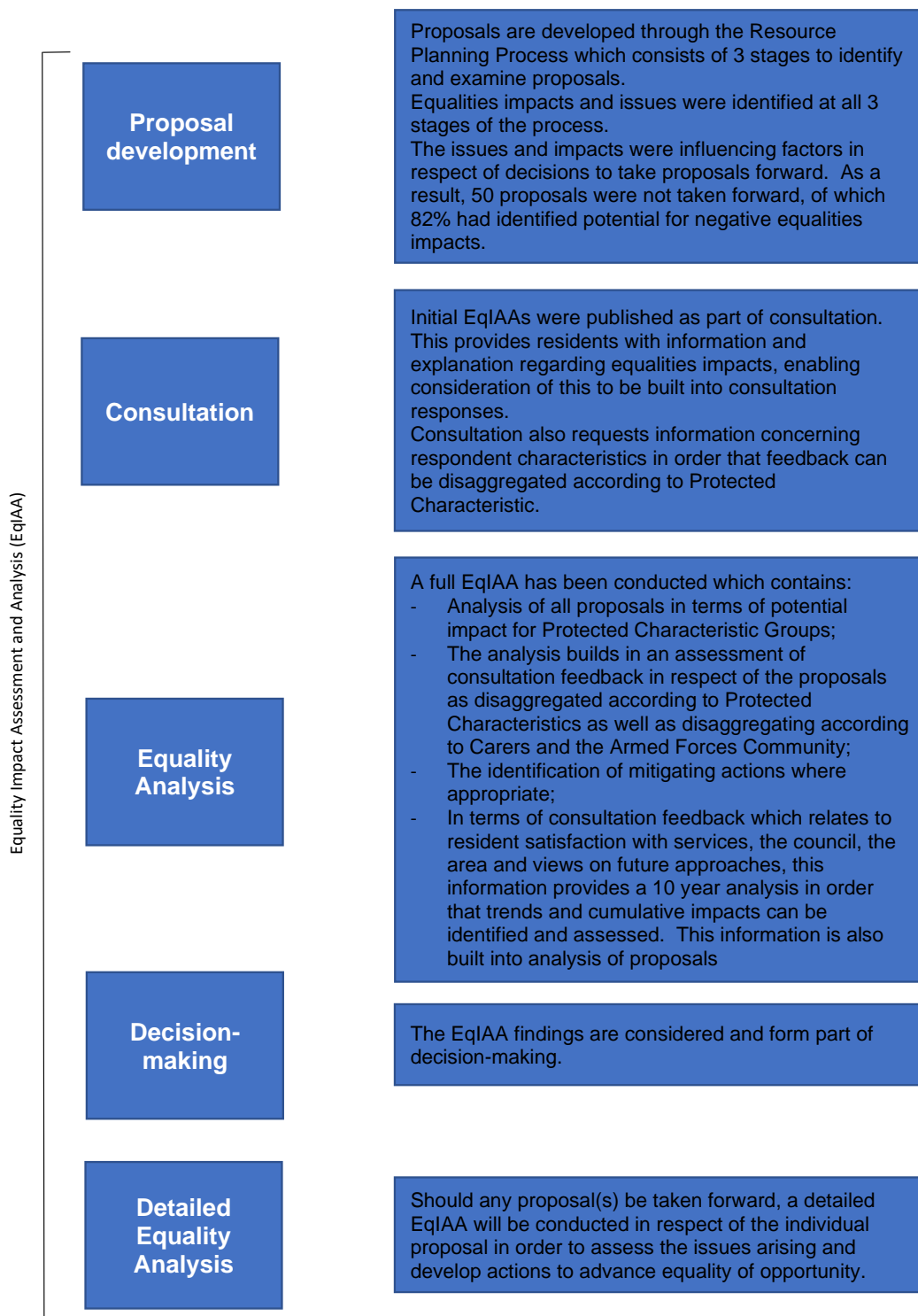
The council has a defined set of Equality Priority Areas and the consultation information received, as well as work conducted throughout the year, continue to evidence that these Priority Areas are robust, evidence-based and align to the overarching Council Plan aim of reducing the inequality gap. The Equality Priority Areas are as follows:

Equality Priority Areas
1. Tackling inequalities in respect of educational attainment and experience.
2. Tackling Hate Crime.
3. Tackling inequalities across employment opportunities.
4. Tackling inequalities within and related to poverty and financial hardship.
5. Tackling housing inequalities.
6. Tackling inequalities in access, especially in terms of digital inclusion, transport, the built and natural environment and access to the wider economy.
7. Tackling inequalities in experience of positive mental health.
8. Tackling health inequalities.
9. Tackling inequalities arising in large council service areas of Adult and Children's Social Care.
10. Tackling inequalities as part of work to address the Climate Emergency.

The council's Resource Planning process has been robust in taking account of equalities impacts from the outset. Equalities impacts identified throughout the process have been considered and have influenced decision-making in relation to the proposals taken forward. A total of 50 proposals considered as part of the council's Resource Planning process have not been taken forward and of these, 82% (41) were identified as having potential for negative impact in respect of protected characteristic groups. This demonstrates that equalities issues have been analysed and have informed decision-making, clearly contributing to minimising potential for negative equalities impacts moving forwards.

The consultation process has been robust, allowing for information to be gathered in respect of the proposals put forward and be disaggregated according to Protected Characteristic group. It has also allowed for year-on-year analysis to be conducted and disaggregated according to Protected Characteristic group; this information is shown in Appendix 2 of this EqIAA and allows for comprehensive information regarding cumulative impacts to form part of decision-making.

The process undertaken can be summarised as follows:



Each proposal has been analysed in order for equalities impacts to be identified. The results of this analysis are at Appendix 1 of this EqIAA and show that 10% of proposals are likely to result in a positive impact for one or more Protected Characteristic group, 66% of proposals are likely to result in a neutral impact for one or more Protected Characteristic group and 25% of proposals are likely to result in a negative impact for one or more Protected Characteristic group. It also shows a reduction to 17% of proposals potentially resulting in a negative impact on one or more Protected Characteristic group where those proposals have an impact on any Equality Priority Area. In addition, for all of the proposals which have potentially negative impacts, mitigating actions have been identified; a detailed EqIAA will be conducted for any proposal taken forward.

The EqlAA also identifies investments and ongoing work which positively impact the advancement of equality of opportunity and examples of these include:

- Investment of £30K in South Gloucestershire Equalities Voice work which supports managers in action planning to specifically address inequalities will continue during 2023/24.
- The comprehensive year-on-year data shown at Appendix 2 of this EqlAA will form part of “deep dive” work during 2023/24 - in order to ensure that our actions to address disparities and reduce inequality gaps is informed by this comprehensive data.
- Cost of Living Support through the VCSE – a £500k allocation has been made to deliver a programme of support which will be co-designed with the Voluntary Sector Leaders Board to develop the most effective solutions driven by intelligence from the sector. The deployment of this funding will be agreed through Cabinet’s meeting in March.
- Investment into education continues to be used to drive down inequalities of opportunity and includes a programme of work overseen by the Equality in Education Steering Group and investment in this work will continue.
- The council's Welfare Grant Scheme is proposed to be funded through Community Resilience Fund for the next two years. The Council Tax Support Fund will see up to £25 applied to the council tax bills of residents on Local Council Tax Reduction Scheme to help offset next year’s bill increase. The Household Support Fund will also receive a further year of funding from government.
- Investment into Integrated Children’s Services continues to include an Equality, Diversity and Inclusion workstream and this work continues.
- Additional investment in housing enabling staffing is proposed which would support to deliver a fast-tracked affordable housing delivery service.
- Funding of £30K over two years for the Veterans Support Service will continue and in addition, a £5K contribution in 2023/24 to the South West Armed Forces Covenant Partnership will support the continuation of work to support the Armed Forces Community region;
- Response received to the consultation on the proposal to reduce StreetCare operations and support teams from 2024/25, demonstrated that residents were not in favour of reducing this service. Women and girls, younger people, disabled people and carers all reported higher than average levels of disagreement with the proposals and, as a consequence the proposed savings have been removed from the final budget.
- Annual investment in the Climate Emergency will continue through both the revenue budget and the capital programme and addressing inequalities is a core part of this work.
- The Prevention Fund totalled £2m and allocations will be spent over the course of 2023/24. Reducing health inequalities is core to this work.
- Each service area within the council continues with its own EqlAA work. The internal implementation of the council’s EqlAA Digital Dashboard will be progressed during the year, and will be developed as a key tool, ensuring that the Council diligently and consistently takes action to address inequalities and that actions taken genuinely work for people on the ground.

This EqlAA forms part of the council Revenue and Capital Budget Reports in order that Members have sufficient information to discharge the Public Sector Equality Duty (all Members have received equalities training which specifically covered details of and responsibilities under the Equality Act 2010 including the Public Sector Equality Duty).

## SECTION 1 - INTRODUCTION

The main purpose of the Council's budget setting process is to set the Council's annual revenue budget, its capital programme and the council tax. The overall success of this process is measured through the delivery of the council's priorities within a balanced budget.

The key purpose of this EqlAA is to provide clear and robust information relating to equalities issues and considerations which influence decisions in respect of budget setting.

This EqlAA also serves to remind the Council of its statutory duty, in the exercise of its functions, to have due regard to the need to:-

- 1. Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by the Equality Act 2010;**
- 2. Advance equality of opportunity between persons who share a protected characteristic and persons who do not share it; this means:-**
  - removing or minimising disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic.
  - taking steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of persons who do not share it.
  - encouraging persons who share a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.
- 3. Foster good relations between persons who share a protected characteristic and persons who do not share it; this means:-**
  - tackling prejudice.
  - promoting understanding.

The protected characteristics are:

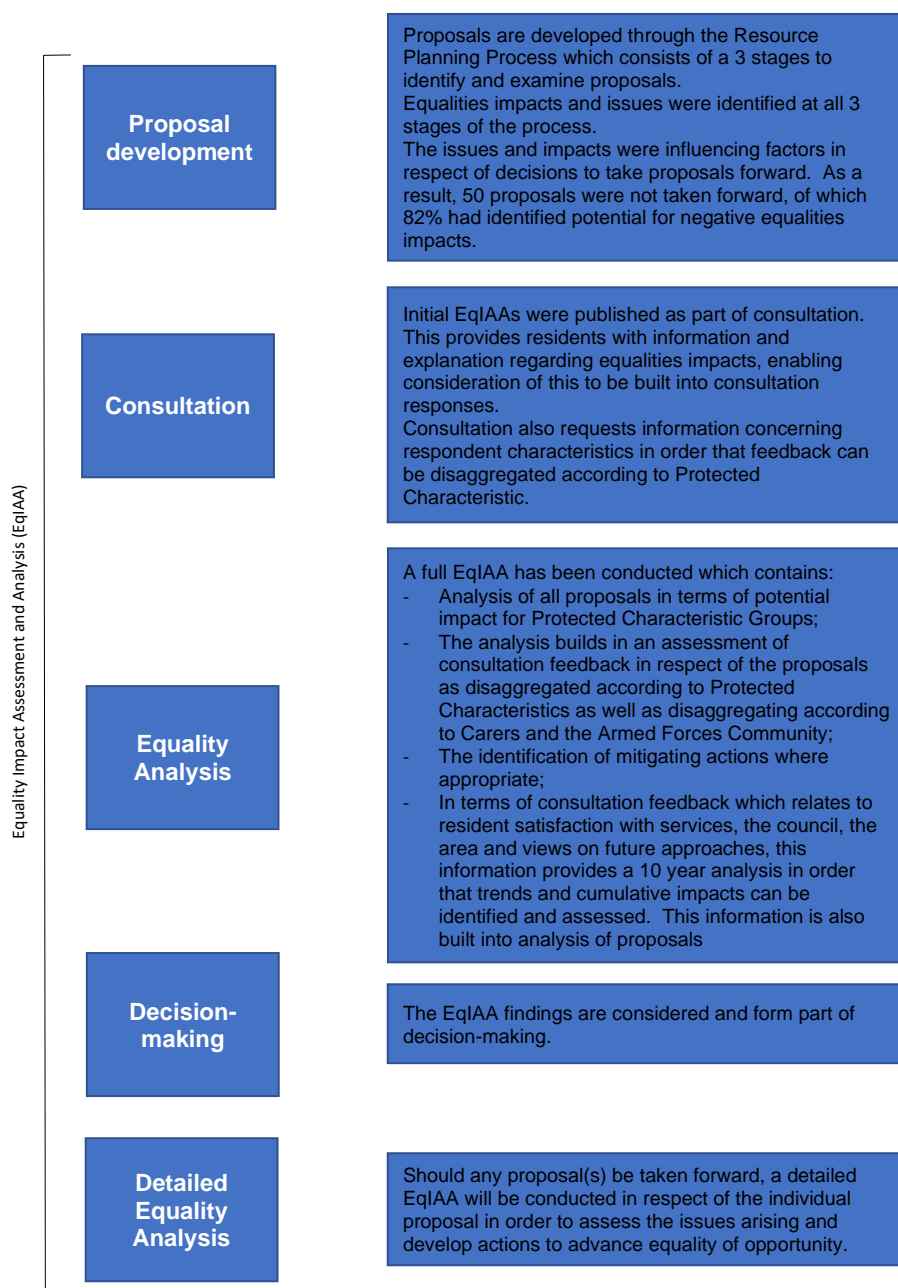
- age;
- disability;
- gender reassignment;
- marriage and civil partnership;
- pregnancy and maternity;
- race;
- religion or belief;
- sex;
- sexual orientation.
- In addition, the council's EqlAA approach includes 'socio-economic groups' and the 'Armed Forces Community'.

There are several issues to be raised within this introduction as follows:

- The council has a well-established approach in place in regard to Equality Impact Assessment and Analysis (EqlAA). In relation to the budget setting process, potential equalities impacts have been identified from the outset of option development. This has been delivered through the specific identification and consideration of equalities issues as an integral part of the council's Resource Planning process. This approach has allowed for potential equalities impacts to be identified and considered as an integral part the budget setting process. Following this, should any proposal(s) be taken forward, a detailed EqlAA will be undertaken in respect of that proposal which includes the identification of mitigating actions should any negative impacts be identified.

- The approach taken by the council's Resource Planning process ensures that a robust approach to EqlAA is in place from the outset which identifies: potential equalities impacts; mitigating actions in respect of any identified negative equalities impacts and opportunities to bring about greater equality. Indeed, a total of 50 proposals considered as part of the council's Resource Planning process have not been taken forward, of these 82% (41) were identified as having a potential for negative impact in respect of protected characteristic groups. This demonstrates that equalities issues have been analysed and have informed decision-making, clearly contributing to minimising potential for negative equalities impacts moving forwards.
- Extensive consultation has been conducted and this allows for information to be explicitly gathered and analysed with respect to 'Protected Characteristic' groups as defined by The Equality Act 2010. It is important to note that this EqlAA provides information not only concerning the consultation results collected between October 2022 and January 2023, but also analyses trends year-on-year since 2013/14 (as set out in Appendix 2). This allows for a comprehensive EqlAA which includes information regarding cumulative impacts and allows for issues arising to form a robust part of decision-making.
- A diverse cross section of residents have been engaged in consultation activity. Taking this approach, which involves large numbers, provides a robust level of feedback from diverse communities. In addition, a specific meeting was held with South Gloucestershire Equalities Voice to examine the proposals put forward by the Council in order to investigate potential issues and the results of this are shown in Appendix 4.
- Section 2 of this EqlAA analyses the overall equalities impacts of the proposals identified via the council's Resource Planning process. Further, Appendix 1 of this EqlAA provides further detail in relation to the impacts of each proposal as well as giving a brief overview of some of the key work conducted in each of the council's Equality Priority Areas in order to provide context.
- This EqlAA should be read in conjunction with the Council's [Annual Equalities Reports](#), the [South Gloucestershire Joint Strategic Needs Assessment](#) and the specific [EqlAAs](#) that are conducted as part of the delivery of all Council 'functions'. In addition, this EqlAA should be read in conjunction with the Equality and Human Rights Commission's most recent report '[Is Britain Fairer? 2018](#)' and the Budget 2023/24 Consultation Output Report.

The following chart provides an overview of the core process undertaken:



- Equalities monitoring is carried out by services on an on-going basis which allows for equalities impact to be specifically researched and assessed with ongoing development activities designed and implemented. Details of this can be found in the Council's [Annual Equalities Reports](#).

As a result of the Council's ongoing EqIAA activity, the key, ongoing issues for consideration in terms of the capital programme and budget setting process are:

1. Ongoing lower attainment levels and higher exclusion levels of pupils from many minority ethnic groups, boys (including White British boys) and pupils with SEND.
2. Growing levels of hate crime, especially targeting people from minority ethnic groups, disabled people and LGBTQ+ communities, as well as growing levels of domestic violence, sexual violence and violence against women and girls.
3. Employment, especially for people from many minority ethnic groups, women, disabled people, younger people and people from some faith groups.
4. Housing, especially for people from many minority ethnic groups, lone parents, young care leavers, young offenders, LGBTQ+ young people, transgender people, people with mental health conditions, disabled people more generally, women at risk of domestic abuse, ex-services personnel, and those living in material deprivation.
5. The extent of poverty and financial hardship, which disproportionately includes people from many minority ethnic groups, disabled people (including people with mental health conditions and people with learning difficulties), lone parents, children living in households in poverty (disproportionately affecting children in many minority ethnic households), children leaving care and women at risk of domestic abuse. These issues impact on such areas as health, educational attainment and experience, digital exclusion and overall life chances.
6. Disproportionate impacts of climate change, especially for those experiencing financial hardship and poverty.
7. Access for older people and disabled people especially in terms of digital inclusion, transport, the built and natural environment and the wider economy.
8. Mental health, especially for LGBTQ+ people, younger people, people from many minority ethnic groups and disabled people.
9. Access to healthcare, especially for people with learning disabilities and disabled people more broadly, people from many minority ethnic groups, refugees and asylum seekers, Gypsies, Roma and Travellers and LGBTQ+ people.

Tackling these issues is not a short term 'fix', it is about persistently and consistently taking action to address disparities and ensuring that actions taken genuinely work for people on the ground. In the context of the capital programme and budget setting process and in response to this:

- The [Council Plan](#) clearly sets out 'closing the inequalities gap' as being fundamental to every priority and commitment which the Plan sets out;
- Further to this, the Council has set out its Equality Priority Areas, which clearly take account of the above issues as follows:

Equality Priority Areas
1. Tackling inequalities in respect of educational attainment and experience.
2. Tackling Hate Crime.
3. Tackling inequalities across employment opportunities.
4. Tackling inequalities within and related to poverty and financial hardship.
5. Tackling housing inequalities.
6. Tackling inequalities in access, especially in terms of digital inclusion, transport, the built and natural environment and access to the wider economy.
7. Tackling inequalities in experience of positive mental health.
8. Tackling health inequalities.
9. Tackling inequalities arising in large council service areas of Adult and Children's Social Care.
10. Tackling inequalities as part of work to address the Climate Emergency



- To deliver against these Equality Priority Areas, internally, a comprehensive action plan continues to be implemented. The plan contains key objectives and a robust set of actions, which support and empower managers to take action to address inequalities, measure and monitor progress and ensure that this is a continuous cycle of work. Managers are required to clearly tackle issues of equality/inequality as an integral part of their delivery of services;
- South Gloucestershire Equalities Voice has continued work during 2022/23 which supports managers in action planning to specifically address inequalities. Investment of £30k in this activity will continue during 2023/24;
- This EqIAA sets out ten years of data in respect of the satisfaction levels and desires of residents, as disaggregated according to Protected Characteristic. This information will form part of deep dive work corporately during 2023/24 in order that our actions to address disparities and deliver reductions to inequality gaps are influenced by this comprehensive information;
- Work including a multi-partner financial security strategy group, the Community Resilience Fund, the Household Support Fund, the Holiday Activities and Food Programme, the Prevention Fund, Community Welcome Spaces and support for the Welfare, Benefit and Debt Advice consortium continues, with the council's Welfare Grant Scheme proposed to be funded through Community Resilience Fund for the next two years. The Council Tax Support Fund will also see up to £25 applied to the council tax bills of residents on Local Council Tax Reduction Scheme to help offset next year's bill increase. The Household Support Fund will also receive a further year of funding from government. The data shows that minority ethnic groups are just over 3 times more likely than average to apply for support under the Community Resilience Fund. This is in line with national data that estimates that communities from Black, Asian and Minority Ethnic backgrounds are 2 – 3 times more likely to be living in poverty/financial hardship and this demonstrates that these funds are reaching and are accessible to our communities;
- Cost of Living Support through the VCSE – a £500k allocation has been made to deliver a programme of support which will be co-designed with the Voluntary Sector Leaders Board to develop the most effective solutions driven by intelligence from the sector. The deployment of this funding will be agreed through Cabinet's meeting in March;
- Investment into education recovery post-Covid, has been very successful, with strong collaborative working and good educational outcomes. Funding continues to be used to drive down inequalities of opportunity and includes an Equality in Education Steering Group which oversees the work of the now established Equality in Education Taskforces which focus on Race Equality, LGBTQ+ Equality and Disability Equality. Investment in this work will continue;
- Investment into Integrated Children's Services continues to include an Equality, Diversity and Inclusion workstream which seeks to positively impact recruitment and retention of staff and an Equality Plan is being delivered which seeks to positively impact the experience of children, young people and families within services;
- Additional investment in housing enabling staffing is proposed which would support to deliver a fast-tracked affordable housing delivery service;
- Funding of £30K over two years for the Veterans Support Service will continue;
- A £5K contribution in 2023/24 to the South West Armed Forces Covenant Partnership will support the continuation of work to support the Armed Forces Community region;
- A proposal was made to reduce StreetCare operations and support teams from 2024/25, however, this was disagreed with under the consultation. In particular, females, younger people, disabled people and carers reported higher than average levels of disagreement with the proposals; and the savings have been removed from the final budget;

- As part of the 2023/24 Budget, the 2023/24 highways maintenance programme will be increased by £1,000k to allow works to be completed earlier in the financial planning cycle than originally planned;
- Annual investment in the Climate Emergency will continue through both the revenue budget and the capital programme and addressing inequalities is a core part of this work;
- The Prevention Fund totalled £2m and allocations will be spent over the course of 2023/24. Reducing health inequalities is core to this work;
- Thornbury Health Centre – to support the prioritisation and progress of the Health Centre in Thornbury working with BNSSG Integrated Care Board, a contribution towards the next stage of the business case process has been allocated.
- Support for Coronation Community Events – similarly to support provided to community events celebrating the Platinum Jubilee, an allocation has been made to support community events across the district celebrate the King's Coronation in May 2023.
- Support for New Community Facilities - financial support has been allocated as a one-off sum to contribute towards the setting up and initial running costs of new community facilities within the district.
- Each service area within the council continues with its own EqIAA work. The internal implementation of the council's EqIAA Digital Dashboard will be progressed during the year, and will be developed as a key tool, ensuring that the Council persistently and consistently takes action to address inequalities and that actions taken genuinely work for people on the ground.

## SECTION 2 – BUDGET PROPOSALS

### Introduction

The council has identified an estimated funding gap of c.£29.3m in 2023/24 rising to c.£33m by 2024/25. Given the scale of this challenge, a set of proposals has been prepared and consulted upon with residents and businesses.

The council has a well-established approach in place in regard to Equality Impact Assessment and Analysis (EqIAA). In relation to the budget setting process, potential equalities impacts have been identified from the outset of proposal development. This has been delivered through the specific identification and consideration of equalities issues as an integral part of the council's Resource Planning process. This approach allows for potential equalities impacts to be identified and considered as an integral part the budget setting process from the very beginning.

As a result of this process, a total of 50 proposals considered through the Resource Planning process have not been taken forward and of these, 82% (41) were identified as having potential for negative impact in respect of protected characteristic groups. It is clear then that the consideration of equalities issues as an integral part of the council's Resource Planning process has allowed for equalities impacts to be analysed and have informed decision-making, contributing to minimising potential for negative equalities impacts moving forwards.

Should any proposal(s) be taken forward, a detailed EqIAA will be undertaken which includes the identification of mitigating actions should any negative impacts be identified.

The approach taken ensures that a robust process is in place from the outset which identifies: potential impacts; mitigating actions in respect of any identified negative equalities impacts and opportunities to bring about greater equality of opportunity.

### South Gloucestershire Council Equality Priority Areas

Through our ongoing equalities work, our public consultation work, our ongoing engagement with South Gloucestershire Equalities Voice (our equalities partner organisations) and the Council Plan, a number of priority areas for equality have been established as shown in the table below.

#### ***South Gloucestershire Council Equality Priority Areas***

<b>Equality Priority Areas</b>
1. Tackling inequalities in respect of educational attainment and experience.
2. Tackling Hate Crime.
3. Tackling inequalities across employment opportunities.
4. Tackling inequalities within and related to poverty and financial hardship.
5. Tackling housing inequalities.
6. Tackling inequalities in access, especially in terms of digital inclusion, transport, the built and natural environment and access to the wider economy.
7. Tackling inequalities in experience of positive mental health.
8. Tackling health inequalities.
9. Tackling inequalities arising in large council service areas of Adult and Children's Social Care.
10. Tackling inequalities as part of work to address the Climate Emergency

The detail of our work, progress and continuing actions to reduce inequality and improve equality in these priority areas is shown in our [Annual Equality Reports](#).

## Overarching analysis of equalities impacts – budget proposals 2023/24

An analysis of potential equalities impacts in relation to each of the proposals has been conducted and details of this analysis are shown in Appendix 1. To provide context, proposals have been grouped under each of the council's Equality Priority Areas and an overarching description given of work conducted.

The following information shows an overarching assessment of the findings of that analysis.

### **Percentage of Positive/Neutral/Negative equalities impacts across the proposed options**

The following table shows the number and percentage of proposals which are anticipated to have a positive, neutral or negative impact for any protected characteristic group.

***Table to show the percentage and number of proposals across the programme where positive, neutral, negative impacts have been identified as this stage.***

Impacts on Equality	Percentage of proposals	Number
Percentage of <b>Positive</b> Impacts identified	<b>10%</b> of proposals	<b>10</b>
Percentage of <b>Neutral</b> Impacts identified	<b>66%</b> of proposals	<b>68</b>
Percentage of <b>Negative</b> Impacts identified	<b>25%</b> of proposals	<b>26</b>

In terms of anticipated broad 'level' of impact, these have been indicated under the headings of 'high impact', 'medium impact' or 'low impact'. The results of this are shown in the table below.

***Table to show the number and percentage of proposed options across the whole programme and anticipated overall 'level' of impact.***

	High Impact	Medium Impact	Low Impact
<b>Positive Impact</b>	0	3 (3%)	7 (7%)
<b>Negative Impact</b>	0	18 (17%)	8 (8%)

### **Potential impacts across the proposed options impacting upon Equality Priority Areas**

Analysis has also been conducted in respect of the council's Equality Priority Areas. This is to show the number and percentage of the proposed options where potential for negative, neutral or positive impact in respect of any of the Equality Priority Areas has been identified. The following table shows the results of this.

***Table to show the percentage and number of proposed options where positive, neutral or negative impacts have been identified in relation to the Equalities Priority Areas***

Impacts on Equality	Percentage of proposals	Number
Percentage of <b>Positive</b> Impacts identified	<b>8%</b> of proposals	<b>8</b>
Percentage of <b>Neutral</b> Impacts identified	<b>30%</b> of proposals	<b>31</b>
Percentage of <b>Negative</b> Impacts identified	<b>17%</b> of proposals	<b>18</b>

In terms of anticipated 'level' of impact in respect of proposed options impacting upon Equality Priority Areas, these have been indicated under the headings of 'high impact', 'medium impact' or 'low impact'. The results of this are shown in the table below.

**Table to show the number and percentage of proposed options impacting upon the proposed Equality Priority Areas and anticipated overall 'level' of impact.**

	High	Medium	Low
<b>Positive Impact</b>	0	3 (3%)	5 (5%)
<b>Negative Impact</b>	0	15 (14%)	3 (3%)

### **Potential 'levels' of impact**

The table below displays the number of negative, neutral and positive impacts identified as well as anticipated 'level' of impact in relation to each Equality priority Area.

**Table to show the number and level of impacts in respect of each Equality Priority Area**

Priority Areas	Positive Impacts		Neutral Impacts	Negative Impacts	
	'Medium' impacts	'Low' impacts	'Neutral' Impacts	'Medium' Impacts	'Low' Impacts
Tackling inequalities in respect of educational attainment and experience.	0	0	5	2	1
Tackling Hate Crime.	0	0	0	3	0
Tackling inequalities across employment opportunities.	0	0	0	1	0
Tackling inequalities within and related to poverty and financial hardship.	0	0	1	0	0
Tackling housing inequalities.	0	1	1	1	0
Tackling inequalities in access, especially in terms of:	0	0	0	2	0
i) digital inclusion	0	0	6	0	0
ii) transport, the built and natural environment	0	0	2	0	0
iii) access to the wider economy	0	0	0	1	0
Tackling inequalities in experience of positive mental health.	0	0	4	1	0
Tackling health inequalities.	0	0	8	2	1
Tackling inequalities arising in large council service areas of Adult Social Care and,	3	3	4	2	1
Children's Social Care	0	1	4	2	1
Tackling inequalities as part of work to address the Climate Emergency	0	0	0	0	0

## **Potential impacts in respect of Protected Characteristics**

Across the Protected Characteristics, the characteristics of:

- Disability
- Younger Age
- Minority Ethnic Groups
- Females
- LGBTQ+ communities

have been identified as having the potential to experience the most impacts across the proposals. In respect of this, 100% of proposals have identified mitigating actions and these are shown, proposal-by-proposal in Appendix 1. As stated, should any proposal(s) be taken forward a detailed EqlAA would be conducted in order to remove any negative impacts and/or ensure actions are in place to mitigate against any negative impacts.

In addition to the identified mitigating actions shown in Appendix 1, there are also corporate actions which contribute to mitigations as set out in Section 1 of this EqlAA.

## SECTION 3 - CONSULTATION FEEDBACK

The extent of the council's consultation activity and the analysis of feedback received in respect of 'Protected Characteristic' groups allows Councillors to consider equalities impacts in a robust way and fully consider the aims of the Public Sector Equality Duty throughout the budget setting process. Details of consultation respondents and their characteristics are shown in Appendix 3.

### Note:

Areas highlighted **GREEN** are those where the proportion of people with this characteristic is 10% or more above the proportion of all respondents.

Areas highlighted **RED** are those where the proportion of people with this characteristic is 10% or more below the proportion of all respondents.

### Section 3(a) - Proposed amount of savings by category

Consultation respondents were asked to provide feedback in regard to the proposed amount of savings by category. The following tables show the responses to the questions posed in both Phase 1 and Phase 2 of the consultation.

#### How do you feel about the proposed amount of savings by category - different ways of working?

How do you feel about the proposed amount of savings by category – different ways of working?																	
Respondents	Total	Sex		Age Group			Disability		Ethnicity			LGBTQ+		Carer		UK Armed Forces	
		Female	Male	18 to 44	45 to 64	65+	Disabled	Non-disabled	Minority Ethnic Groups	‘ White Other’	White British	LGBTQ+	Heterosexual / Straight	Yes	No	Yes (current or previous)	No
Phase 2 – Consultation: <i>Different ways of working to save £11.27m (87% of savings)</i>																	
TOO LITTLE	13%	12%	14%	17%	15%	11%	13%	14%	20%	24%	13%	15%	15%	16%	18%	18%	13%
About right	33%	40%	30%	65%	30%	27%	37%	33%	37%	28%	34%	20%	20%	37%	44%	35%	33%
TOO MUCH	7%	10%	6%	17%	7%	4%	13%	6%	9%	0%	8%	2%	4%	14%	8%	1%	7%
Phase 1 – Consultation: <i>Different ways of working to save £10.36m (82% of savings)</i>																	
TOO LITTLE	6%	4%	6%	6%	7%	4%	6%	6%	3%	4%	5%	10%	7%	2%	3%	9%	5%
About right	23%	25%	22%	40%	25%	16%	23%	23%	29%	32%	23%	44%	34%	14%	15%	28%	23%
TOO MUCH	8%	9%	6%	12%	8%	4%	8%	7%	6%	12%	7%	7%	11%	5%	4%	4%	8%

**How do you feel about the proposed amount of savings by category - introducing more new technology & automation?**

How do you feel about the proposed amount of savings by category - introducing more new technology & automation?																	
Respondents	Total	Sex		Age Group			Disability		Ethnicity			LGBTQ+		Carer		UK Armed Forces	
		Female	Male	18 to 44	45 to 64	65+	Disabled	Non-disabled	Minority Ethnic Groups	‘ White Other’	White British	LGBTQ+	Heterosexual / Straight	Yes	No	Yes (current or previous)	No
Phase 2 – Consultation: Introducing more new technology & automation to save £0.11m (1% of savings)																	
TOO LITTLE	18%	16%	20%	50%	14%	11%	22%	18%	34%	8%	18%	5%	6%	25%	23%	15%	19%
About right	30%	40%	25%	49%	29%	25%	32%	30%	26%	36%	31%	24%	26%	37%	39%	31%	30%
TOO MUCH	6%	7%	5%	4%	8%	5%	8%	5%	6%	4%	5%	5%	7%	8%	7%	4%	6%
Phase 1 – Consultation: Introducing more new technology & automation to save £0.35m (3% of savings)																	
TOO LITTLE	17%	17%	17%	30%	19%	10%	14%	17%	20%	24%	16%	24%	24%	12%	10%	24%	16%
About right	18%	20%	16%	25%	19%	13%	19%	18%	14%	16%	18%	34%	26%	8%	11%	16%	18%
TOO MUCH	2%	1%	1%	2%	1%	1%	2%	1%	3%	4%	1%	0%	2%	1%	0%	0%	2%



**How do you feel about the proposed amount of savings by category - increasing fees and charges?**

How do you feel about the proposed amount of savings by category – increasing fees and charges?																	
Respondents	Total	Sex		Age Group			Disability		Ethnicity			LGBTQ+		Carer		UK Armed Forces	
		Female	Male	18 to 44	45 to 64	65+	Disabled	Non-disabled	Minority Ethnic Groups	‘ White Other’	White British	LGBTQ+	Heterosexual / Straight	Yes	No	Yes (current or previous)	No
Phase 2 – Consultation: Increasing fees and charges to save £1.45m (11% of savings)																	
TOO LITTLE	16%	17%	15%	30%	16%	11%	20%	15%	20%	12%	16%	5%	11%	23%	19%	21%	15%
About right	26%	32%	24%	50%	24%	23%	21%	28%	31%	20%	28%	20%	19%	35%	35%	24%	27%
TOO MUCH	12%	14%	11%	24%	12%	8%	23%	11%	14%	12%	12%	12%	9%	14%	16%	7%	12%
Phase 1 – Consultation: Increasing fees and charges to save £1.23m (10% of savings)																	
TOO LITTLE	14%	12%	15%	18%	17%	9%	13%	14%	9%	16%	13%	20%	19%	8%	7%	18%	14%
About right	14%	16%	13%	22%	15%	10%	13%	15%	14%	16%	15%	29%	22%	4%	9%	10%	15%
TOO MUCH	8%	9%	7%	14%	7%	5%	9%	7%	14%	8%	7%	12%	10%	8%	5%	10%	8%

**How do you feel about the proposed amount of savings by category - cost recovery?**

How do you feel about the proposed amount of savings by category – cost recovery:																	
Respondents	Total	Sex		Age Group			Disability		Ethnicity			LGBTQ+		Carer		UK Armed Forces	
		Female	Male	18 to 44	45 to 64	65+	Disabled	Non-disabled	Minority Ethnic Groups	‘ White Other’	White British	LGBTQ+	Heterosexual / Straight	Yes	No	Yes (current or previous)	No
Phase 2 – Consultation: Cost recovery to save £0.14m (1% of savings)																	
TOO LITTLE	22%	23%	22%	32%	22%	18%	26%	21%	23%	24%	22%	15%	20%	32%	27%	26%	21%
About right	25%	32%	22%	54%	22%	19%	21%	26%	37%	24%	26%	12%	16%	33%	33%	22%	26%
TOO MUCH	6%	7%	6%	15%	6%	3%	15%	5%	3%	0%	7%	2%	2%	7%	9%	1%	6%
Phase 1 – Consultation: Increasing the recovery of our costs by £0.60m (5% of savings)																	
TOO LITTLE	18%	18%	18%	28%	21%	10%	16%	19%	20%	12%	18%	17%	25%	12%	10%	28%	18%
Far too much	2%	1%	1%	1%	2%	1%	2%	1%	3%	0%	1%	2%	2%	2%	1%	0%	2%
TOO MUCH	3%	2%	3%	2%	3%	2%	5%	2%	3%	0%	2%	7%	3%	2%	2%	0%	3%

## Section 3(b) - Council Tax options for 2023/24

Consultees were asked for their preferences in regard to council tax options for 2023/24 and the tables below display the results.

**Phase 1 Consultation - The Government currently sets limits to the annual increases in both general council tax and the adult social care precept. Should Government relax the current annual council tax increase thresholds, to what extent would you support or oppose a council tax rise greater than 3.99%?**

Respondents	Total	Sex		Age Group			Disability		Ethnicity			LGBTQ+		Carer		UK Armed Forces	
		Female	Male	18 to 44	45 to 64	65+	Disabled	Non-disabled	Minority Ethnic Groups	' White Other'	White British	LGBTQ+	Heterosexual / Straight	Yes	No	Yes (current or previous)	No
<b>Strongly support</b>	3%	2%	4%	3%	4%	2%	3%	3%	3%	4%	3%	0%	5%	2%	2%	3%	3%
<b>Somewhat support</b>	8%	7%	9%	6%	9%	10%	8%	8%	3%	8%	9%	15%	12%	5%	5%	10%	8%
<b>Neither support nor oppose</b>	4%	3%	4%	2%	5%	4%	3%	4%	8%	8%	4%	10%	5%	1%	3%	8%	4%
<b>Somewhat oppose</b>	9%	11%	8%	7%	10%	9%	10%	8%	5%	15%	9%	15%	14%	8%	6%	4%	10%
<b>Strongly oppose</b>	20%	17%	19%	17%	19%	18%	18%	19%	18%	15%	17%	20%	25%	13%	14%	24%	18%

As part of phase 1 of the consultation, a greater proportion of respondents opposed a council tax rise greater than 3.99% across all Protected Characteristics.

**Phase 1 Consultation - Which of the following options would you prefer?**

Respondents	Total	Sex		Age Group			Disability		Ethnicity			LGBTQ+		Carer		UK Armed Forces	
		Female	Male	18 to 44	45 to 64	65+	Disabled	Non-disabled	Minority Ethnic Groups	' White Other'	White British	LGBTQ+	Heterosexual / Straight	Yes	No	Yes (current or previous)	No
<b>Option A: increase council tax by 2.99%</b>	20%	19%	21%	13%	24%	22%	22%	20%	18%	19%	21%	37%	30%	15%	12%	21%	20%
<b>Option B: increase council tax by 1.99%</b>	11%	12%	10%	10%	11%	12%	11%	11%	13%	23%	10%	7%	16%	8%	9%	11%	11%
<b>Option C: freeze council tax at the current level</b>	13%	9%	14%	12%	12%	10%	10%	12%	5%	12%	11%	12%	16%	6%	9%	17%	12%
<b>No preference</b>	1%	0%	1%	1%	1%	0%	0%	1%	0%	0%	1%	2%	1%	1%	0%	1%	0%
<b>Don't know</b>	0%	0%	0%	0%	0%	1%	1%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%

**Phase 2 Consultation - Which of the following options would you prefer?**

<b>Option 1: increase council tax by 4.99%</b>	19%	19%	20%	26%	17%	18%	24%	19%	11%	8%	21%	10%	12%	21%	27%	17%	20%
<b>Option 2: increase council tax by 2.99%</b>	15%	15%	15%	9%	17%	20%	14%	15%	5%	8%	16%	2%	13%	22%	19%	19%	15%
<b>Option 3: increase council tax by 1.99%</b>	10%	12%	9%	9%	11%	11%	9%	11%	8%	12%	10%	5%	8%	17%	11%	13%	10%
<b>Option 4: freeze council tax at the current level</b>	12%	13%	12%	18%	9%	10%	14%	12%	32%	19%	11%	15%	8%	15%	17%	4%	13%
<b>No preference</b>	1%	0%	1%	0%	1%	1%	0%	1%	3%	0%	1%	2%	1%	1%	1%	0%	0%
<b>Don't know</b>	1%	1%	0%	0%	1%	0%	0%	1%	0%	0%	1%	0%	0%	1%	1%	0%	0%

More respondents supported Option1, however, people from minority ethnic groups did not, preferring a council tax freeze.

## Section 3(c) - The next 5 - 10 years – Trends Analysis

The following information summarises the key trends emerging as a result of South Gloucestershire Council budget setting consultations conducted since 2013. Full data tables are shown in Appendix 2 of this EqlAA and should be read in conjunction with the following summary information. This approach is significant as for the majority of areas and issues consulted upon, the Council now has ten years of data which this EqlAA investigates. In turn, this allows for an understanding of both trends and cumulative impacts in respect of Protected Characteristics to continue to mature and influence decisions and actions.

Approach	Feedback and Trends
<b>Support for targeting resources on the most vulnerable and people most in need</b>	<p>The majority of respondents (72%) supported this approach.</p> <p>Significant trends to note are that regardless of Protected Characteristic, the majority of respondents have consistently supported this approach over the last ten years (average support over the ten year period is 67%)</p>
<b>Support for reducing the quality of services provided</b>	<p>This approach resulted in the lowest level of overall support (17%).</p> <p>Trends to note are that regardless of Protected Characteristics, respondents have consistently not supported this approach over the last ten years (average support over the ten year period is 19%).</p> <p>In particular, females, people aged under 45 and disabled people show a trend of lower support for this approach than average with low support levels this year of 13%, 13% and 15% respectively. It is also noted that Carers and LGBT+ people reported lower levels of agreement with this approach.</p>
<b>Support for increasing fees and charges for some services</b>	<p>54% of respondents supported this approach. Average support for this approach over the ten year period is 44%.</p> <p>Trends to note are younger people, disabled people and people from minority ethnic groups are less likely than average to support this approach across the ten year period. Linking to this is data demonstrating that people from these groups are more likely than average to be living in poverty/financial hardship.</p>
<b>Support for making more services available online</b>	<p>72% of respondents supported this approach this year. Average support for this approach over the ten year period is 62%.</p> <p>Trends to note are that people aged under 65 and particularly those aged under 45 are consistently more likely than average to support this approach.</p> <p>Disabled people and people aged 65+ are consistently less likely than average to support this approach with average support for this approach being 49% and 48% respectively across the ten year period. It is also noted that both of these groups have reported an increase in support for this approach over the ten year period, with 37% of people aged 65+ supporting at the beginning of the ten year period and 67% supporting this year. Similarly, 41% of disabled people supported this</p>

Approach	Feedback and Trends
	approach at the beginning of the ten year period and 73% supported it this year.
<b>Using digital technology more widely to support the delivery of services</b>	<p>The majority of respondents (75%) supported this approach. Average support for this approach over the seven year period that this question has been asked is 65%.</p> <p>Trends to note are that people aged under 65 and particularly those aged under 45 are consistently more likely than average to support this approach.</p> <p>Disabled people and people aged 65+ are consistently less likely than average to support this approach with average support for this approach being 38% and 37% respectively across the seven year period that this question has been asked. It is also noted that both of these protected characteristic groups have reported an increase in support for this approach over the seven year period, with 46% of people aged 65+ supporting it at the beginning of the seven year period and 68% supporting this year. Similarly, 43% of disabled people supported this approach at the beginning of the seven year period and 73% supported it this year.</p>
<b>Making more efficient use of council assets such as land and buildings</b>	<p>The majority of respondents (86%) supported this approach. Average support for this approach over the ten year period is also 86%.</p> <p>Significant trends to note are that regardless of protected characteristics, the majority of respondents have consistently supported this approach over the ten year period.</p>
<b>Support for scaling back or stopping some services</b>	<p>27% of respondents supported this approach. Average support for this approach over the ten year period is 24%.</p> <p>Females and disabled people are consistently less likely than average to support this approach with an average of 17% of both groups reporting support for this approach over the ten year period.</p>
<b>Stopping provision of some discretionary services to protect services to older people and the vulnerable</b>	<p>40% of respondents supported this approach. Average support for this approach over the ten year period is 36%.</p> <p>People from minority ethnic groups show a trend for lower than average levels of support for this approach, with 30% supporting this year and an average of 29% supporting over the ten year period.</p>
<b>Changing working practices to make better use of technology and more efficient ways of working</b>	<p>The majority of respondents (85%) supported this approach. Average support for this approach over the nine year period that this question has been asked is 83%.</p>
<b>Working in partnership and sharing services with other councils and public sector agencies</b>	<p>The majority of respondents (79%) supported this approach. Average support for this approach over the nine year period that this question has been asked is 80%.</p>

Approach	Feedback and Trends
	Significant trends to note are that regardless of Protected Characteristics, the majority of respondents have consistently supported this approach (average support over the nine year period is 80%).
<b>Transferring services to other organisations like commercial companies</b>	<p>This approach resulted in a low level of overall support (22%). Average support for this approach over the ten year period is 23%.</p> <p>Females, disabled people and people from minority ethnic groups are consistently less likely than average to support this approach with average levels of support over the ten year period being 21%, 20% and 22% respectively.</p>
<b>Transferring services to community groups, social enterprises and town and parish councils</b>	<p>39% of respondents supported this approach. Average support for this approach over the ten year period is 45%.</p> <p>There are no clear trends over the ten year period relating to Protected Characteristic groups in respect of this approach.</p>
<b>Encouraging more people to volunteer their time to become involved in the delivery of services</b>	<p>47% of respondents supported this approach. Average support for this approach over the ten year period is 53%.</p> <p>There are no clear trends over the ten year period relating to Protected Characteristic groups in respect of this approach.</p>

## Section 3(d) – Satisfaction with Services - Trends Analysis

The following information summarises the key trends emerging as a result of South Gloucestershire Council budget setting consultations conducted since 2013. Full data tables are shown in Appendix 2 of this EqIAA and should be read in conjunction with the following summary information. This approach is significant as for the majority of areas and issues consulted upon, the Council now has ten years of data which this EqIAA investigates. In turn, this allows for an understanding of both trends and cumulative impacts in respect of Protected Characteristics to continue to mature and influence decisions and actions.

Service Area	Trends
<b>Care for Older People</b>	<p>28% of respondents stated satisfaction with care for older people. Across the ten year period, there has been an average satisfaction level of 20%.</p> <p>People aged 65+ and disabled people have tended to be more satisfied than average with both groups reporting an average 25% satisfaction level across the ten year period. However, disabled people have this year reported their lowest level of satisfaction across the ten years.</p> <p>People under the age of 65, non-disabled people and people from minority ethnic groups have tended to be less satisfied across the ten year period.</p> <p>Both disabled people and people from minority ethnic groups have this year reported their lowest levels of satisfaction across the ten years.</p>
<b>Care for physically disabled and those with learning difficulties</b>	<p>27% of respondents stated satisfaction with care for physically disabled people and people with learning difficulties. Across the ten year period, there has been an average satisfaction level of 17%.</p> <p>People aged 65+ and disabled people have tended to be more satisfied than average, reporting a 19% and 26% satisfaction level across the ten year period respectively.</p> <p>Females, people under the age of 65, non-disabled people and people from minority ethnic groups have tended to be less satisfied across the ten year period.</p>
<b>Children's Social Services</b>	<p>26% of respondents stated satisfaction with children's social services. Across the ten year period, there has been an average satisfaction level of 12%. Both disabled people and people from minority ethnic groups have this year reported low levels of satisfaction.</p> <p>People aged under 45 and disabled people have tended to be more satisfied than average, reporting an average 15% and 12% satisfaction level across the ten year period respectively.</p> <p>There are no groups for whom levels of satisfaction have been consistently lower than average across the ten year period.</p>



Service Area	Trends
<b>Customer services</b>	<p>48% of respondents stated satisfaction with customer services. Across the ten year period, there has been an average satisfaction level of 34%.</p> <p>People aged 65+ have tended to be more satisfied than average, reporting an average 37% satisfaction level across the ten year period and a 53% satisfaction level this year.</p> <p>There are no groups for whom levels of satisfaction have been consistently lower than average across the ten year period.</p>
<b>Environmental health and trading standards</b>	<p>33% of respondents stated satisfaction with environmental health and trading standards. Across the ten year period, there has been an average satisfaction level of 25%.</p> <p>People aged 65+ and disabled people have tended to be more satisfied than average, reporting an average 26% and 25% satisfaction level across the ten year period respectively and satisfaction levels of 36% and 34% this year respectively.</p> <p>There are no groups for whom levels of satisfaction have been consistently lower than average across the ten year period.</p>
<b>Housing advice services</b>	<p>26% of respondents stated satisfaction with housing advice services. Across the ten year period, there has been an average satisfaction level of 13%.</p> <p>People aged under 45 years, disabled people and people from minority ethnic groups have tended to be more satisfied than average, reporting an average 18%, 15% and 17% satisfaction level across the ten year period respectively. This year, satisfaction levels for these groups were 43%, 25% and 30% respectively.</p> <p>There are no groups for whom levels of satisfaction have been consistently lower than average across the ten year period.</p>
<b>Highways and Roads</b>	<p>31% of respondents stated satisfaction with highways and roads. Across the ten year period, there has been an average satisfaction level of 29%.</p> <p>People aged under 45 years have tended to be more satisfied than average, reporting an average 37% satisfaction level across the ten year period and a 44% satisfaction level this year.</p> <p>Disabled people have tended to be less satisfied across the ten year period with an average satisfaction level of 23% across the period.</p>
<b>Free Car parking</b>	<p>67% of respondents stated satisfaction with free car parking. Across the five year period that this question has been asked, there has been an average satisfaction level of 61%.</p>

Service Area	Trends
	<p>Disabled people have tended to be less satisfied than average across the period with an average satisfaction level of 54% across the period.</p>
<b>Libraries</b>	<p>79% of respondents stated satisfaction with libraries – this is the highest level of satisfaction this year across all services. Across the ten year period, there has been an average satisfaction level of 56%.</p> <p>People aged under 45 years have tended to report higher levels of satisfaction than average with libraries across the ten year period.</p> <p>The consultation results for the last three years have shown a significant drop in satisfaction levels expressed by people from minority ethnic groups with a satisfaction level of 47% this year.</p>
<b>Local Bus Services</b>	<p>28% of respondents stated satisfaction with local bus services. Across the ten year period, there has been an average satisfaction level of 42%. This year showed the lowest level of satisfaction amongst residents of the last ten year period at 28%.</p> <p>People aged over 65 years have tended to be more satisfied than average, reporting an average 50% satisfaction level across the ten year period and a 32% satisfaction level this year. This shows that satisfaction levels are declining in this group as well as overall.</p> <p>People aged under 65 years and disabled people have tended to be less satisfied than average across the ten year period.</p>
<b>Parks and open spaces</b>	<p>78% of respondents stated satisfaction with parks and open spaces – the second highest level of satisfaction this year across all services. Across the nine year period that this question has been asked, there has been an average satisfaction level of 68%.</p> <p>People from minority ethnic groups are showing a trend of lower than average satisfaction – this year satisfaction levels were 58% and across the ten year period the satisfaction level for this group is 55%.</p>
<b>Planning</b>	<p>27% of respondents stated satisfaction with planning. Across the ten year period, there has been an average satisfaction level of 17%.</p> <p>People aged under 45 years have tended to be more satisfied than average, reporting an average 22% satisfaction level across the ten year period and a 38% satisfaction level this year.</p> <p>Disabled people are consistently less satisfied than average with an average satisfaction level of 13% across the period.</p>
<b>Public Health</b>	<p>37% of respondents stated satisfaction with planning. Across the ten year period, there has been an average satisfaction level of 24%.</p>

Service Area	Trends
	<p>There appears to be no particular trends in either higher or lower than average levels of satisfaction for any particular groups across the ten year period. However, it is noted that people from minority ethnic groups report a lower than average satisfaction level across the period of 18% and lower than average satisfaction levels across two of the last three years.</p>
<b>Schools</b>	<p>57% of respondents stated satisfaction with schools. Across the ten year period, there has been an average satisfaction level of 34%. Overall satisfaction with schools has been increasing consistently over the last five years.</p> <p>People under the age of 45 have tended to be more satisfied than average, reporting an average 50% satisfaction level across the ten year period and a 63% satisfaction level this year.</p> <p>People over 65 and disabled people are consistently less satisfied than average with schools reporting average satisfaction levels across the ten year period of 25% and 27% respectively.</p> <p>Satisfaction levels of people from minority ethnic groups has dropped significantly this year when compared to last at 27% this year.</p>
<b>Sport and leisure facilities</b>	<p>65% of respondents stated satisfaction with sport and leisure facilities. Across the ten year period, there has been an average satisfaction level of 49%.</p> <p>People under the age of 45 have tended to be more satisfied than average, reporting an average 64% satisfaction level across the ten year period and a 63% satisfaction level this year.</p> <p>The satisfaction level of people aged over 65 has been increasing over the last 4 years.</p> <p>Disabled people consistently have the lowest levels of satisfaction with an average satisfaction level of 39% across the period.</p> <p>It is noted that the satisfaction levels reported by people from minority ethnic groups have been lower than average for the last 3 years and are particularly low this year at 34%.</p>
<b>Waste and recycling services</b>	<p>77% of respondents stated satisfaction with waste and recycling services. Across the ten year period, there has been an average satisfaction level of 72%. This is the highest average satisfaction level across the time period for all services.</p> <p>It is, however, noted that the satisfaction levels reported by people from minority ethnic groups have been lower than average for the last 3 years and are particularly low this year at 51%.</p>
<b>Welfare benefits and council tax reduction for</b>	<p>34% of respondents stated satisfaction with welfare benefits and council tax reduction. Across the ten year period, there has been an average satisfaction level of 23%.</p>

Service Area	Trends
<p><b>which the council is responsible</b></p>	<p>Females, people aged over 65 years and disabled people have tended to be more satisfied than average, reporting an average satisfaction level across the ten year period of 26%, 28% and 33% respectively.</p> <p>People aged under 65 and people from minority ethnic groups tend to be less satisfied than average, with people from minority ethnic groups reporting a particularly low level of satisfaction of 15% this year.</p>

## Section 3(e) – The Local Area and the Council – Trends Analysis

The following information summarises the key trends emerging as a result of South Gloucestershire Council budget setting consultations conducted since 2013. Full data tables are shown in Appendix 2 of this EqlAA and should be read in conjunction with the following summary information. This approach is significant as for the majority of areas and issues consulted upon, the Council now has ten years of data which this EqlAA investigates. In turn, this allows for an understanding of both trends and cumulative impacts in respect of Protected Characteristics to continue to mature and influence decisions and actions.

Consultation Topic	Feedback
<b>Over the past two years, do you feel that South Gloucestershire has become a better place to live, is the same or is worse?</b>	<p>Just 5% of respondents stated that they felt the area had become better as a place to live over the last two years.</p> <p>41% of respondents stated that they felt the area had become worse as a place to live over the last two years and this is the highest level over the nine year period that this question has been asked.</p> <p>In particular this year, disabled people and people from minority ethnic groups were more likely to say the area has become worse – 52% and 49% respectively.</p> <p>People in the age group 46 – 65 years have shown a greater likelihood to say that the area has become worse over the last nine year period that this question has been asked.</p>
<b>Satisfaction with the local area as a place to live</b>	<p>The majority of respondents (70%) stated that they were satisfied with the area as a place to live. Average satisfaction over the ten year period is 77%.</p> <p>The data shows a decline in satisfaction with 81% satisfied at the beginning of the ten year period and 70% satisfied this year.</p> <p>In respect of Protected Characteristics, disabled people and people from minority ethnic groups have been most likely to have lower levels of satisfaction with the local area as a place to live over the ten year period.</p>
<b>Satisfaction with the way South Gloucestershire Council runs things</b>	<p>49% of respondents stated satisfaction with the way the council runs things. Average satisfaction over the ten year period is 58%.</p> <p>In respect of Protected Characteristics, people from minority ethnic groups have been most likely to have lower levels of satisfaction with the way the Council runs things over the ten year period, reporting a 37% satisfaction rate this year.</p>
<b>The council keeps me informed about services</b>	<p>64% of respondents agreed that the council keeps them informed about the services it provides. Average agreement over the ten year period is 49%.</p> <p>There are no clear trends relating to Protected Characteristic groups in respect of this approach.</p>

Consultation Topic	Feedback
<b>The council keeps me informed about proposals for change</b>	<p>58% of respondents agreed that the Council keeps them informed about proposals for change. Average agreement over the nine year period that this question has been asked is 47%.</p> <p>Over the nine year period disabled people are less likely to agree.</p>
<b>I can influence decisions affecting my local area</b>	<p>Just 15% of respondents felt that they could influence decisions in their local area. Average agreement over the nine year period that this question has been asked is 21%.</p> <p>Over the nine year period, disabled people have reported lower levels of agreement with an average agreement level of 19% across the period.</p>
<b>The council acts on the concerns of local residents</b>	<p>31% of respondents felt that the Council acts on the concerns of local residents. Average satisfaction over the ten year period is 32%.</p> <p>People aged under 45 have reported a lower level of agreement across the ten year period with an average agreement level of 28%.</p>

Further questions were asked as part of the consultation this year and the following table shows the key results.

Consultation Topic	Feedback
<b>The council can be relied on to consistently deliver services</b>	<p>41% of respondents agreed.</p> <p>People aged under 45, disabled people, people from minority ethnic groups and LGBT+ people were least likely to agree.</p>
<b>The council is clear and honest about what it does and why</b>	<p>41% of respondents agreed.</p> <p>Disabled people and carers were least likely to agree.</p>
<b>The council contributes towards improving the local area and residents' wellbeing</b>	<p>35% of respondents agreed.</p> <p>Disabled people and people from minority ethnic groups were least likely to agree.</p>
<b>The council has the public's best interests at heart</b>	<p>36% of respondents agreed.</p> <p>Disabled people, people from minority ethnic groups, carers and people currently or previously serving in the UK Armed Forces were least likely to agree.</p>
<b>The council works collaboratively with other organisations and the public</b>	<p>29% of respondents agreed.</p> <p>People aged 65+, disabled people, people from minority ethnic groups and people currently or previously serving in the UK Armed Forces were least likely to agree.</p>

## **SECTION 4 - EqlAA OUTCOMES**

The Resource Planning process has been robust in taking account of equalities impacts from the outset. Equalities impacts identified throughout the process have been considered and have influenced decision-making in relation to the proposals taken forward.

The consultation process has been robust, allowing for information to be gathered in respect of the proposals as well as year-on-year and this information is considered in respect of 'Protected Characteristics'.

The council has a defined set of Equality Priority Areas and the consultation information as well as work conducted throughout the year continues to evidence that these Priority Areas are robust and align to the overarching Council Plan aim of reducing the inequality gap.

In respect of the proposals under consideration, the process undertaken has had clear influence in minimising equalities impacts which relate to the Equality Priority Areas. Negative impacts have been identified in relation to some proposals, however, mitigating actions have been identified in respect of 100% of these impacts at this stage. Should any proposal(s) be taken forward, detailed EqlAAs will be undertaken moving forwards.

In addition, investments have been identified which will contribute to the council's work to reduce the inequality gap and these are shown on pages 9 and 10 of this EqlAA.

This EqlAA forms part of the council Revenue and Capital Budget reports in order that Members have sufficient information to discharge the Public Sector Equality Duty. All Members have received equalities training which specifically covered details of and responsibilities under the Equality Act 2010 including the Public Sector Equality Duty).

Implementation of savings projects will continue to be monitored in respect of their EqlAA progress.

## SECTION 5 – EqIAA EVIDENCE

The evidence which has been used as part of the systematic approach to the consideration of equality impact includes:

- South Gloucestershire Council Budget 2014-15 Consultation Report, January 2014
- South Gloucestershire Council Savings Plan and Budget Report, January 2015
- South Gloucestershire Council Savings Plan and Budget Report, January 2016
- South Gloucestershire Council Savings Plan and Budget Report, January 2017
- South Gloucestershire Council Savings Plan and Budget Report, January 2018
- South Gloucestershire Council Budget and Council Savings Plan Consultation Output Report, January 2019
- South Gloucestershire Council Budget and Council Savings Plan Consultation Output Report, January 2020
- South Gloucestershire Council Budget and Council Savings Plan Consultation Output Report, January 2021
- South Gloucestershire Council Budget and Council Savings Plan Consultation Output Report, January 2022
- South Gloucestershire Council Budget and Council Savings Plan Consultation Output Report, January 2023
- South Gloucestershire Annual Equalities Reports (2011-12, 2012-13, 2013-14, 2014 –15, 2015-16, 2016-17, 2017-18, 2018-19, 2019-20, 2020-21, 2021-22)
- [South Gloucestershire Council Equality Impact Assessment and Analysis](#) (EqIAA) documents and [reports](#)
- “*How Fair is Britain?*”, the Equality and Human Rights Commission (EHRC), 2010
- “*Is Britain Fairer?*”, the Equality and Human Rights Commission (EHRC), 2015
- “*Is Britain Fairer? (2018)*”, the Equality and Human Rights Commission (EHRC), 2018
- Race Disparity Audit, October 2017



## APPENDIX 1 – ANALYSIS OF BUDGET PROPOSALS

### **Priority Equality Area: Tackling inequalities in respect of educational attainment and experience.**

#### **Key Equalities Issues relating to this priority area:**

Our data and intelligence shows that inequalities exist in relation to Pupil Attainment, Pupil Wellbeing and Pupil Attendance & Exclusions.

In particular, we know that pupils eligible for Free School meals (FSM), pupils from many minority ethnic groups (including Gypsy, Roma, Traveller pupils) and boys from lower socio-economic groups are disproportionately impacted in terms of attainment.

In terms of wellbeing, we know that there has been a decline in pupil wellbeing (e.g., mental health, confidence, self-esteem, anxiety etc). As measured by the Warwick/Edinburgh Wellbeing Scale) across the school population and pupils from minority ethnic groups and LGBTQ+ pupils have disproportionately lower levels of wellbeing.

We also know that pupils from minority ethnic groups (including Gypsy, Roma, Traveller pupils) are disproportionately over-represented in exclusion data.

We know that the proportion of South Glos pupils who are eligible for FSM has grown over the last 5 years and that pupils with disabilities and pupils from most minority ethnic groups are disproportionately overrepresented in this eligibility data.

We also know that pupils with SEND, specifically those on SEN Support, do less well in South Glos than in other Authority areas.

#### **Broad description of key work delivered:**

In South Gloucestershire there are circa 39,000 pupils across the education system. South Gloucestershire education system is defined by high levels of collaboration and collective responsibility for improving education for all children and young people across the system, to ensure all children have access to high quality education and no child is left behind. Partners across the local system work together to ensure that our collective resources are used effectively and efficiently and leverage of additional investment in education is a priority for all partners.

Improvements in education generally are being delivered across the local system, working with local school leaders of local authority maintained schools and Multi Academy Trusts to increase the percentage of children attending Good and Outstanding schools. The latest Ofsted figures continue to show an increase of both Primary and Secondary schools within South Gloucestershire rated as Good or Outstanding:

- Over the last five years we have moved from 35% Good or Outstanding schools as judged by Ofsted at Secondary and Post 16 to 81%, an increase of 46%.
- As of 31st October 2022; 36,135 (90%) pupils attend a good or outstanding South Glos School, this has increased by 9,739 pupils from 2017.
- 89% of schools in South Glos are rated by Ofsted as good or outstanding, as of 31st October 2022.
- 91% of (21,052) primary and 88% of (14,536) secondary pupils attend a good or outstanding Ofsted rated South Glos school, as of 31st October 2022.
- 91% of (85) primary schools and 81% of (13) secondary schools in South Glos are rated good or outstanding, as of 31st October.

Library cards are being given to every child in Reception and Year 6 over a 4 year period (c. 6,000 cards per year). This will support parents who may be reluctant to complete an application form to enable their children to use a library (this might be due to a wide range of issues, for example, literacy, confidence etc). 11% of children aged 0 – 11 who have recorded their ethnicity have used the library in the last 12 months. As part of this project the library service has worked with the University of the West of England (UWE) and Year 6 classes to change the perception of who can become an engineer, in addition authors and theatre groups from a diverse range of backgrounds have worked with children to promote reading. The library service successfully delivered the Summer Reading Challenge which supports primary aged children with reading over the summer through an incentive scheme with rewards for books read. South Gloucestershire recorded the fourth highest participation level in the UK in 2022.

Since 2020, the Local Authority has been subject to an accelerated progress plan to deliver improvements and to address inequalities in education outcomes for children with Special Educational Needs and Disabilities (SEND), specifically those at SEN Support. The Plan is being proactively delivered and good progress is being made at school level across South Gloucestershire to improve performance of children and young people at SEN Support – building high quality leadership capacity for SEND across mainstream schools.

Targeted work commenced in 2021, supported financially by council investment, to deliver a recovery and innovation programme. This was introduced specifically as a relatively short-term investment to mitigate for the impact of the pandemic on the education of children and young people. The programme includes activity to improve the wellbeing of pupils and staff and to address existing inequalities in the system, including the attainment and wellbeing gaps between children and young people from minority ethnic groups and LGBTQ+ communities and all other children, which was at risk of widening as a consequence of the pandemic. A cross party Equality in Education Steering Group was established, into which a Race Equality Taskforce, a LGBTQ+ Equality Taskforce and a Disability Equality Taskforce feed agreed actions. As a result, we have commissioned a programme of projects including the following:

Comprehensive equality, diversity, and inclusion training for school staff, curated by a select group of educators and experts, which:

- Aims to ensure the school environment is a positive a setting for all demographics
- Trains up appropriate hate incident responses;
- Trains methods to create a diverse curriculum
- Pedagogy with CYP with and parents, guardians and carers of CYP with protected characteristics.

Coaching with educational support and personal mentoring around identity and mental wellbeing for children and young people from minority ethnic groups.

Coaching with educational support and personal mentoring around identity and mental wellbeing for LGBTQ+ children and young people; staff training surrounding LGBTQ+ inclusivity and sensitivity and school intervention assemblies and workshops around LGBTQ+ inclusivity.

An Education Equalities lead officer has been recruited to coordinate this work and create opportunity for the agreed priorities to be informed by the lived experience of local children and young people.

South Gloucestershire runs an Adult Education and Skills Service which engages with circa 1,800 service users per annum, and this includes delivery of English for Speakers of Other Languages (ESOL) and employability courses.

## Budget Proposals 2023/24:

Council Dept.	Ref.	Description	Negative impact on one or more Equalities Priority Area?	Overarching assessment of Equalities Impact	Characteristics impacted	Initial assessment of potential 'level' of impact (High/Medium/Low)	Overarching statement	Identification of mitigating actions
People - Children	SLO7	Review all remaining elements of non-statutory home to school transport provision.	Yes Priority 1 - Tackling inequalities in respect of educational attainment and experience	Negative	Children & young people with special educational needs and disabilities (SEND) and their families.	Medium	Home to school transport provision is disproportionately accessed by children & young people with special educational needs and disabilities and as such a change brings potential for a corresponding negative impact. It is noted that the council provides above the statutory minimum and this change would continue to ensure that at least the statutory minimum remains in place.	Any furtherance of this option would ensure that at least the statutory minimum service remains in place and that any new process for assessing need for guide escorts on home to school transport is robust and is focused on need.
People - Children	SLO10	Phase 1 of the Recovery Curriculum programme, representing investment into education recovery post-Covid, has been very successful, with strong collaborative working and good educational outcomes. Strong leadership in our schools means that we can begin Phase 2 earlier than originally planned, embedding the work within mainstream school activity.	No	Neutral	-	-	Equality in Education is an integral part of Phase 1 of the Recovery Curriculum programme. The success of Phase 1, enabling the commencement of phase 2 earlier than originally planned, includes the successes delivered via the Equality in Education work and this will continue.	-

Council Dept.	Ref.	Description	Negative impact on one or more Equalities Priority Area?	Overarching assessment of Equalities Impact	Characteristics impacted	Initial assessment of potential 'level' of impact (High/Medium/Low)	Overarching statement	Identification of mitigating actions
People - Children	C1	Further development of school improvement income generating services.	No	Neutral	-	-	It is not anticipated that there would be an impact for any protected characteristic groups as a result of this proposal.	-
People - Children	C5	Review of admission fees and charges for academy and maintained schools.	No	Neutral	-	-	It is not anticipated that there would be an impact for any protected characteristic groups as a result of this proposal.	-
People - Children	C7	Review leadership and management provided centrally to oversee and co-ordinate support for early years and childcare with a focus on essential activity required to sustain access to high quality offer.	No	Neutral	-	-	Proposals in council early years, education and adult community learning include review of leadership and management arrangements for early years to ensure this continues to focus on the statutory responsibilities of the council for the sector, maintaining access to good quality childcare. In adult and community learning modest savings are proposed by review of funding arrangements for the services provided	-

Council Dept.	Ref.	Description	Negative impact on one or more Equalities Priority Area?	Overarching assessment of Equalities Impact	Characteristics impacted	Initial assessment of potential 'level' of impact (High/Medium/Low)	Overarching statement	Identification of mitigating actions
People - Children	C8	Review arrangements for leadership and management of adult, community and learning services with a focus on ways to ensure efficient use of resources to sustain access to high quality community learning and skills offer.	No	Neutral	-	-	Proposals in council early years, education and adult community learning include review of leadership and management arrangements for early years to ensure this continues to focus on the statutory responsibilities of the council for the sector, maintaining access to good quality childcare. In adult and community learning modest savings are proposed by review of funding arrangements for the services provided	-
People - Children	C11	We will review our process for assessing need for guide escorts on home to school transport, to ensure support is available for those children requiring an escort on the journey.	Yes Priority 1 - Tackling inequalities in respect of educational attainment and experience	Negative	Children & young people with special educational needs and disabilities (SEND) and their families.	Medium	Guide escorts on home to school transport provision is disproportionately accessed by children & young people with special educational needs and disabilities and as such a change brings potential for a corresponding negative impact.	Any furtherance of this option would ensure that at least the statutory minimum service remains in place and that any new process for assessing need for guide escorts on home to school transport is robust and is focused on need.
R&BC	R18	Rationalise the services directly provided by Integra that cannot be maintained sustainably in-house and where value for money alternatives exist in the commercial market place.	Yes Priority 1 - Tackling inequalities in respect of educational attainment and experience	Negative	Children & young people and their families.	Low	There are a wide range of services directly provided by Integra to schools. In respect of those services that cannot be maintained sustainably in house, an approach which ensure that value for money alternatives exist in the commercial market place would reduce any negative impact for schools budgets.	In respect of school cleaning and catering services, no provision would be ceased prior to a school having in place a suitable alternative. This would ensure consistency in service provision for children and young people.

## Consultation Feedback

The following tables show the results of the consultation feedback.

### Note:

Areas highlighted **GREEN** are those where the proportion of people with this characteristic is 10% or more above the proportion of all respondents.

Areas highlighted **RED** are those where the proportion of people with this characteristic is 10% or more below the proportion of all respondents.

### *Review all remaining elements of non-statutory home to school transport provision*

Respondents	Total	Sex		Age Group			Disability		Ethnicity			LGBTQ+		Carer		UK Armed Forces	
		Female	Male	18 to 44	45 to 64	65+	Disabled	Non-disabled	Minority Ethnic Groups	' White Other'	White British	LGBTQ+	Heterosexual / Straight	Yes	No	Yes (current or previous)	No
<b>AGREE</b>	27%	34%	25%	50%	27%	21%	21%	30%	26%	20%	29%	7%	15%	41%	34%	25%	28%
<b>DISAGREE</b>	7%	4%	10%	20%	7%	4%	12%	7%	14%	8%	7%	5%	3%	5%	10%	6%	7%

A greater proportion of respondents agreed with this proposal than disagreed across all Protected Characteristics.

This EqlAA has identified that home to school transport provision is disproportionately accessed by children & young people with special educational needs and disabilities and as such a change brings potential for a negative impact especially for these persons. It also confirms that any furtherance of this option would ensure that at least the statutory minimum service remains in place and that any new process for assessing need for guide escorts on home to school transport is robust and is focused on need. Should this option be taken forward, a specific EqlAA would be undertaken prior to implementation of any changes.

***Phase 1 of the Recovery Curriculum programme, representing investment into education recovery post-Covid, has been very successful, with strong collaborative working and good educational outcomes. Strong leadership in our schools means that we can begin Phase 2 earlier than originally planned, embedding the work within mainstream school activity.***

Respondents	Total	Sex		Age Group			Disability		Ethnicity			LGBTQ+		Carer		UK Armed Forces	
		Female	Male	18 to 44	45 to 64	65+	Disabled	Non-disabled	Minority Ethnic Groups	' White Other'	White British	LGBTQ+	Heterosexual / Straight	Yes	No	Yes (current or previous)	No
<b>AGREE</b>	31%	38%	29%	61%	29%	24%	33%	32%	29%	16%	34%	15%	22%	44%	40%	31%	32%
<b>DISAGREE</b>	6%	6%	6%	7%	8%	4%	5%	6%	6%	12%	5%	5%	5%	7%	7%	6%	6%

More respondents agreed with this proposal than disagreed across all Protected Characteristics.

In addition, feedback from engagement with South Gloucestershire Equalities Voice tells us that the continuation of the work of the cross party Equality in Education Steering Group, the Race Equality Taskforce, LGBTQ+ Equality Taskforce and Disability Equality Taskforce brings clear potential for positive equalities impacts in respect of tackling the equalities issues as set out above.

In respect of the proposal to “*Rationalise the services directly provided by Integra that cannot be maintained sustainably in-house and where value for money alternatives exist in the commercial market place*”, analysis of impacts upon the workforce has been conducted and page 50 of this EqlAA identifies that the job roles affected are disproportionately carried out by women (90.8% of roles ‘in scope’) and people over the age of 50 years (69.4% of roles ‘in scope’). In terms of mitigating actions, the council operates a Workforce Change Procedure which would be followed should the proposals be taken forward. This aims to mitigate the impact of change on our workforce through exploring redeployment options and ensuring those who are ‘at risk’ of redundancy are well prepared to for other roles within or beyond the council. A detailed EqlAA will be carried out should this option be taken forward to cover both potential workforce and pupil impacts.

## Satisfaction with Schools

The following table shows 10 years of consultation results concerning resident satisfaction with schools.

### Consultation feedback – satisfaction with schools

Budget year	Total (all respondents)	Female	Male	16-34	35-44	Under 45	46 to 65	Over 65	Disabled	Non disabled	White British	Minority Ethnic Groups	Bisexual	Gay man	Gay woman/ lesbian	Other	Identify as Trans - Yes	Identify as Trans - No	Heterosexual	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Any other religion	No religion	Carer	Not a Carer	UK Armed Forces	Not UK Armed Forces
2014/15	62%	62%	61%			64%	63%	54%	44%	63%	61%	57%																			
2015/16	18%	17%	21%			39%	16%	7%	12%	20%	18%	31%																			
2016/17	16%	19%	15%			35%	7%	9%	8%	17%	17%	19%																			
2017/18	17%	21%	15%			43%	18%	9%	15%	18%	18%	17%																			
2018/19	13%	15%	11%			30%	20%	6%	9%	14%	12%	19%																			
2019/20	19%	21%	17%			35%	18%	12%	21%	19%	19%	32%	46%	0%	20%	11%	80%	19%	19%	0%	19%	25%	0%	0%	0%	18%	20%				
2020/21	46%	50%	42%	74%	67%		43%	38%	47%	47%	46%	48%	40%	14%	33%	56%	0%	48%	49%	50%	47%	40%	0%	0%	-	29%	49%				
2021/22	45%	52%	41%			65%	44%	39%	35%	48%	46%	31%	41%				0%	47%	46%	100%	44%	100%	0%	0%	-	71%	49%				
2022/23	44%	48%	42%			56%	52%	36%	37%	45%	44%	61%	40%				-	46%	46%	0%	46%	-	100%	0%	-	60%	46%				
2023/24	57%	53%	63%			63%	60%	43%	42%	63%	66%	27%	55%					59%									65%	60%	29%	59%	



## Priority Area: Tackling Hate Crime

### Key Inequalities:

The level of hate crime in South Gloucestershire continues to grow. It mirrors the [growth rates seen across England and Wales](#). In 2021/22 the increase in reported hate crime in South Gloucestershire compared to the previous year was 26%; during the year, the split of 'hate crime type' reported was as follows:

- Race - 81%
- Sexual orientation - 10%
- Disability - 3%
- Faith - 3%
- Gender/Transgender identity - 3%

The Safer and Stronger Communities Strategic Partnership (SSCSP) is in the process of commissioning a needs assessment for hate crime, so that we can better understand the levels and issues which impact on our communities. The results of which will provide updated analysis to inform future work.

### Key work delivered:

South Gloucestershire Safer and Stronger Communities Plan 2022-25 is agreed in conjunction with partners and the Police and Crime Commissioner. The priorities for this plan are selected based on the harm they cause to individuals and communities; their levels and whether those are increasing or decreasing. Those priorities include preventing hate crime; violence against women and girls and domestic violence and abuse. The Council's Community Safety Service supports the SSCSP in co-ordinating the work of the partnership to reduce the prevalence of hate crime; improve public confidence in our response; to change the behaviours of those committing hate crime and to educate young people. We have committed a dedicated resource to co-ordinate and drive this work with our partners. This includes the commissioning of SARI (Stand Against Racism and Inequality) to support victims of hate crime. The Council's Community Safety Team also offers a service whereby residents can report incidences of ASB. ASB can be a pre-cursor to many more serious crimes, such as Hate and violence against women and girls. Case Officers will manage a case load which involves investigation of those complaints, prevention, and early intervention work, and in some cases enforcement. Case management also includes signposting to other agencies and advocacy for advice and support.

## Budget Implications – Potential Changes:

Council Dept.	Ref.	Description	Negative impact on one or more Equalities Priority Area?	Overarching assessment of Equalities Impact	Characteristics impacted	Initial assessment of potential 'level' of impact (High/Medium/Low)	Overarching statement	Identification of mitigating actions
Place	SLO14	We will review how we address reports of Anti-Social Behaviour to support the police's responsibilities by providing support, guidance and signposting to residents and stakeholders involved in dealing with complaints of ASB.	Yes Priority 2 – Tackling Hate Crime	Negative	Minority ethnic groups Disabled People LGBTQ+ communities Faith Groups	Medium	Providing support, guidance and signposting to residents would continue to support the police's responsibilities, however a reduction in the council's Community Safety Service capacity to take direct reports of Anti-Social Behaviour could have an impact as early recognition and prevention of these cases can prevent an escalation. Victims of ASB can experience multiple prejudiced motivated incidences before it is recognised as a hate crime.	We recognise that Anti-social behaviour can be multi-faceted and complex often leading to wider community tensions. While we would no longer take direct reports of ASB, we will provide training, advice and support to our partners in dealing with the more complex cases. This will include the co-ordination of multi-agency meetings to agree action plans and activity to respond to those situations which cannot be managed or resolved by a single agency. Community Triggers are a statutory function for the SSCSP and is a process which allows members of the community to request a review of their complaint of ASB and the responses by agencies to deal with their complaint. Community Triggers will remain the responsibility of the Council's Community Safety Service to undertake the independent review and ensure victims and communities have a greater say in the way in which their complaints of ASB are dealt with and that their reports of ASB are taken seriously.

Council Dept.	Ref.	Description	Negative impact on one or more Equalities Priority Area?	Overarching assessment of Equalities Impact	Characteristics impacted	Initial assessment of potential 'level' of impact (High/Medium/Low)	Overarching statement	Identification of mitigating actions
Place	SLO17	We will no longer directly fund the Specialist Victim Support Service, however support will be continue to be available through partners such as Police and Lighthouse.	Yes Priority 2 – Tackling Hate Crime	Negative	Minority ethnic groups Disabled People LGBTQ+ communities Faith Groups	Medium	The specialist victim support service includes the provision of support for victims of hate crime. Therefore, a reduction in funding could result in a disproportionate negative impact for those most likely to experience hate crime.	South Gloucestershire Safer and Stronger Communities Plan 2022-25 is agreed in conjunction with partners and the Police and Crime Commissioner. The Plan has increased funding over the next 3 years to support additional case work through SARI (Stand Against Racism and Inequality) and the work we are undertaking to better understand the issues which affect our communities where hate crime is concerned will enable us to focus our effort to take proactive and preventative action to mitigate the risk to residents and communities.

Council Dept.	Ref.	Description	Negative impact on one or more Equalities Priority Area?	Overarching assessment of Equalities Impact	Characteristics impacted	Initial assessment of potential 'level' of impact (High/Medium/Low)	Overarching statement	Identification of mitigating actions
Place	SLO13	Challenges in both procuring and providing the current taxi marshal service for our night time economy hotspots means it is not feasible to continue delivery in the medium term. In the interim, we will seek to negotiate a temporary extension for the service alongside accelerating the upgrade of CCTV in Chipping Sodbury town centre during 2023/24. Public order remains the responsibility of the police and licensees and we will work with them both to identify whether they need to commission additional support.	Yes Priority 2 – Tackling Hate Crime	Negative	Younger people, Females, Disabled people, People from minority ethnic groups	Medium	A reduction in the current taxi marshal service for our night time economy hotspots brings the potential to negatively impact those who particularly benefit from the service which includes younger people, women, people from minority ethnic groups and disabled people.	Working in partnership with key stakeholders, including the Police, Licensing, local pub watches, businesses and our voluntary and community sector will be pivotal to finding alternative strategies and solutions to help support and manage our night-time economies. The SSCSP Plan has identified the prevention of VAWG and hate crime as 2 of its 3 priorities until 2025, we are in the process of developing comprehensive plans for these, with a focus on education from an early age in our schools, raising awareness in our communities and working with our business communities with the ambition of making longer term sustainable change. Multi-agency working groups will be established, one of which will lead on developing strategies and plans to work with and support the night-time economy, this will link into some of the wider work we are doing to tackle violence against women and girls (VAWG) given evidence shows that overall, sexual harassment and violence in the night economy is considered a normalised part of society. The upgrade of CCTV in Chipping Sodbury will be brought forward from 2024/25 to 2023/24 in advance of changes to the service.

## Consultation Feedback

The following tables show the results of the consultation feedback.

### Note:

Areas highlighted **GREEN** are those where the proportion of people with this characteristic is 10% or more above the proportion of all respondents.

Areas highlighted **RED** are those where the proportion of people with this characteristic is 10% or more below the proportion of all respondents.

***We will review how we address reports of Anti-Social Behaviour to support the police's responsibilities by providing support, guidance and signposting to residents.***

Respondents	Total	Sex		Age Group			Disability		Ethnicity			LGBTQ+		Carer		UK Armed Forces	
		Female	Male	18 to 44	45 to 64	65+	Disabled	Non-disabled	Minority Ethnic Groups	' White Other'	White British	LGBTQ+	Heterosexual / Straight	Yes	No	Yes (current or previous)	No
<b>AGREE</b>	32%	40%	28%	56%	31%	25%	35%	32%	31%	28%	33%	20%	24%	40%	41%	34%	32%
<b>DISAGREE</b>	10%	8%	11%	17%	10%	7%	8%	10%	23%	8%	9%	0%	7%	14%	12%	7%	10%

A greater proportion of respondents agreed with this proposal than disagreed across all Protected Characteristics. It is also noted that the highest proportion of residents who disagreed with this proposal were those from minority ethnic groups and South Gloucestershire data shows that over 80% of hate crime is racist hate crime.

This EqlAA notes that a reduction in the council's Community Safety Service capacity to take direct reports of Anti-Social Behaviour could have an impact as early recognition and prevention of these cases can prevent an escalation. Victims of ASB can experience multiple prejudiced motivated incidences before it is recognised as a hate crime. This EqlAA highlights a mitigating action which includes confirmation that Community Triggers will remain the responsibility of the Council's Community Safety Service to undertake the independent review and ensure victims and communities have a greater say in the way in which their complaints of ASB are dealt with and that their reports of ASB are taken seriously.

***We will no longer directly fund the Specialist Victim Support Service. Support would be available through partners such as Police and Lighthouse.***

Respondents	Total	Sex		Age Group			Disability		Ethnicity			LGBTQ+		Carer		UK Armed Forces	
		Female	Male	18 to 44	45 to 64	65+	Disabled	Non-disabled	Minority Ethnic Groups	' White Other'	White British	LGBTQ+	Heterosexual / Straight	Yes	No	Yes (current or previous)	No
<b>AGREE</b>	29%	29%	30%	42%	29%	25%	33%	29%	34%	28%	29%	15%	23%	46%	36%	37%	29%
<b>DISAGREE</b>	19%	25%	16%	50%	17%	11%	22%	19%	31%	4%	20%	7%	13%	18%	26%	9%	19%

A greater proportion of respondents agreed with this proposal than disagreed across all Protected Characteristics except younger people. It is also noted that a high proportion of residents who disagreed with this proposal were those from minority ethnic groups and South Gloucestershire data that over 80% of hate crime is racist hate crimes.

South Gloucestershire Safer and Stronger Communities has increased funding over the next 3 years to support additional case work through SARI (Stand Against Racism and Inequality) and the work we are undertaking to better understand the issues which affect our communities where hate crime is concerned will enable us to focus our effort to take proactive and preventative action to mitigate risk to residents and communities.

*Challenges in procuring the current taxi marshal service for our night time economy hotspots means it is not feasible to continue delivery once the existing contract ends. Public order remains the responsibility of the police and licensees and we would work with them both to identify whether they need to recommission alternative support as the scheme is withdrawn over the coming year.*

Respondents	Total	Sex		Age Group			Disability		Ethnicity			LGBTQ+		Carer		UK Armed Forces	
		Female	Male	18 to 44	45 to 64	65+	Disabled	Non-disabled	Minority Ethnic Groups	' White Other'	White British	LGBTQ+	Heterosexual / Straight	Yes	No	Yes (current or previous)	No
<b>AGREE</b>	41%	43%	42%	70%	42%	31%	40%	42%	40%	36%	43%	20%	32%	61%	51%	43%	41%
<b>DISAGREE</b>	8%	9%	6%	17%	7%	5%	13%	7%	14%	0%	7%	7%	5%	8%	10%	3%	7%

A greater proportion of respondents agreed with this proposal than disagreed across all Protected Characteristics.

Multi-agency working groups will be established, one of which will lead on developing strategies and plans to work with and support the night-time economy, this will link into some of the wider work we are doing to tackle violence against women and girls (VAWG) given evidence shows that overall, sexual harassment and violence in the night economy is considered a normalised part of society.

## Priority Area: Tackling inequalities across employment opportunities.

### Key Inequalities:

The Council's [Equalities in Employment Reports](#) show that in terms of the council workforce, 68.85% of staff are female and 31.15% male. Female staff are under-represented at our most Senior Management levels compared to the overall workforce composition. 9.2% of staff have declared that they are from a minority ethnic group compared to 14.5% in the South Glos population (Census 2021). 3.94% of staff declared a disability compared to 15.6% in the South Glos population; 4.35% of staff in post in HAY10-14 grades are disabled compared to 2.44% of staff in HAY03-A grades. The application to offer rate for disabled applicants remains low. The number of LGBTQ+ staff is 2.6% which is below the population of South Gloucestershire and length of service for LGBTQ+ staff members is below that of heterosexual/straight staff members. The proportion of staff declaring a religion/belief is below the South Glos figures in all religion/belief 'categories'.

In terms of employment across South Gloucestershire, the [Economic Briefing](#) published in January 2023, shows the following information: At June 2022, 83.4% of the working age population in South Gloucestershire were in employment – higher than the national rate of 75.7% and higher than the West of England rate of 81.4%. The unemployment rate was 2.2% - lower than the national rate of 3.9%. Professional occupations continue to be the largest employment type in South Gloucestershire with 27.3% of all employed residents working in this area in December 2021. South Gloucestershire has a higher proportion of residents employed in administrative and secretarial occupations than the national average (11.7% compared to 10.2%). The proportion employed in elementary occupations has seen an increase of 0.5% over the last year. Across South Gloucestershire, women are highly represented in administrative and secretarial occupations (19.3% in comparison of 4.7% of men). 14.6% of men are in skilled trades occupations, in comparison to 2.3% of women. In the occupation group of 'caring, leisure and other service occupations', 11.4% of the workforce is female, compared to 1.8% being male. In the occupation group of 'professional occupations', 23.1% are female, compared to 31.6% being male. 8.9% of 'managers, directors and senior officials' are female, compared to 9.5% being male. In terms of full-time workers in South Gloucestershire, median annual earnings were £29,990 for females compared to £34,416 for males. In September 2022, the proportion of young people aged 16 and 17 years not in education, employment or training was 1.9% which compares favourably to the national (England) average of 2.9%.

### Key work delivered:

We have developed and launched our Workforce Equalities Action Plan, which sets out the challenges we face and our commitments to make a positive difference. We have actively engaged with employee groups and Trade Unions to co-produce the plan, identifying how we can continue to target our efforts to improve diversity, inclusion and reduce inequality. The plan clarifies our ambition for workplace equalities, diversity and inclusion providing a clear set of actions aimed at meeting this ambition. The plan is supported by a new approach to tracking employee sentiment around



inclusion in SGC via a new inclusion index and employee net promoter score, both of which will be linked to employee groups with protected characteristics.

Our ambition states that we recognise that inequality gaps exist throughout employment. We are committed to improving diversity and reducing inequalities for everyone. We want our culture to promote an inclusive and supportive workplace that enables us to deliver better services.

- We want to create a culture where everyone is valued, included and is recognised for the work they do.
- We want staff to recognise - and tell us - that the Council cares about them, supports them and communicates with them in an open and honest way.
- We want everyone to be able to express how they feel at work. We want staff to feel encouraged to contribute ideas because they know their opinions will be respected and valued.
- We want staff to feel empowered to challenge negative attitudes and behaviours that get in the way of our ambitions. We aspire to have a workforce that represents the community's diversity, with a management and leadership population that reflects our workforce and community.
- We recognise that how people are managed has a big impact on how included and valued they feel. We want to strengthen our culture so all staff at all levels understand their roles and responsibilities and everyone shares the same ambition to build a genuinely inclusive, diverse and supportive organisation.

The council runs a Universal Business Support programme which aims to offer South Gloucestershire businesses a range of advice, support and training. This includes 12 hours of free business support to all South Gloucestershire SMEs and aspiring entrepreneurs. Data shows good representation in respect of the spread of Age, Sex, Ethnicity and Disability of business leaders accessing the programme. During 2021/22 South Gloucestershire Council continued to facilitate the distribution and allocation of Covid-19 grants within South Gloucestershire, distributing over £37M of grants to local businesses. Targeted support is also delivered and examples include the delivery of workshops such as Women in Business – Improving Gender Balance and the Major Employers Forum as part of the South Gloucestershire Business Show included segments covering Equality and Diversity.

## Budget Implications – Potential Changes:

Council Dept.	Ref.	Description	Negative impact on one or more Equalities Priority Area?	Overarching assessment of Equalities Impact	Characteristics impacted	Initial assessment of potential 'level' of impact (High/Medium/Low)	Overarching statement	Identification of mitigating actions
N/A	N/A	Across the proposals under consideration, there are several proposals which would likely result in reductions in numbers of council staff.	Yes Priority 3 – Tackling Inequalities across employment opportunities	Negative	Sex (in particular, females) Age (in particular, people aged 50+)	Medium	Data in relation to council staff impacted by the proposals under consideration shows that the job roles affected are disproportionately carried out by women (90.8% of roles 'in scope') and people over the age of 50 years (69.4% of roles 'in scope').	The council operates a Workforce Change Procedure which would be followed should the proposals be taken forward. This aims to mitigate the impact of change on our workforce through exploring redeployment options and ensuring those who are 'at risk' of redundancy are well prepared to for other roles within or beyond the council.

There are no proposals which would negatively affect employment opportunities in respect of any protected characteristic groups in South Gloucestershire. There is work, described on page 75, which has potential to positively impact employment opportunities for protected characteristic groups in South Gloucestershire.

## **Priority Area: Tackling inequalities within and related to poverty and financial hardship.**

### **Key Inequalities:**

The numbers of children living in poverty in South Glos has risen from 12% in May 2019 to 20% in 2020/2021, a working group has been established to understand any barriers to accessing support for these children and their families and an action plan to tackle child poverty is being developed, informed by findings of a qualitative insights study.

Our data show that minority ethnic population groups are just over 3 times more likely to apply for a Community Resilience and Household Support fund with people from Pakistani, Black African, Mixed ethnicity and White Other heritage being significantly over-represented in the Fund data. These same groups, along with Gypsy, Roma Traveller and Bangladeshi heritage people are also significantly over-represented in South Gloucestershire Free School Meals pupil eligibility data. We also know that the proportion of South Gloucestershire pupils who are eligible for Free School Meals has grown over the last 5 years and that pupils with disabilities are disproportionately overrepresented in this eligibility data.

Further, analysis of the last 6 years of data relating to access to welfare and debt advice services show that females, people in younger years, disabled people and people from BAME backgrounds are consistently, significantly more likely to access the services.

In recognition of the continued need to support financial security for our communities and the impact of the cost of living crisis, additional resource has been allocated for the next two years from the Prevention Fund.

### **Key work delivered:**

The Council has in place a multi-partner financial security strategy group which has a developed action plan to support those in most need; the overarching aim is to ensure that individuals and families are supported to be more financially self-resilient.

The Council has also made available the Community Resilience Fund which supports those impacted by the cost-of-living crisis and who are not normally eligible for other forms of support due to their household income or other factors.

The Council also has in place the Household Support Fund, through which additional support is provided for young people entitled to Free School Meals outside of term time. This is in partnership with the Holiday Activities and Food Programme. Work is also ongoing around understanding how to improve take up of Free School Meals when eligible.

Under the Prevention Fund, financial security work is being developed and additional resource for the next two financial years has been allocated for this purpose.

Work to tackle child poverty already established within the Council will continue.

Qualitative insights work is helping to support this and the child poverty work.

In terms of cost of living, the Council and partners have developed a joint action plan of support which includes work with health sector professionals to identify those most impacted by the cost-of-living increases, with a clear focus on the health impact of this. Work has also started with the South Gloucestershire Race Equality Network to ensure that support is reaching those communities that need it most.

Work around Community Welcome Spaces continues to develop with a grant available to support community and other groups to make these warm spaces available and the Council is hosting a directory of the support available in communities which showcases the excellent response of communities, Town and Parish Councils, Faith groups and others.

The Council continues to support the Welfare, Benefit and Debt Advice consortium which supports our residents and communities with advice.

### **Budget Implications – Potential Changes:**

Council Dept.	Ref.	Description	Negative impact on one or more Equalities Priority Area?	Overarching assessment of Equalities Impact	Characteristics impacted	Initial assessment of potential 'level' of impact (High/Medium/Low)	Overarching statement	Identification of mitigating actions
R&BC	SLO25	The council's Welfare Grant Scheme currently provides support to residents of £130k per annum. This proposal will fund the scheme through the Community Resilience Fund for two years before considering options for phasing out from 2025/26.	No	Neutral	-	-	Funding continues unchanged and will be delivered through the Community Resilience Fund.	-

## Consultation Feedback

The following tables show the results of the consultation feedback.

### Note:

Areas highlighted **GREEN** are those where the proportion of people with this characteristic is 10% or more above the proportion of all respondents.

Areas highlighted **RED** are those where the proportion of people with this characteristic is 10% or more below the proportion of all respondents.

***The council's Welfare Grant Scheme currently provides support to residents of £130k per annum. This proposal will fund the scheme through the Community Resilience Fund for two years before considering options for phasing out from 2025/26***

Respondents	Total	Sex		Age Group			Disability		Ethnicity			LGBTQ+		Carer		UK Armed Forces	
		Female	Male	18 to 44	45 to 64	65+	Disabled	Non-disabled	Minority Ethnic Groups	' White Other'	White British	LGBTQ+	Heterosexual / Straight	Yes	No	Yes (current or previous)	No
<b>AGREE</b>	26%	27%	27%	55%	22%	20%	19%	28%	37%	12%	27%	7%	15%	42%	32%	25%	27%
<b>DISAGREE</b>	7%	9%	6%	17%	7%	4%	15%	7%	3%	0%	8%	7%	4%	7%	10%	9%	7%

A greater proportion of respondents agreed with this proposal than disagreed across all Protected Characteristics. In particular, people in the younger age group, carers and people from minority ethnic groups showed the highest levels of support and these are groups identified in South Gloucestershire data with disproportionately high levels of financial hardship and poverty. Funding continues unchanged and will be delivered through the Community Resilience Fund. Monitoring of Fund uptake will continue in order to ensure robust information is in place to inform decision-making into the future.

## **Priority Area: Tackling housing inequalities.**

### **Key Inequalities:**

Our data shows that people disproportionately over-represented in housing need are; Females, Disabled People, People aged 25 – 44, people from Bangladeshi, 'Black', 'Dual Heritage', Gypsy Roma Traveller, 'White Other' groups and LGBTQ+ groups.

People from minority ethnic backgrounds are:

- more likely to be living in overcrowded conditions
- more likely to be rented housing. 70% of white British households own their home versus 40% of BAME households (South West region).

Social renting is particularly high among people from some ethnic minority groups.

The majority of those seeking housing and homelessness advice and assistance are women with dependent children, young people, disabled people and people from minority ethnic groups.

There is a significant and growing need for accessible and adaptable housing.

Affordability of housing is an essential issue to tackle for all and especially considering the over representation of many groups as set out above. This relates to the overall capital costs of housing, particularly in the private rented sector, where many households do not have the funds to pay a deposit/first month's rent to secure a property and will struggle to meet monthly rent costs, where the rent is often significantly above the Local Housing Allowance rates for the district. Households can also struggle with the general running costs of their home including heating. Low income and vulnerable households are more likely to be in fuel poverty and will be further impacted by poorer health outcomes due to the cost of heating their homes.

Meeting the needs of the armed forces community is important especially as South Gloucestershire has a significant population of armed forces personnel (current and former).

It is noted that people in lower socio-economic groups are less able to undertake the housing adaptations required to mitigate the impacts of a changing climate.

## **Key work delivered:**

A new Housing Strategy has been adopted and the priorities to reduce inequalities are clear:

- Affordability
- Accessibility
- Meeting diverse need of specific groups of people
- Improving the energy efficiency of homes
- Homes to have access to suitable community facilities

Our work covers:

- Understanding the need for all housing (via assessments of specific groups to quantify need)
- Increase supply of high quality housing
- Intervene to increase housing delivery
- Ensure good management for tenants
- Ensure re-housing policy reflects need
- Promote older people's housing options
- Supported housing for priority groups
- Reduce fuel poverty for low income households
- Support retrofit to homeowners
- Adaptations to existing homes
- New homes built to accessibility standards
- Improve quality of rented housing and HMOs
- Assess options to use Modern Methods of Construction
- Regeneration of existing communities
- Housing options advice and support for people who are homeless/threatened with homelessness including assessment, where necessary, to determine whether the council has a statutory duty to accommodate
- Administration of the council's housing register for people who wish to move to social housing and the letting of vacant social housing properties (in line with the council's lettings policy) in partnership with Registered Providers. Properties including general needs homes and accommodation for older people including extracare homes for people, who need on-going care in order to live independently
- Regular review of council's lettings policy to ensure it reflects current legislation, housing need in the district and council priorities

Through the planning service's evaluation and determination of development proposals, the council and our communities receive an annual £4m of Community Infrastructure Levy (CiL) contributions and £15m in s106 payments. In addition, between 2018 and 2022, £19m of New Homes Bonus and £36m towards the delivery of affordable housing has been secured. These contributions are used to address the impacts of new development, resulting in additional investment into our communities to address priority issues.

## Budget Implications – Potential Changes:

Council Dept.	Ref.	Description	Negative impact on one or more Equalities Priority Area?	Overarching assessment of Equalities Impact	Characteristics impacted	Initial assessment of potential 'level' of impact (High/Medium/Low)	Overarching statement	Identification of mitigating actions
People - Adults	SL06	South Glos Homes is the in-house social lettings agency designed to forge links with the private rented sector to bring on properties for temporary accommodation and for homelessness prevention and relief. We will review this service to reduce its cost either through reduced use of temporary accommodation or a reduction in resource.	Yes Priority 5 - Tackling housing inequalities	Negative	Females Disabled People People aged 25 – 44 Minority ethnic groups LGBTQ+ communities	Medium	Our data tells us that certain Protected Characteristic groups are disproportionately over-represented in housing need (these include Females, Disabled People, People aged 25 – 44, people from many minority ethnic groups and people from LGBTQ+ communities), and as such, any reduction in numbers of properties for temporary accommodation and for homelessness prevention and relief would correspondingly have a disproportionate impact for these groups.	Through early intervention, we aim to support households to prevent/relieve their homelessness. Intervention could include support to enforce occupancy rights, enable planned moves through mediation, help with the financial cost of securing, or maintaining a home including debt & money advice, practical assistance to look for a home, or deal with money issues, engage with landlords & specialists re. housing related care & support.



Council Dept.	Ref.	Description	Negative impact on one or more Equalities Priority Area?	Overarching assessment of Equalities Impact	Characteristics impacted	Initial assessment of potential 'level' of impact (High/Medium/Low)	Overarching statement	Identification of mitigating actions
Place	PL13	A review to maximise recharges to housing enabling fees income.	No	Neutral	-	-	Income is generated from the delivery of Affordable Housing by Registered Providers making payments to the Council for Housing Enabling services. This income is used for the provision of Council services within the Enabling team. Recharging will be maximised in line within the terms of Enabling Fees and the Joint Working Agreement.	-
R&BC	R4	New Levelling Up and Regeneration Bill will provide billing authorities with the power to levy a premium of up to 100% on council tax bills for second homes, and for empty homes after one year (as opposed to two years which is the current requirement). The new powers reinforce the incentive for owners to bring empty properties back into use and support councils in addressing the impacts of empty and second homes.	No	Positive	-	Low	It is anticipated that these new powers would result in more properties being brought back into use, therefore contributing to addressing housing need, including for those who are disproportionately more likely to be in housing need.	The Bill is intended to empower local authorities to double the standard council tax rate on any home left empty for longer than a year, rather than two; encouraging more empty homes back into productive use, while raising additional revenue to support local services.

## Consultation Feedback

The following tables show the results of the consultation feedback.

### Note:

Areas highlighted **GREEN** are those where the proportion of people with this characteristic is 10% or more above the proportion of all respondents.

Areas highlighted **RED** are those where the proportion of people with this characteristic is 10% or more below the proportion of all respondents.

***South Glos Homes is the in-house social lettings agency designed to forge links with the private rented sector to bring on properties for temporary accommodation and for homelessness prevention and relief. We will review this service to reduce its cost either through reduced use of temporary accommodation or a reduction in resource.***

Respondents	Total	Sex		Age Group			Disability		Ethnicity			LGBTQ+		Carer		UK Armed Forces	
		Female	Male	18 to 44	45 to 64	65+	Disabled	Non-disabled	Minority Ethnic Groups	' White Other'	White British	LGBTQ+	Heterosexual / Straight	Yes	No	Yes (current or previous)	No
<b>AGREE</b>	31%	32%	32%	59%	28%	25%	34%	31%	31%	20%	32%	24%	21%	42%	39%	37%	31%
<b>DISAGREE</b>	14%	20%	11%	27%	16%	9%	20%	14%	26%	4%	14%	2%	12%	18%	18%	9%	15%

A greater proportion of respondents agreed with this proposal than disagreed across all Protected Characteristics.

The groups disproportionately over-represented in housing need include Females, Disabled People, People aged 25 – 44 and people from many minority ethnic groups, and it is noted that these same groups reported the highest levels of disagreement with this proposal. Should this proposal be taken forward, actions to provide support to enforce occupancy rights, enable planned moves through mediation, help with the financial cost of securing, or maintaining a home including debt & money advice, practical assistance to look for a home, or deal with money issues and engage with landlords & specialists regarding housing related care & support will be assessed as part of a detailed EqIAA.

## Satisfaction with Housing advice services

The following table shows 10 years of consultation results concerning resident satisfaction with housing advice services.

### Consultation feedback – satisfaction with housing advice services

Budget year	Total (all respondents)	Female	Male	16-34	35-44	Under 45	46 to 65	Over 65	Disabled	Non disabled	White British	Minority Ethnic Groups	Bisexual	Gay man	Gay woman/ lesbian	Other	Identify as Trans - Yes	Identify as Trans - No	Heterosexual	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Any other religion	No religion	Carer	Not a Carer	UK Armed Forces	Not UK Armed Forces
2014/15	33%	34%	31%			38%	31%	28%	18%	34%	33%	50%																			
2015/16	3%	4%	3%			3%	3%	4%	8%	3%	4%	3%																			
2016/17	4%	4%	3%			2%	3%	6%	11%	3%	3%	7%																			
2017/18	3%	3%	3%			3%	3%	3%	6%	3%	3%	3%																			
2018/19	5%	5%	5%			7%	6%	4%	12%	4%	5%	6%																			
2019/20	5%	6%	4%	20%	20%	18%	5%	4%	6%	5%	5%	6%	23%	0%	0%	4%	70%	5%	5%	0%	5%	13%	0%	0%	0%	12%	5%				
2020/21	17%	17%	18%			16%	17%	27%	13%	17%	29%	10%	14%	33%	29%	0%	17%	16%	0%	16%	0%	0%	0%	-	25%	16%					
2021/22	15%	19%	14%			17%	17%	14%	15%	17%	16%	13%	35%			100%	16%	16%	0%	18%	100%	0%	0%	-	20%	10%					
2022/23	18%	19%	14%			33%	18%	14%	21%	16%	16%	26%	12%			-	18%	19%	0%	20%	-	100%	0%	-	25%	14%					
2023/24	26%	28%	28%					43%	25%	21%	25%	29%	30%	30%	60%				29%										30%	28%	15%

## **Priority Area: Tackling inequalities in access, especially in terms of: i) digital inclusion**

### **Key Inequalities:**

In South Gloucestershire, the main reason given for not going online was disability as stated by 72% of offline respondents (37% all residents) who took part in the residents' survey during 2019.

72% of people aged over 75 had never used the internet, compared to 28% of adults under 75.

5% of residents cite cost as a reason for not using the internet, while 41% says they do not have the equipment or access. This is likely be related to income levels. Council data also shows that disabled people and older people are consistently less likely to want to see the council making more services available online or using digital technology more widely to support the delivery of services.

### **Key work delivered:**

The council continues to provide free access to PCs and Wi-Fi in public libraries and its One Stop Shops.

The council's Digital Champion Volunteer Scheme provides free one to one digital help and support to those who need it.

[Digital Divide – A Guide for South Gloucestershire](#) is a booklet created with Community Groups and Voluntary Organisations in mind but can be used by anyone. The purpose of the booklet is to raise awareness of the digital divide, highlight the benefits of being online and identify local services for computer and internet access.

The council continues to work with partners and community organisations such as South Gloucestershire Over 50s Forum, Healthwatch BNSSG and others to address the digital divide in our communities.

Information sessions are held which focus on raising awareness of the advantages of using the internet, the different devices available and how people can gain and develop their digital skills and are designed and delivered in conjunction with South Gloucestershire Over 50s Forum, Healthwatch BNSSG, and the Council's Community Skills and Learning Service.

We intend to make an application to the National Data Bank (Good Things Foundation), who provide free mobile data connectivity to people who can't afford it. If successful, this will allow us to support people experiencing data poverty within our communities.

In 2021/22 27,909 hours of usage was recorded in South Gloucestershire Libraries, 57% of usage was by females, 15% by people from minority ethnic communities, 18% aged 60 years and over and 7% of people using declared a disability.

## Budget Implications – Potential Changes:

Council Dept.	Ref.	Description	Negative impact on one or more Equalities Priority Area?	Overarching assessment of Equalities Impact	Characteristics impacted	Initial assessment of potential 'level' of impact (High/Medium/Low)	Overarching statement	Identification of mitigating actions
People - Adults	R12	Review of SGC News budgets. The cost of producing the current 2 editions per year is less than the allocated budget.	Yes Priority 6 - Tackling inequalities in access, especially in terms of digital inclusion...	Negative	Disabled People Older People	Medium	In respect of digital inclusion, our data shows that older people and disabled people are significantly less likely to access information via digital means, therefore, the removal of a printed newsletter has the potential to negatively impact these groups in particular. The council's digital inclusion work, however, remains and provides a wide range of support for people to access digital information, resources etc.	Digital inclusion work will continue to be delivered.
R&BC	SLO26	The council currently provides a newsletter to South Glos residents twice a year. This would cease and future communications would continue through remaining channels.	Yes Priority 6 - Tackling inequalities in access, especially in terms of digital inclusion...	Negative	Disabled People Older People	Medium		

## Consultation Feedback

The following tables show the results of the consultation feedback.

### Note:

Areas highlighted **GREEN** are those where the proportion of people with this characteristic is 10% or more above the proportion of all respondents.

Areas highlighted **RED** are those where the proportion of people with this characteristic is 10% or more below the proportion of all respondents.

***The council currently provides a newsletter to South Glos rents twice a year. This would cease and future communications would continue through remaining channels.***

Respondents	Total	Sex		Age Group			Disability		Ethnicity			LGBTQ+		Carer		UK Armed Forces	
		Female	Male	18 to 44	45 to 64	65+	Disabled	Non-disabled	Minority Ethnic Groups	' White Other'	White British	LGBTQ+	Heterosexual / Straight	Yes	No	Yes (current or previous)	No
<b>AGREE</b>	40%	43%	40%	63%	43%	33%	34%	43%	51%	36%	42%	20%	34%	54%	51%	44%	40%
<b>DISAGREE</b>	8%	9%	7%	17%	6%	6%	15%	7%	6%	8%	8%	5%	4%	14%	9%	7%	8%

A greater proportion of respondents agreed with this proposal than disagreed across all Protected Characteristics.

Our data in regard to the following consultation questions are also relevant:

## Views concerning the use of digital technology and making services available online

The following tables shows consultation results concerning resident views in respect of making services available online and the use of digital technology.

### Consultation feedback - agreement with: making more services available online

Budget year	Total (all respondents)	Female	Male	16-34	35-44	Under 45	46 to 65	Over 65	Disabled	Non disabled	White British	Minority Ethnic Groups	Bisexual	Gay man	Gay woman/ lesbian	Other	Identify as Trans - Yes	Identify as Trans - No	Heterosexual	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Any other religion	No religion	Carer	Not a Carer	UK Armed Forces	Not UK Armed Forces			
2014/15	61%	60%	64%			89%	69%	37%	41%	63%	61%	74%																						
2015/16	62%	63%	62%			80%	67%	44%	51%	64%	62%	61%																						
2016/17	64%	62%	68%			85%	57%	45%	46%	67%	66%	62%																						
2017/18	56%	53%	60%			81%	66%	42%	42%	58%	55%	64%																						
2018/19	56%	54%	60%			86%	67%	47%	41%	60%	57%	56%																						
2019/20	68%	69%	70%			98%	65%	46%	55%	72%	69%	77%	86%	76%	70%	52%	90%	69%	70%	67%	59%	100%	33%	100%	0%	65%	80%							
2020/21	60%	58%	63%	89%	88%		67%	46%	46%	64%	60%	62%	71%	73%	83%	48%	100%	61%	61%	20%	56%	67%	50%	60%	-	62%	70%							
2021/22	64%	60%	68%			83%	74%	51%	49%	67%	64%	66%	62%				100%	65%	66%	80%	60%	100%	100%	67%	0%	53%	73%							
2022/23	59%	52%	66%			72%	75%	59%	46%	63%	59%	76%	72%				-	60%	60%	50%	55%	-	0%	100%	-	64%	70%							
2023/24	72%	70%	77%			78%	76%	67%	73%	73%	75%	67%	68%								78%									69%	74%	78%	73%	

## Consultation feedback - agreement with: using digital technology more widely to support the delivery of services

Consultation feedback - agreement with: using digital technology more widely to support the delivery of services																																				
Budget year	Total (all respondents)	Female	Male	16-34	35-44	Under 45	46 to 65	Over 65	Disabled	Non disabled	White British	Minority Ethnic Groups	Bisexual	Gay man	Gay woman/ lesbian	Other	Identify as Trans - Yes	Identify as Trans - No	Heterosexual	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Any other religion	No religion	Carer	Not a Carer	UK Armed Forces	Not UK Armed Forces					
2017/18	58%	55%	63%			80%	68%	46%	43%	61%	58%	64%																								
2018/19	57%	54%	62%			87%	64%	49%	44%	61%	57%	60%																								
2019/20	70%	68%	73%			97%	67%	50%	59%	72%	70%	83%	86%	78%	80%	56%	90%	70%	71%	67%	60%	100%	33%	83%	0%	53%	81%									
2020/21	62%	59%	66%	83%	88%		69%	50%	49%	66%	62%	63%	67%	73%	67%	43%	100%	62%	64%	20%	57%	67%	50%	80%	-	77%	72%									
2021/22	67%	63%	71%			84%	76%	55%	50%	70%	67%	67%	64%			50%	68%	69%	60%	61%	100%	100%	67%	0%	53%	79%										
2022/23	63%	56%	70%			80%	81%	63%	50%	68%	63%	80%	72%			-	64%	65%	50%	59%	-	100%	100%	-	71%	75%										
2023/24	75%	72%	79%			78%	80%	68%	73%	76%	77%	69%	68%					78%											71%	75%	81%	75%				

Disabled people and people aged 65+ are consistently less likely than average to support these approaches. It is also noted that both of these groups have reported an increase in support for these approaches over the time period shown.



## **Priority Area: Tackling inequalities in access, especially in terms of: ii) transport, the built and natural environment**

### **Key Inequalities:**

Our feedback consistently shows us that disability, and linked to this, older age, are key areas where residents report lower levels of satisfaction in regard to accessibility to transport and the built and natural environment. It is also important to note that safety is an important consideration and as such all characteristics are relevant, especially the characteristics of Pregnancy & Maternity, younger age and Sex.

### **Key work delivered:**

Streetcare provides a significant spread and spectrum of services across South Gloucestershire, including, roads, footpaths and cyclepath services, road safety services and actions, waste services, bus stop and shelter maintenance, parks and open spaces maintenance, street lighting, drainage services, HandyVan services and winter gritting services. These services provide benefit to all residents and visitors to South Gloucestershire. Each year StreetCare reviews previous objectives in terms of its bespoke equalities plan. A new plan is established and reviewed during the year. The plan is based on priorities from various teams and consultation with the Council's Equalities officer. Each team within is asked to include equalities within their own Service improvement Plan (SIP). High priorities in the current programme include the following:

- The Council's Streetcare service is implementing a programme of works to update bus stops, this has involved an accessibility audit of all 1,637 bus stops in South Gloucestershire and bus stop improvements have now been prioritised and scheduled for implementation.
- A system is in place for prioritising and delivering dropped kerbs and tactile paving to aid accessibility. There have been 50 locations in Filton redesigned with tactile paving in order to enhance accessibility. In addition, work is underway to introduce a digital system to assist people with visual impairments to access Grimsbury Farm ([Navilens](#)).
- Assisted waste collections are in place for disabled and elderly people who are unable to move bins and containers and Sort It Centres offer support for unloading waste from vehicles. In addition, work is being conducted to produce accessible information concerning waste and recycling services.
- Work aimed at enhancing access to public areas by reducing clutter, such as street furniture, instances of overhanging vegetation etc. especially for disabled and elderly people is ongoing.
- A Handyvan service is delivered which offers subsidised rates; the core customer groups in receipt of the service are older and vulnerable residents and contributes to keeping people in their homes and maintaining independence.
- Winter gritting schedules and routing are based on a hierarchy that ensures that safety of the most vulnerable highways users is prioritised.
- The Green Infrastructure Strategy includes a robust suite of actions aimed at enhancing accessibility to our community spaces.
- Four new Metrobus stops have been constructed at Gypsy Patch Lane and Lyde Green, the designs of which incorporate accessibility as a fundamental design consideration.

- Masterplans for Parkway, Yate, the North Fringe and East Fringe have been delivered. Plans that create a long-term vision for these communities incorporating enhanced accessibility, inclusivity and the 15-minute town concept and setting out the road map for development and investment.
- As part of the City Region Sustainable Transport Settlement, Investment has been secured to develop multimodal transport improvements along the between Chipping Sodbury and UWE Frenchay (A432/A4174). Thornbury and Bradley Stoke (A38/ Bradley Stoke Way) to improved bus stop provision and improve accessibility for all.
- Funding has been secured to deliver changes to Thornbury High Street to make it a more people centred space incorporating accessibility at the hearty of its design. The Council has established an Accessibility and Equality working group made up of residents who have influenced the designs and details of the scheme.

Work to enhance accessibility, particularly in relation to disability access, across the council's own estate is prioritised proactively and continues on an ongoing basis.

## Budget Implications – Potential Changes:

Council Dept.	Ref.	Description	Negative impact on one or more Equalities Priority Area?	Overarching assessment of Equalities Impact	Characteristics impacted	Initial assessment of potential 'level' of impact (High/Medium/Low)	Overarching statement	Identification of mitigating actions
Place	SLO20	We will reduce the illumination of streetlights by 25% after 11pm alongside capturing the benefits driven by our LED replacement programme in terms of repairs and maintenance.	No	Neutral	-	-	Our EqIAAs conducted over recent years in respect of streetlighting show a fear of increased crime and anti-social behaviour where there is less lighting. However, crime statistics demonstrate no such increases. As such, it would appear that a reduction in illumination of streetlights would have no impact in this area.	Areas of lighting will not have illumination reduced if the illumination is mandatory under legislation. Areas will include those with highlighted road safety concerns, schemes and signalised junctions
Place	SLO21	Reducing the size of the Street Care operational teams and removing a gully machine from the fleet will contribute to our need to reduce spending and we will continue to explore opportunities for capitalising through the Local Transport Capital Programme where possible. Street Care assets will continue to be monitored however intervals between programmed work will be lengthened.	No	Neutral	-	-	Reduction of gully emptying fleet by one vehicle will slow down planned clearing of roadside drains and therefore increase risk of localised flooding, with the potential for accessibility to areas being affected especially for disabled and older people.	Recognising the need to continue to maintain local assets, an investment is made in 2023/24 to improve drainage assets held across the district. This is an initial allocation recognising there is a wider need to look at the ongoing annual cost of maintaining the council's growing asset base arising from its ongoing capital programme investment and regular condition surveys.

Council Dept.	Ref.	Description	Negative impact on one or more Equalities Priority Area?	Overarching assessment of Equalities Impact	Characteristics impacted	Initial assessment of potential 'level' of impact (High/Medium/Low)	Overarching statement	Identification of mitigating actions
Place	SLO22	Reducing the size of Street Care support teams will contribute to our need to reduce spending and we will continue to explore opportunities for capitalising through the Local Transport Capital Programme where possible. Highway conditions will continue to be monitored however response times to issues raised will need to be lengthened.	No	Neutral	-	-	Reduction of resource for dealing with requests for traffic management measures would bring the potential for schemes to take longer to be assessed and therefore enter a works programme.	The council has in place a robust prioritisation approach which clearly takes equalities and accessibility into consideration.
Place	PL8	Saving from sharing costs on sub-regional transport projects.	No	Neutral	-	-	Sharing costs and services with Sub regional partners will create opportunities to strengthen the identification and quality of response to Equalities Impacts. This proposal would result in no impact to the service. Resources.	-
Place	PL17	We hold a Reserve Budget to maintain the metrobus network, including stops and iPoints and a residual communications budget that is no longer required. In keeping with our wider review of our reserves, and a from review of MetroBus equipment replacement programme, we will reduce the amount we set aside now but we will continue to be responsible for maintenance as they age and potentially need repair in the future.	No	Neutral	-	-	The council has, since the commencement of the service, held a small budget to maintain assets should they fail or require repair. However, since then, WECA have taken over responsibility for the running of the service and have themselves a budget for such eventualities making our budget surplus to requirements. This proposal would result in no impact to the service.	-

Council Dept.	Ref.	Description	Negative impact on one or more Equalities Priority Area?	Overarching assessment of Equalities Impact	Characteristics impacted	Initial assessment of potential 'level' of impact (High/Medium/Low)	Overarching statement	Identification of mitigating actions
Place	PL19	Saving from bringing traffic signal management and core maintenance arrangements in-house	No	Neutral	-	-	This is an efficiency saving realized from bringing the team back in house and therefore has no effect on service delivery on the ground. It was previous managed by Bristol City Council with external contractors. This proposal would result in no impact to service	-

## Consultation Feedback

The following tables show the results of the consultation feedback.

### Note:

Areas highlighted **GREEN** are those where the proportion of people with this characteristic is 10% or more above the proportion of all respondents.

Areas highlighted **RED** are those where the proportion of people with this characteristic is 10% or more below the proportion of all respondents.

***We will reduce the illumination of street lights by 25% after 11pm alongside capturing the benefits driven by our LED replacement programme in terms of repairs and maintenance***

Respondents	Total	Sex		Age Group			Disability		Ethnicity			LGBTQ+		Carer		UK Armed Forces	
		Female	Male	18 to 44	45 to 64	65+	Disabled	Non-disabled	Minority Ethnic Groups	' White Other'	White British	LGBTQ+	Heterosexual / Straight	Yes	No	Yes (current or previous)	No
<b>AGREE</b>	43%	50%	41%	78%	43%	33%	47%	44%	46%	36%	45%	24%	33%	67%	54%	49%	43%
<b>DISAGREE</b>	10%	12%	10%	19%	9%	9%	15%	10%	9%	8%	11%	2%	7%	7%	15%	7%	11%

A greater proportion of respondents agreed with this proposal than disagreed across all Protected Characteristics.

***Reducing the size of the Street Care operational teams and removing a gully machine from the fleet would contribute to our need to reduce spending and we would continue to explore opportunities for capitalising through the Local Transport Capital Programme where possible. Street Care assets would continue to be monitored however intervals between programmed work would be lengthened***

Respondents	Total	Sex		Age Group			Disability		Ethnicity			LGBTQ+		Carer		UK Armed Forces	
		Female	Male	18 to 44	45 to 64	65+	Disabled	Non-disabled	Minority Ethnic Groups	' White Other'	White British	LGBTQ+	Heterosexual / Straight	Yes	No	Yes (current or previous)	No
<b>AGREE</b>	17%	21%	16%	29%	17%	15%	13%	18%	40%	20%	18%	7%	14%	21%	22%	24%	17%
<b>DISAGREE</b>	30%	36%	28%	54%	29%	24%	47%	28%	20%	28%	30%	15%	23%	46%	38%	25%	31%

***Reducing the size of Street Care support teams will contribute to our need to reduce spending and we would continue to explore opportunities for capitalising through the Local Transport Capital Programme where possible. Highway conditions would continue to be monitored however response times to issues raised would need to be lengthened***

Respondents	Total	Sex		Age Group			Disability		Ethnicity			LGBTQ+		Carer		UK Armed Forces	
		Female	Male	18 to 44	45 to 64	65+	Disabled	Non-disabled	Minority Ethnic Groups	' White Other'	White British	LGBTQ+	Heterosexual / Straight	Yes	No	Yes (current or previous)	No
<b>AGREE</b>	14%	18%	13%	24%	14%	12%	11%	16%	20%	20%	15%	5%	12%	22%	18%	18%	14%
<b>DISAGREE</b>	35%	39%	33%	68%	33%	26%	50%	33%	29%	28%	35%	20%	25%	48%	45%	26%	35%

In respect of the consultation questions concern reductions to Street Care operational and support teams, there was a higher level of disagreement than agreement overall with these proposals. In particular, females, younger people and disabled people had higher than average levels of disagreement with the proposals. Further to this, these proposals have been removed from the final budget.

## Satisfaction with local bus services

The following tables shows 10 years of consultation results concerning resident satisfaction with local bus services, parks & open spaces and highways & roads.

### Consultation feedback – satisfaction with local bus services

Budget year	Total (all respondents)	Female	Male	16-34	35-44	Under 45	46 to 65	Over 65	Disabled	Non disabled	White British	Minority Ethnic Groups	Bisexual	Gay man	Gay woman/ lesbian	Other	Identify as Trans - Yes	Identify as Trans - No	Heterosexual	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Any other religion	No religion	Carer	Not a Carer	UK Armed Forces	Not UK Armed Forces	
2014/15	52%	52%	56%			50%	47%	65%	41%	54%	55%	39%																				
2015/16	36%	38%	36%			25%	33%	49%	42%	36%	36%	34%																				
2016/17	35%	36%	36%			28%	40%	36%	26%	36%	37%	35%																				
2017/18	36%	37%	35%			25%	25%	47%	38%	36%	37%	30%																				
2018/19	38%	37%	39%			36%	29%	42%	30%	40%	39%	42%																				
2019/20	34%	32%	35%			37%	28%	47%	29%	35%	34%	39%	69%	30%	40%	70%	-	34%	33%	67%	38%	25%	33%	17%	0%	35%	30%					
2020/21	57%	59%	57%	50%	43%		47%	67%	56%	58%	57%	58%	65%	55%	100%	0%	-	58%	59%	75%	63%	71%	75%	75%	-	45%	52%					
2021/22	56%	60%	53%			52%	47%	63%	55%	56%	58%	40%	55%			50%	58%	56%	100%	60%	100%	100%	0%	-	45%	54%						
2022/23	50%	50%	50%			42%	48%	49%	39%	52%	49%	59%	61%			-	51%	51%	75%	56%	-	0%	33%	-	25%	46%						
2023/24	28%	29%	29%			35%	21%	32%	19%	32%	30%	24%	28%						31%											24%	28%	27%

Temporary bus services – the 84/85 and 622 services will be extended for two months whilst Demand Responsive Transport is implemented following WECA's review of supported bus services. This is in addition to the £160k contributed to WECA during 2022/23 to provide a seven-month extension to support specific bus services (namely the 626, 680 and 948) and a s106 contribution of £190k for 2023/24 supported bus services.



## Parks and open spaces

Budget year	Total (all respondents)	Female	Male	16-34	35-44	Under 45	46 to 65	Over 65	Disabled	Non disabled	White British	Minority Ethnic Groups	Bisexual	Gay man	Gay woman/ lesbian	Other	Identify as Trans - Yes	Identify as Trans - No	Heterosexual	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Any other religion	No religion	Carer	Not a Carer	UK Armed Forces	Not UK Armed Forces
2015/16	59%	59%	60%			69%	57%	56%	51%	61%	60%	66%																			
2016/17	57%	60%	54%			67%	55%	41%	34%	59%	58%	60%																			
2017/18	61%	66%	58%			79%	62%	56%	51%	64%	62%	58%																			
2018/19	57%	60%	53%			70%	56%	54%	41%	60%	57%	58%																			
2019/20	67%	68%	67%			82%	61%	63%	59%	70%	69%	56%	80%	86%	80%	52%	80%	69%	69%	67%	69%	88%	33%	33%	0%	59%	69%				
2020/21	79%	78%	80%	85%	83%		76%	80%	71%	80%	80%	66%	71%	91%	100%	81%	50%	80%	80%	100%	80%	75%	75%	20%	-	75%	80%				
2021/22	79%	82%	77%			75%	76%	84%	73%	80%	81%	64%	78%			100%	80%	79%	100%	82%	100%	0%	33%	-	65%	79%					
2022/23	79%	80%	78%			71%	80%	81%	73%	81%	80%	65%	77%			-	81%	82%	75%	81%	-	0%	0%	-	77%	81%					
2023/24	78%	79%	79%			79%	80%	79%	71%	81%	82%	58%	86%					80%												80%	78%

## Highways and roads

Budget year	Total (all respondents)	Female	Male	16-34	35-44	Under 45	46 to 65	Over 65	Disabled	Non disabled	White British	Minority Ethnic Groups	Bisexual	Gay man	Gay woman/ lesbian	Other	Identify as Trans - Yes	Identify as Trans - No	Heterosexual	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Any other religion	No religion	Carer	Not a Carer	UK Armed Forces	Not UK Armed Forces	
2014/15	23%	25%	23%			35%	24%	19%	10%	25%	23%	27%																				
2015/16	25%	24%	26%			32%	21%	24%	26%	25%	25%	29%																				
2016/17	31%	33%	30%			36%	29%	28%	18%	33%	31%	40%																				
2017/18	27%	28%	25%			31%	25%	27%	23%	27%	28%	18%																				
2018/19	27%	32%	23%			43%	26%	25%	25%	28%	28%	29%																				
2019/20	27%	32%	23%			35%	23%	25%	29%	27%	28%	31%	46%	8%	20%	22%	70%	27%	29%	33%	27%	13%	0%	33%	0%	35%	29%					
2020/21	33%	38%	29%	43%	40%		32%	32%	31%	35%	34%	35%	27%	36%	33%	24%	0%	35%	36%	20%	33%	29%	50%	60%	-	54%	36%					
2021/22	33%	36%	32%			43%	32%	33%	25%	34%	34%	24%	48%			50%	35%	33%	100%	34%	100%	100%	0%	-	47%	35%						
2022/23	29%	33%	26%			26%	32%	27%	26%	30%	29%	37%	31%			-	30%	31%	67%	31%	-	0%	0%	-	38%	30%						
2023/24	31%	36%	29%			44%	26%	28%	21%	34%	33%	34%	40%					33%											20%	35%	29%	33%

As part of the 2023/24 Budget, the 2023/24 highways maintenance programme will be increased by £1,000k to allow works to be completed earlier in the financial planning cycle than originally planned.

## **Priority Area: Tackling inequalities in access, especially in terms of: iii) access to the wider economy**

### **Key Inequalities:**

Through our research and our engagement with residents, we know that there are two key areas to be focused upon at present:

1. Accessibility to businesses; we know that the spending power of disabled people in the UK is circa £250Bn per annum and as such, contributing to enhancements in accessibility to our high streets and the broad local economy is essential for both businesses and disabled people alike.
2. Supporting businesses in South Gloucestershire and in particular ensuring that those businesses which take-up less support are targeted (these are disproportionately made up of women-led and minority ethnic-led businesses)

### **Key work delivered:**

As part of its business support work, the Council intends to allocate some of its UK Shared Prosperity Funding to establish an 'entrepreneurial ecosystem'. The intent is to interconnect people to access a network of tools and information to succeed. The Council would look to create a balance of provision that seeks to:

- i) Address where business start-up numbers are typically low with areas where there is an increasing number of premises becoming available to rent;
- ii) through its future regeneration approach and investing within more established neighbourhoods, orient work towards key high streets and masterplan areas;
- iii) have a residential focus towards areas with the perceived highest levels of deprivation (as defined by the *Income, Employment and Education, Skills & Training indices of deprivation (SGC, 2019: Priority Domains Neighbourhood Overview)*);
- iv) Target specific underrepresented sectors. For example, a repeat of the 2022 Women in Business event. The ecosystem would feed into the South Gloucestershire Business Show and Major Employers Forum.

## Budget Implications – Potential Changes:

Council Dept.	Ref.	Description	Negative impact on one or more Equalities Priority Area?	Overarching assessment of Equalities Impact	Characteristics impacted	Initial assessment of potential 'level' of impact (High/Medium/Low)	Overarching statement	Identification of mitigating actions
Place	PL1	Restructuring of Economic Development Team to consider the needs of the organisation.	No	Neutral	-	-	There are no equalities implications as a result of this proposal.	-
Place	PL3	Savings identified from efficiencies within the Economic Development Team.	No	Neutral	-	-	There are no equalities implications as a result of this proposal.	-

## Priority Area: Tackling inequalities in experience of positive mental health.

### Key Inequalities:

We know that there are many groups of people disproportionately experiencing poor mental health and wellbeing and who face inequalities regarding their mental health. There is evidence that the Covid pandemic intensified existing stressors, sometimes deepening existing inequalities for some groups of the population who are already at a higher risk of mental health problems. These groups are: Black and minority ethnic groups, People living with physical disabilities, People living with learning disabilities, People with alcohol and/or drug dependence, The prison population, offenders and victims of crime, People who are lesbian, gay, bisexual or transgender, Carers, People with sensory impairment, People who are homeless, Refugees, asylum seekers and stateless persons.

The Online Pupil Survey of 2021 in South Gloucestershire showed significantly lower mental health and wellbeing scores for children and young people from many ethnic minority groups and LGBTQ+ pupils.

Suicide is much more prevalent amongst men than women (nationally) with approximately 4 male deaths from suicide for every female death from suicide. It appears that the difference in rates between the sexes has been increasing.

Studies have suggested that people on lower incomes might have suffered from higher levels of loneliness, anxiety and depression during the pandemic, when compared to people on higher incomes. Analysis of data from the [UK Household Longitudinal Study](#) found that individuals who reported that their mental health steadily deteriorated or remained very poor from April to October 2020 were more likely to live in deprived neighbourhoods.

### Key work delivered:

The Council works with a range of partners, including the South Gloucestershire Locality Partnership, to improve the mental health and wellbeing of our residents. In response to findings from our needs assessments we are working with partners across the system on a number of **priority workstreams**, including: Suicide prevention, Understanding, preventing and responding to self-harm, Mental health promotion, Early intervention in common mental health problems, Perinatal mental health and early years, Transition to adulthood (vulnerable young people), Eating disorders and eating distress. Each of these workstreams is working on a plan to identify and address key challenges in the priority area.

There is also a range of work that is linked to supporting people who are facing mental health challenges. This includes:

**Community Mental Health Framework** for adults:- this work delivers on the development of improved services for people with serious mental ill health, Integrated Personalised Care teams have been introduced for better joined up care for people complex needs, delivering improved access to Mental health services in a crisis and the provision of additional support for people with eating disorders.

**Creative Solutions Board:-** brings together decision makers from across the system to think creatively and improve support for those with complex needs. The Board considers individual cases and develops innovative and individual plans, challenging services to think beyond their usual constraints and change the system for those with complex needs.

**Trauma informed and responsive** is a strengths-based approach, which seeks to understand and respond to the impact of trauma and adversity on people's lives. A trauma informed and responsive organisation aims to completely rethink how services are developed and delivered. Being trauma responsive seeks to anticipate the potential of trauma and address this in all aspects of the organisation.

**Asylum seekers, refugees and people fleeing conflict** - Adopting a public health informed approach which recognises the specific vulnerabilities of these communities.

Tailored support to **improve wellbeing across the Deaf Community** is also to be introduced from April 2023.

## Budget Implications – Potential Changes:

Council Dept.	Ref.	Description	Negative impact on one or more Equalities Priority Area?	Overarching assessment of Equalities Impact	Characteristics impacted	Initial assessment of potential 'level' of impact (High/Medium/Low)	Overarching statement	Identification of mitigating actions
People – Public Health	SLO11	We will undertake a full review and options analysis of commissioning of the wellbeing element of integrated healthy lifestyles and wellbeing services and related Council led community engagement work to promote healthy lifestyles and improve mental health and wellbeing.	Yes Priority 7 - Tackling inequalities in experience of positive mental health.	Negative	Minority ethnic groups, LGBTQ+ communities, Disabled People, Carers, People who are homeless, Refugees & asylum seekers, Males and Females	Medium	Our data tells us that groups disproportionately experiencing poor mental health and wellbeing include people from many minority ethnic groups, LGBTQ+ communities, Disabled People, carers, people who are homeless and refugees and asylum seekers. In respect of LGBTQ+ communities, should services targeted at these communities cease, it is noted that the negative impact would be 'High' due to there being only one targeted service in operation. We also know that the suicide rate shows approximately 4 male suicides for every 1 female suicide. As such, these issues will need to be carefully considered as part of option development.	The review and options analysis does bring the opportunity to prioritise work targeted at those who are disproportionately impacted by poor mental health. There are a number of other services and interventions that exist that may also help to mitigate the impact including social prescribing which is available via all GP practices in South Glos, Health and wellbeing coaches across some PCNs and there is an increasing focus on green social prescribing. For younger people OTR (off the Record) offer a range of online or face to face support including peer support

## Consultation Feedback

The following tables show the results of the consultation feedback.

### Note:

Areas highlighted **GREEN** are those where the proportion of people with this characteristic is 10% or more above the proportion of all respondents.

Areas highlighted **RED** are those where the proportion of people with this characteristic is 10% or more below the proportion of all respondents.

***We will undertake a full review and options analysis of commissioning of the wellbeing element of integrated healthy lifestyles and wellbeing services and related Council led community engagement work to promote healthy lifestyles and improve mental health and wellbeing***

Respondents	Total	Sex		Age Group			Disability		Ethnicity			LGBTQ+		Carer		UK Armed Forces	
		Female	Male	18 to 44	45 to 64	65+	Disabled	Non-disabled	Minority Ethnic Groups	' White Other'	White British	LGBTQ+	Heterosexual / Straight	Yes	No	Yes (current or previous)	No
<b>AGREE</b>	34%	39%	33%	60%	35%	27%	35%	35%	34%	32%	36%	20%	27%	52%	43%	34%	34%
<b>DISAGREE</b>	9%	10%	8%	24%	7%	4%	15%	8%	20%	0%	9%	7%	5%	10%	12%	9%	9%

A greater proportion of respondents agreed with this proposal than disagreed across all Protected Characteristics. It is noted that those most likely to disagree with this proposal are those for whom our data tells us are disproportionately experiencing poor mental health and wellbeing.



## Priority Area: Tackling health inequalities.

### Key Inequalities:

Health inequalities arise from the conditions in which we are born, grow, live, work and age, and which influence our opportunities for good physical and mental health and wellbeing. The [South Gloucestershire Population Health Intelligence Portal](#) provides more information about inequalities in health in South Gloucestershire.

The South Gloucestershire health inequality gap is widening. This means that many people in our communities will have reduced opportunities for good economic, physical, mental health and wellbeing, and to thrive. In South Gloucestershire average life expectancy is 82 years for men and 84 years for women. However, healthy life expectancy for both men and women in South Gloucestershire is just 67 years for females and 65 years for males, meaning that on average, men born today can expect to live 16 years in poor health and women 17 years in poor health. People in more deprived areas tend not only to live shorter lives, but they also spend more of those years in poor health.

The Covid-19 pandemic has impacted the lives of everyone. Local research tells us that for more than half of our residents, lifestyle has changed for the worse, with many reporting a decline in their mental health, and feelings of loneliness and isolation caused by less social contact.

Covid-19 has also exposed significant inequality. [Build Back Fairer: The COVID-19 Marmot Review - The Health Foundation](#) tells us that inequalities in social and economic conditions before the pandemic contributed to the high and unequal death toll from Covid-19 nationally.

Our local research shows us that those in more deprived communities experienced a greater decline in health and wellbeing as a result of the pandemic. Some groups (young people, disabled people, ethnic minority communities and care home residents) have been more affected than others. Prisoners, homeless people and people experiencing sexual exploitation have faced particular challenges.

### Key work delivered:

Reducing health inequalities is the priority of the Public Health and Wellbeing Division. We use evidence-based approaches to address the wider determinants of health and reduce the widening gap in outcomes between the most and least deprived groups, including protected characteristic groups, in our local populations in all our programmes and services. We support our partners to do the same. These programmes and services include:

- **Home Safety Equipment Scheme:** delivered with partners to provide home safety equipment (e.g. stair gates) to eligible families with children who may be at increased risk of injury because of existing vulnerabilities.

- **NCMP (National Child Measurement Programme):** nationally mandated programme delivered in schools annually to measure the height and weight of all children in Reception class (aged 4 to 5) and year 6 (aged 10 to 11), to assess overweight and obesity levels in children in primary schools. Parents/carers are provided with information about the children they care for, with links to support for healthy weight if needed.
- **Healthy Weight (Children's)-** targeted programme for those children above a healthy weight, alongside their parents/carers.
- **Public Health Nursing:** A commissioned service as part of the Community Children's Health Partnership for BNSSG, with the Integrated Care Board as lead commissioner and Sirona Care and Health and the main provider. Public Health Nursing (both health visiting and school nursing) is guided by The Healthy Child Programme; a universal programme available to all children and aims to ensure that every child gets the good start they need to lay the foundations of a healthy life.
- **Healthy Start Vitamins:** Provides vitamins to families in targeted vulnerable groups.
- **Breastfeeding:** Universal and targeted interventions to support advise and encourage breastfeeding.
- **Online Pupil Survey:** biannual survey of children in schools and other settings in South Glos to capture their feedback on their health and wellbeing. This helps to identify areas or groups of children who may have additional needs, be facing inequalities or at higher risk of poor outcomes. That information is then used to help develop services and our local response.
- **Active Play –** Aims to reduce health inequalities by giving targeted children and young people (CYP) aged 0-16 years old and their parent/carer the opportunity to use swimming and/or soft play facilities for 12 weeks at specified\* South Gloucestershire Active Lifestyle Centres.
- **Walking Well –** Universal programme that promotes healthy walks for anyone interested across specific sites in South Gloucestershire.
- **Healthy Weight (Adults) –** targeted programmes for specific groups who face inequalities around their weight.
- **Smokefree –** universal service to encourage people to stop smoking – also a specific intervention for pregnant women.
- **OneYou South Gloucestershire –** a healthy lifestyles and wellbeing service available for all people in South Gloucestershire who are over 18.
- **Feeling better in South Glos:** a targeted programme to increase physical activity levels and improve mental health and wellbeing.
- **NHS Health Checks** -universal and targeted preventative intervention to highlight risk of certain diseases for all people over 40. National programme.
- **Sexual Health –** Universal sexual health services provided as part of the Unity contract across BNSSG as well as from GP practices and pharmacies.
- **Drug and Alcohol services – adults –** Universal drug and alcohol treatment services for people over 18 with any drug or alcohol issue.
- **Young People's Drug and Alcohol Service-** universal drug and alcohol support services for all YP in South Gloucestershire with a drug or alcohol issue.

**Prevention Fund –** Joint Public Health and ICB funding (one-off) supporting a range of projects across four strands of work, Start Well, (children, young people and families), Live Well (vulnerable adults), Age Well (older adults) and Community in Action (community resilience) which individually are working to promote wellbeing and prevent harm and care need in priority communities (for example, Start Well programmes will focus on vulnerable children). Together, the programmes will contribute to improving ways of working and partnership across South Gloucestershire to increase the focus on prevention, especially in areas of higher need and in priority communities.

**COMF (Covid Outbreak Management Fund) programmes:** a range of initiatives designed to support community recovery after the COVID 19 pandemic, with a particular focus on the most vulnerable and building community resilience.

## Budget Implications – Potential Changes:

Council Dept.	Ref.	Description	Negative impact on one or more Equalities Priority Area?	Overarching assessment of Equalities Impact	Characteristics impacted	Initial assessment of potential 'level' of impact (High/Medium/Low)	Overarching statement	Identification of mitigating actions
People – Public Health	SLO12	Reduction in public health contribution to funding for services delivered through the voluntary sector for vulnerable adults and carers. Officers will work across the authority in partnership with our valued VCSE to identify impact on specific funding streams, contracts and grants. Together we will seek to agree priorities for remaining funds, and work to develop and address sustainability across the sector.	Yes Priority 8 - Tackling health inequalities.	Negative	Minority ethnic groups LGBTQ+ communities Disabled People Carers Adults Females	Medium	Reductions in funding for services for vulnerable adults and carers clearly poses potential for negative impacts.	Through joint work to agree priorities and work, opportunities exist for developing ongoing sustainability of this work and for developing innovative and effective approaches and bring the opportunity to prioritise work targeted at those who are disproportionately in need.
People – Public Health	PH1	This relates to releasing savings from a vacant post within Public Health business support.	No	Neutral	-	-	No impact anticipated on our ability to tackle inequalities and advance equality of opportunity from not filling this post.	-
People – Public Health	PH2	Cessation of GP support contract for specialist advice to ensure clinical oversight of drug and alcohol commissioning, and development of new approaches to clinical governance and assurance with contracted service provider for drug and alcohol services.	No	Neutral	-	-	No impact anticipated on our ability to tackle inequalities and advance equality of opportunity from cessation of this contract.	New approaches to clinical governance and assurance with contracted service provider for drug and alcohol services to be agreed as part of whole service recommissioning which will have a priority focus on reducing inequalities.

Council Dept.	Ref.	Description	Negative impact on one or more Equalities Priority Area?	Overarching assessment of Equalities Impact	Characteristics impacted	Initial assessment of potential 'level' of impact (High/Medium/Low)	Overarching statement	Identification of mitigating actions
People – Public Health	PH3	This is a reduction of £10,000 from council funding, to both the Children's Partnership and the Safeguarding Adults Board (SAB). This reduction will not impact on the statutory requirements of the partnership, as outlined in the Children Act 2004, Working Together 2018 and Care Act 2014, but support to safeguarding based project work will be reviewed and reduced accordingly if necessary.	No	Neutral	-	-	No impact anticipated on our ability to tackle inequalities and advance equality of opportunity from cessation of this funding.	-
People – Public Health	PH4	Inflationary increase not applied to annual budgets from 23/24. When the draft MTFP for 2023/24 onwards was calculated, this included a cumulative inflation sum of c. £425k (making the pre-savings total c. £848k). Having reviewed budgets and savings plans the Director of Public Health feels it would not be beneficial to take up this addition, thereby resulting in a lower savings target in 2026/27.	No	Neutral	-	-	No impact anticipated on our ability to tackle inequalities and advance equality of opportunity directly from not applying this inflationary increase to annual budgets.	Reducing health inequalities is the priority of the Public Health and Wellbeing Division. We will continue to implement evidence-based approaches to reduce inequalities within the resources available.

## Consultation Feedback

The following tables show the results of the consultation feedback.

### Note:

Areas highlighted **GREEN** are those where the proportion of people with this characteristic is 10% or more above the proportion of all respondents.

Areas highlighted **RED** are those where the proportion of people with this characteristic is 10% or more below the proportion of all respondents.

***Reduction in public health contribution to funding for services delivered through the voluntary sector for vulnerable adults and carers. Officers would work across the authority in partnership with our valued VCSE to identify impact on specific funding streams, contracts and grants. Together we would seek to agree priorities for remaining funds, and work to develop and address sustainability across the sector***

Respondents	Total	Sex		Age Group			Disability		Ethnicity			LGBTQ+		Carer		UK Armed Forces	
		Female	Male	18 to 44	45 to 64	65+	Disabled	Non-disabled	Minority Ethnic Groups	'White Other'	White British	LGBTQ+	Heterosexual / Straight	Yes	No	Yes (current or previous)	No
<b>AGREE</b>	25%	29%	24%	44%	23%	21%	26%	26%	20%	24%	26%	12%	17%	35%	33%	29%	25%
<b>DISAGREE</b>	17%	23%	13%	27%	19%	11%	28%	15%	26%	4%	17%	10%	14%	24%	21%	15%	16%

A greater proportion of respondents agreed with this proposal than disagreed across Protected Characteristics with the exception of disabled people and people from minority ethnic groups. It is noted that those most likely to disagree with this proposal are those for whom our data tells us are disproportionately impacted by health inequality gaps.

## Satisfaction with Public Health

The following table shows 10 years of consultation results concerning resident satisfaction with Public Health.

### Consultation feedback – satisfaction with Public Health (not including NHS services)

Budget year	Total (all respondents)	Female	Male	16-34	35-44	Under 45	46 to 65	Over 65	Disabled	Non disabled	White British	Minority Ethnic Groups	Bisexual	Gay man	Gay woman/ lesbian	Other	Identify as Trans - Yes	Identify as Trans - No	Heterosexual	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Any other religion	No religion	Carer	Not a Carer	UK Armed Forces	Not UK Armed Forces					
2014/15	50%	51%	49%			47%	43%	64%	42%	52%	53%	31%																								
2015/16	5%	6%	5%			5%	6%	5%	6%	5%	5%	11%																								
2016/17	5%	5%	4%			5%	5%	4%	5%	4%	4%	3%																								
2017/18	6%	5%	7%			5%	4%	8%	8%	5%	6%	3%																								
2018/19	6%	6%	7%			8%	5%	6%	8%	6%	7%	8%																								
2019/20	14%	12%	15%			24%	12%	17%	15%	14%	14%	23%	31%	27%	10%	70%		13%	14%	0%	17%	25%	0%	17%	0%	12%	11%									
2020/21	35%	34%	36%	53%	33%		32%	36%	36%	36%	36%	34%	33%	38%	25%	0%		36%	37%	67%	40%	0%	0%	33%	-	50%	31%									
2021/22	42%	43%	44%			37%	42%	45%	41%	44%	45%	13%	40%				0%	45%	42%	0%	45%	0%	0%	0%	-	36%	46%									
2022/23	37%	40%	33%			48%	34%	36%	38%	37%	37%	35%	48%				-	38%	38%	0%	42%	-	100%	50%	-	60%	33%									
2023/24	37%	39%	36%			38%	34%	42%	35%	37%	40%	23%	46%						40%							31%	34%	19%	39%							

## **Tackling inequalities arising in large council service areas of Adult and Children's Social Care.**

### **Adult Social Care**

#### **Key Inequalities:**

Council data indicates that residents from minority ethnic groups, younger adults and those of a non-Christian religion are less satisfied with adult social care services. The data also indicates that residents from minority ethnic groups are proportionally more likely to be subject of a mental health act assessment and/or be detained under the mental health act.

#### **Key work delivered:**

Adult Social Care provides a range of support and services to adult residents of South Gloucestershire with social care needs. Adult Social Care aims to help people stay independent, safe, and well so they can live the lives they want to. This includes people who are frail, older people, people with disabilities, learning difficulties, neurodiversity, people experiencing mental health difficulties and their families and carers.

Supporting an average of 6,400 people at any one time. The service takes a strengths based approach to practice to keep individuals' choice and control at the heart of how their needs are met. We provide information and advice about care and support to all residents, offer short term help and options for longer term support if people have more complex needs. Social care can include 'personal care' such as support for washing, dressing and getting out of bed in the morning, as well as wider support to help people stay active and engaged in their communities. Additionally, the service has lead accountability for safeguarding.

The service provides advice and guidance, aids and adaptations for daily living, technology enabled care to support people living as independently as possible. The service includes one elderly person's residential care home and a dementia day care centre.

Adult Social Care Commissioning and partnerships designs, commissions, supports and brokers services to meet needs, working to develop and support the local market, including formal and informal social care provision and VCSE. The service supports and develops partnership mechanisms such as our Ageing, Learning Disability and Carers Partnerships, to support the voice of people with lived experience and engage broader partners including NHS and VCSE bodies. This service area includes the councils support to people experiencing homelessness and those in need of housing support.

## Budget Implications – Potential Changes:

Council Dept.	Ref.	Description	Negative impact on one or more Equalities Priority Area?	Overarching assessment of Equalities Impact	Characteristics impacted	Initial assessment of potential 'level' of impact (High/Medium/Low)	Overarching statement	Identification of mitigating actions
People – Adults	SLO1	We will review the contribution made by Adult Social Care to the VCSE and our staff resourcing for commissioning and engagement activities, working across the authority in partnership with the VCSE to agree priorities for the remaining funds working to develop and address sustainability across the sector.	Yes Priority 9 - Tackling inequalities arising in large council service areas of Adult and Children's Social Care.	Negative	Minority ethnic groups LGBTQ+ communities Disabled People Carers Adults Females	Medium	Adult Social Care deliver for older people and disabled adults (of a range of ages). Reductions in funding for services clearly poses potential for negative impacts.	Opportunities exist for developing ongoing sustainability of this work and for developing innovative and effective approaches and bring the opportunity to prioritise work targeted at those who are disproportionately in need.
People – Adults	SLO2	Approaches to quality assurance for care homes will be considered, to maximise efficiency and outcomes.	No	Neutral	-	-	Quality assurance for care homes specifically covers the services and practices in place to meet the needs of diverse service-users. This would continue unchanged and as such, there is no anticipated impact in respect of any Protected Characteristic group.	-



Council Dept.	Ref.	Description	Negative impact on one or more Equalities Priority Area?	Overarching assessment of Equalities Impact	Characteristics impacted	Initial assessment of potential 'level' of impact (High/Medium/Low)	Overarching statement	Identification of mitigating actions
People – Adults	SLO3	We will review our Information, Advice and Guidance offer to reduce resourcing whilst retaining the core service requirements.	Yes Priority 9 - Tackling inequalities arising in large council service areas of Adult and Children's Social Care.	Negative	Young people and their families Young people with SEND and their families Adults of all ages	Low	The Information, Advice and Guidance offered by the council is particularly focussed on information for children and families surrounding services and support available from early years to age 18, particular information services and support for families and children age 0 – 25 with special educational needs and disabilities, and care and support guidance and information for anyone over the age of 18. The retention of the core service would ensure the continuation of core information, however, would reduce the level of 'additional/added value' information. As such, a reduction in resource for the provision of such information would disproportionately negatively impact those who use the service, which includes younger people, older people and people with SEND and their families.	Within work to ensure the retention of core information, it will be important to identify the information needs of protected characteristic groups and ensure that this is retained within the service offer.

Council Dept.	Ref.	Description	Negative impact on one or more Equalities Priority Area?	Overarching assessment of Equalities Impact	Characteristics impacted	Initial assessment of potential 'level' of impact (High/Medium/Low)	Overarching statement	Identification of mitigating actions
People – Adults	SLO4	Within our Information Advice and Guidance team, we will not backfill the remaining 0.4FTE Team Manager position following reduction to 0.6FTE, limiting further strategic development of platform and its use.	No	Neutral	-	-	It is anticipated that retaining the current level of staffing would maintain current levels of service. However, any potential to develop the Information Advice and Guidance platform would no longer remain.	-
People – Adults	SLO5	The carers grant is available to carers to help meet their needs in providing care. The proposal is to amend the grant to a one-off fixed payment of £200 per carer per cared-for person, and continues the council's shift from universal provision to person centred support. We will continue to support Carers following an assessment and eligibility decision, either through services directly for the Carer or through services for the person they care for.	No	Neutral	-	-	Those disproportionately more likely to be a carer are females, older people, people caring for a young person (for example, a young person with a learning disability) and people from minority ethnic groups. As such, these groups are proportionately more likely to be impacted by changes. In the context of a newly refreshed Carer's Strategy, there are clear opportunities to provide more valuable and focused support for carers. It is also noted that support for carers continues following an assessment and eligibility decision.	-

Council Dept.	Ref.	Description	Negative impact on one or more Equalities Priority Area?	Overarching assessment of Equalities Impact	Characteristics impacted	Initial assessment of potential 'level' of impact (High/Medium/Low)	Overarching statement	Identification of mitigating actions
People – Adults	A1	Review of the Homelessness Reserve commitments	No	Neutral	-	-	The Government has confirmed Homelessness Prevention Grant (HPG) awards for 23/24 & 24/25. Based on these figures, in year funding from the HPG will continue to be available to pay for currently funded services. At this time, there are no equalities impacts identified that would arise as a result of a review the homelessness reserve commitments. Targeted spend, where it supports the prevention/relief of homelessness, will continue to be assessed where opportunities are identified.	-
People – Adults	A2	External housing related floating support brought in-house	No	Neutral	-	-	There are no equalities impacts identified that would arise as a result of a review of the decision to bring the housing related floating support service in-house.	-

Council Dept.	Ref.	Description	Negative impact on one or more Equalities Priority Area?	Overarching assessment of Equalities Impact	Characteristics impacted	Initial assessment of potential 'level' of impact (High/Medium/Low)	Overarching statement	Identification of mitigating actions
People – Adults	A3	Review the current use of services commissioned through the Housing Related Support budget and recommitment to deliver a broader range of outcomes focused short term services, and /or longer term very low level support.	No	Positive	Older people, Disabled people, People with Learning Disabilities People with poor Mental Health	Low	Housing Related Support helps people to manage matters related to housing, for example tenancy arrangements or housing benefits. The support is provided in this instance via landlords. The people who benefit from these services are older people, people with learning difficulties and those with poor mental health who find it harder to manage their housing matters themselves. The proposal intends to provide similar or better outcomes through alternative arrangements	-

Council Dept.	Ref.	Description	Negative impact on one or more Equalities Priority Area?	Overarching assessment of Equalities Impact	Characteristics impacted	Initial assessment of potential 'level' of impact (High/Medium/Low)	Overarching statement	Identification of mitigating actions
People – Adults	A4	Improve availability of cost-effective support and personalisation by developing policy practise process and resources in relation to the use of personal budgets through Direct Payments and Individual Service Funds.	No	Positive	Older people, Disabled people	Medium	This should have a positive impact by increasing the amount of flexibility and control individuals have, a) via Direct Payments in place of other commissioned services, including increased use of directly employed personal assistants and b) by using Individual Service Funds as a way of the service user working directly with the provider over service delivered hence greater control	-
People – Adults	A5	Review and maximise use of and outcomes of Extra Care Housing	No	Positive	Older people, Disabled People	Medium	The proposal is to increase the scope of ECH to a wider range of people, as a more independent living option with care support on hand when needed. Intention that ECH is an option for people for the rest of their lives in place of care homes.	-

Council Dept.	Ref.	Description	Negative impact on one or more Equalities Priority Area?	Overarching assessment of Equalities Impact	Characteristics impacted	Initial assessment of potential 'level' of impact (High/Medium/Low)	Overarching statement	Identification of mitigating actions
People – Adults	A6	Review options for blended day care, which would include access to community based day activities alongside building based day care that can meet the eligible needs of those in receipt of more than 2 days per week of building based day centre provision. This approach builds on the strengths based approach with individuals and the ambitions set out in the Councils Learning Disability Strategy 2022 - 2027, which aims to enable people with LD to be more connected with their community. This will include improving the accessibility to mainstream leisure and social activities so that they can provide safe spaces for people with a LD to access their community.	No	Positive	People with Disabilities	Low	This option disproportionately impacts individuals with learning difficulties and their families and carers, who represent the largest group of people in receipt of buildings based provision. People with dementia are also a service user group who make significant use of building-based day services. Any changes to provision for any individual would be based on meeting their identified day care need and availability of alternative provision	Individual reviews will be completed to determine if an individual's needs can be fully met using a blended model of day care provision.
People – Adults	A7	Cambrian Green Day Centre - look to repurpose 96 sessions per week to make available to individuals with Learning Disability (LD) and cognitive impairment. This will extend the use of the Day Centre and provide an additional building day care option for people with LD and a cognitive impairment.	No	Positive	People with disabilities, older people, people with a learning disability	Medium	This proposal impacts older people with dementia and their carers, as capacity of buildings based provision will reduce. This proposal impacts individuals with learning difficulties as capacity of buildings based provision increases	Scoping and full impact analysis completed before any service change is agreed.

Council Dept.	Ref.	Description	Negative impact on one or more Equalities Priority Area?	Overarching assessment of Equalities Impact	Characteristics impacted	Initial assessment of potential 'level' of impact (High/Medium/Low)	Overarching statement	Identification of mitigating actions
People – Adults	A8	Reshape the housing advice and homelessness service to release post	Yes Priority 5 – Tackling housing inequalities	Negative	Females Disabled People People aged 25 – 44 Minority ethnic groups LGBTQ+ communities	Medium	Our data tells us that certain Protected Characteristic groups are disproportionately over-represented in housing need (these include Females, Disabled People, People aged 25 – 44, people from many minority ethnic groups and people from LGBTQ+ communities), and as such, reducing a post from the service could have a disproportionate impact for these groups.	The proposal is designed to provide additional capacity at the initial assessment and prevention stage with the aim of reducing the number of cases that require further statutory assessment around accommodation duties. This is based on the assumption that we do not see a significant increase in demand for the service going forward.
People – Adults	A9	This relates to charging staffing costs against the Homelessness Prevention Grant	No	Neutral	-	-	There are no equalities impacts identified that would arise as a result of charging additional staffing costs to the Homelessness Prevention Grant.	-
People – Adults	A10	This releases savings from non-staff costs from Business Support Budgets across People Department	No	Neutral	-	-	There are no impacts in relation to this proposal which would result in impacts for protected characteristic groups.	-

Council Dept.	Ref.	Description	Negative impact on one or more Equalities Priority Area?	Overarching assessment of Equalities Impact	Characteristics impacted	Initial assessment of potential 'level' of impact (High/Medium/Low)	Overarching statement	Identification of mitigating actions
People – Adults	A11	Maximise the occupancy of Alexandra Way Care Home and review charges to service users for a placement at the care home.	No	Occupancy – Positive Charges - Neutral	Older People	Low	This proposal impacts older people, their family and carers positively as it aims to maximise capacity of Alexandra Way.	Charging - a financial assessment will be undertaken for each individual to calculate their financial contribution. Occupancy – resourcing to full staffing establishment to support full occupancy.



## Consultation Feedback

The following tables show the results of the consultation feedback.

### Note:

Areas highlighted **GREEN** are those where the proportion of people with this characteristic is 10% or more above the proportion of all respondents.

Areas highlighted **RED** are those where the proportion of people with this characteristic is 10% or more below the proportion of all respondents.

***We will review the contribution made by Adult Social Care to the VCSE and our staff resourcing for commissioning and engagement activities, working across the authority in partnership with the VCSE to agree priorities for the remaining funds working to develop and address sustainability across the sector.***

Respondents	Total	Sex		Age Group			Disability		Ethnicity			LGBTQ+		Carer		UK Armed Forces	
		Female	Male	18 to 44	45 to 64	65+	Disabled	Non-disabled	Minority Ethnic Groups	' White Other'	White British	LGBTQ+	Heterosexual / Straight	Yes	No	Yes (current or previous)	No
<b>AGREE</b>	27%	29%	28%	48%	26%	23%	25%	29%	29%	28%	29%	15%	22%	31%	36%	29%	27%
<b>DISAGREE</b>	11%	16%	8%	27%	10%	7%	16%	10%	11%	4%	11%	5%	7%	15%	14%	7%	11%

A greater proportion of respondents agreed with this proposal than disagreed across Protected Characteristics. It is noted that those most likely to disagree with this proposal are those for whom our data tells us are disproportionately in need of accessing the services delivered through funding for the VCSE sector.

It is noted that consultation with South Gloucestershire Equalities Voice indicated potential for negative impacts in relation to this proposal, especially as some service delivered through the VCSE sector are the only services of their kind which are in place to support communities in need. As such, as part of a detailed EqIAA, should this proposal be taken forward, joint work will be undertaken to agree priorities, opportunities for developing ongoing sustainability and for developing innovative and effective approaches in order to prioritise work targeted at those who are disproportionately in need.

***Approaches to quality assurance for care homes will be considered, to maximise efficiency and outcomes***

Respondents	Total	Sex		Age Group			Disability		Ethnicity			LGBTQ+		Carer		UK Armed Forces	
		Female	Male	18 to 44	45 to 64	65+	Disabled	Non-disabled	Minority Ethnic Groups	' White Other'	White British	LGBTQ+	Heterosexual / Straight	Yes	No	Yes (current or previous)	No
<b>AGREE</b>	32%	35%	32%	52%	31%	28%	37%	32%	46%	24%	34%	17%	27%	44%	42%	35%	33%
<b>DISAGREE</b>	11%	16%	8%	25%	10%	8%	20%	10%	6%	4%	11%	2%	8%	20%	13%	7%	11%

A greater proportion of respondents agreed with this proposal than disagreed across Protected Characteristics. It is noted that females, younger people, disabled people and carers were those most likely to disagree with this proposal.

***We will review our Information, Advice and Guidance offer to reduce resourcing whilst retaining the core service requirements***

Respondents	Total	Sex		Age Group			Disability		Ethnicity			LGBTQ+		Carer		UK Armed Forces	
		Female	Male	18 to 44	45 to 64	65+	Disabled	Non-disabled	Minority Ethnic Groups	' White Other'	White British	LGBTQ+	Heterosexual / Straight	Yes	No	Yes (current or previous)	No
<b>AGREE</b>	28%	28%	29%	43%	28%	23%	30%	28%	43%	28%	29%	17%	23%	39%	36%	29%	28%
<b>DISAGREE</b>	10%	17%	6%	28%	8%	6%	22%	9%	6%	4%	11%	5%	6%	20%	12%	7%	10%

**Within our Information Advice and Guidance team, we will not backfill the remaining 0.4 Full Time Employee Team Manager position following reduction to 0.6, limiting further strategic development of platform and its use**

Respondents	Total	Sex		Age Group			Disability		Ethnicity			LGBTQ+		Carer		UK Armed Forces	
		Female	Male	18 to 44	45 to 64	65+	Disabled	Non-disabled	Minority Ethnic Groups	' White Other'	White British	LGBTQ+	Heterosexual / Straight	Yes	No	Yes (current or previous)	No
<b>AGREE</b>	30%	34%	30%	57%	29%	23%	20%	33%	37%	32%	32%	12%	24%	38%	40%	31%	31%
<b>DISAGREE</b>	10%	14%	8%	25%	9%	7%	25%	8%	6%	4%	10%	5%	6%	20%	12%	10%	10%

A greater proportion of respondents agreed with these two proposals than disagreed across Protected Characteristics with the exception of disabled people. It is noted that females, younger people, disabled people and carers were those most likely to disagree with this proposal and are amongst those identified as most likely to be negatively impacted by implementation of these proposals.

**The carers grant is available to carers to help meet their needs in providing care. The proposals to amend the grant to a one-off fixed payment of £200 per carer per cared-for person, and continues the council's shift from universal provision to person centred support. We will continue to support Carers following an assessment and eligibility decision, either through services directly for the Carer or the person they care for.**

Respondents	Total	Sex		Age Group			Disability		Ethnicity			LGBTQ+		Carer		UK Armed Forces	
		Female	Male	18 to 44	45 to 64	65+	Disabled	Non-disabled	Minority Ethnic Groups	' White Other'	White British	LGBTQ+	Heterosexual / Straight	Yes	No	Yes (current or previous)	No
<b>AGREE</b>	26%	28%	26%	47%	22%	23%	25%	27%	29%	20%	27%	12%	21%	38%	33%	29%	27%
<b>DISAGREE</b>	19%	24%	16%	42%	19%	12%	31%	18%	26%	16%	19%	10%	14%	29%	24%	15%	19%

A greater proportion of respondents agreed with this proposal than disagreed across Protected Characteristics with the exception of females and disabled people. It is noted that females and disabled people and carers are amongst those identified as most likely to be negatively impacted by implementation of this proposal.

## Satisfaction with care for older people

The following tables show 10 years of consultation results concerning resident satisfaction with care for older people. and care for physically disabled people and those with learning difficulties.

### Consultation feedback – satisfaction with care for older people

Budget year	Total (all respondents)	Female	Male	16-34	35-44	Under 45	46 to 65	Over 65	Disabled	Non disabled	White British	Minority Ethnic Groups	Bisexual	Gay man	Gay woman/ lesbian	Other	Identify as Trans - Yes	Identify as Trans - No	Heterosexual	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Any other religion	No religion	Carer	Not a Carer	UK Armed Forces	Not UK Armed Forces	
2014/15	31%	32%	32%			22%	26%	39%	26%	32%	32%	43%																				
2015/16	9%	11%	8%			5%	7%	15%	19%	8%	9%	14%																				
2016/17	9%	10%	7%			4%	10%	13%	15%	7%	8%	10%																				
2017/18	9%	8%	10%			4%	5%	14%	20%	8%	9%	7%																				
2018/19	12%	11%	11%			7%	9%	14%	22%	10%	12%	10%																				
2019/20	7%	6%	8%	40%	22%	17%	8%	12%	11%	6%	7%	6%	11%	3%	0%	11%	0%	7%	7%	0%	11%	13%	0%	0%	0%	18%	4%					
2020/21	34%	39%	30%				24%	42%	49%	29%	35%	31%	25%	0%	0%	55%	0%	34%	37%	0%	45%	0%	0%	0%		33%	21%					
2021/22	35%	36%	36%					13%	32%	42%	37%	34%	37%	18%	55%			0%	36%	35%	100%	42%	0%	0%	0%	0%	50%	25%				
2022/23	28%	30%	28%	17%	23%			32%	35%	26%	29%	26%	29%			-	29%	27%	0%	33%	-	100%	0%	-	25%	21%						
2023/24	28%	31%	26%	30%	26%			31%	15%	35%	34%	0%	0%								31%							33%	30%	29%	30%	

## Consultation feedback – satisfaction with care for physically disabled and those with learning difficulties

Consultation feedback: satisfaction with care for physically disabled and those with learning difficulties																																				
Budget year	Total (all respondents)	Female	Male	16-34	35-44	Under 45	46 to 65	Over 65	Disabled	Non disabled	White British	Minority Ethnic Groups	Bisexual	Gay man	Gay woman/ lesbian	Other	Identify as Trans - Yes	Identify as Trans - No	Heterosexual	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Any other religion	No religion	Carer	Not a Carer	UK Armed Forces	Not UK Armed Forces					
2014/15	31%	31%	31%			28%	29%	35%	29%	31%	34%	14%																								
2015/16	7%	8%	6%			5%	6%	10%	16%	6%	7%	3%																								
2016/17	6%	7%	5%			3%	7%	5%	18%	4%	5%	9%																								
2017/18	7%	6%	7%			4%	4%	9%	18%	5%	6%	8%																								
2018/19	8%	6%	8%			9%	7%	7%	17%	6%	8%	8%																								
2019/20	6%	5%	6%			18%	5%	7%	16%	4%	6%	5%	3%	0%	0%	15%	0%	5%	6%	0%	7%	13%	0%	0%	0%	12%	5%									
2020/21	25%	30%	21%	40%	19%		21%	29%	48%	18%	26%	19%	25%	0%	33%	38%	0%	27%	28%	0%	34%	0%	33%	0%		0%	20%									
2021/22	27%	29%	27%			19%	27%	31%	38%	27%	27%	18%	45%				0%	29%	28%	0%	33%	0%	0%	0%	0%	75%	22%									
2022/23	22%	20%	21%			21%	17%	24%	35%	17%	21%	14%	18%				-	22%	22%	0%	26%	-	100%	0%	-	0%	18%									
2023/24	27%	20%	35%			24%	28%	37%	28%	30%	34%	13%	40%						31%							37%	26%					21%	29%			

## **Children's Social Care**

### **Key Inequalities:**

Council data indicates a mix of satisfaction levels across protected characteristic groups, with females and non-disabled people being particularly less satisfied with children's social care services.

Children and young people from many minority ethnic groups continue to be proportionately over twice as likely to be subject of a Section 47 enquiry and Child Protection Plan.

The amount of time between entering care and moving in with family for adopted children is longer for boys.

### **Key work delivered:**

Children's Social Care and Preventative services delivers a wide range of services to young people aged 0-25 through the provision of both statutory and preventative services. We work with partners to secure the best outcomes for young people, including AWP, Education Learning & Skills and Health services. Our aim is to work with families and their networks and carers to enable children and young people to remain within their family and community unless it is not safe for them to do so. We recruit and support foster carers so young people can remain local. For a small number of young people who have been through the care proceedings system we work with Adoption West to secure forever families for them. Across the year of 2021/22, ICS dealt with 9,145 contacts.

The access and response team receives and screens all initial contacts from professionals or the public who are requesting a service or raising concerns about a child/children; in the last 12 months, the Access team has dealt with 8,294 contacts; the team considers how to respond to referrals. The Response social workers working with families through the assessment process, will convene Child in Need Meetings and Initial Child Protection Conferences where necessary. In the last 12 months, the team has undertaken 2,766 assessments.

The 0-25 Social Care Disability Service deliver a range of services including: completion of assessments under the Care Act, establishing care plans, investigation of safeguarding concerns and completion of Child in Need/Strategy Meetings as well as Child Protection Conferences. There is a significant amount of joint working alongside education colleagues to ensure that EHCPs (Education, Health and Care Plans) are purposeful and support good outcomes for young people. The service supports young people, young adults and their families, partners, providers, and communities to find solutions that enable them to continue to live at home or independently within the community, provision of advice and equipment to assist with daily activities, provide recommendation and implementation of minor and major adaptations to the child's living environment including applications for Disabled Facilities Grants (DFGs). In the last 12 months, the team has dealt with over 600 contacts.

Statutory social work services are delivered to children and young people in South Gloucestershire who may be in need of support, need of protection or are unable to remain with their families and come into public care. This can involve situations where there is a need to safeguard children from significant harm. The service works with young people subject to exploitation (including organised exploitation) and supports the young person and their family to stay safe and achieve best outcomes.

The Looked After Children's Team implement care plans for looked after children and their aim is to improve outcomes for children who have a ratified care plan of long-term care or a ratified care plan of permanence outside their parental care. The Corporate Parenting vision for children and young people in care is 'to be the very best parents we can be for children and young people in our care' and 'for our central standard to be: would this be good enough for my child.' The team undertakes all statutory functions for looked after children and prioritise their permanence, health and emotional wellbeing and stability.

The Fostering Service works to meet the needs of foster children by working in partnership with them and their families and with our partners. The service recruits and supports carers so that young people can remain local and retain links with their family, schools, friends and community when this is an assessed part of their care plan. The service seeks to provide a range of placements for children and young people who are looked after by South Gloucestershire Council, including parent and child placements and placements with connected carers by ensuring children are suitably matched to skilled, well supported carers who will provide good quality care.

The Transitions to Independence Team works with all care leavers up to the age of 21, and up to 25 when requested, and looked after 16/17 year olds in preparation for leaving care. The team currently supports 184 care leavers and 54 Children Looked After.

Preventative Services support families with children from pre-birth to 18, with multiple and/or complex needs; the aim is to work with families to help them reduce the chance of problems escalating to the point where a referral to or support from statutory services is required. Through this work, the Supporting Families Initiative is delivered, the Youth Activities Offer is commissioned, South Gloucestershire's Children's Centres are run, the statutory function to track the employment, education and training destinations of all 16-18 year olds is delivered, targeted parenting programmes are delivered, young people are supported to achieve recognition of learning outside formal education (e.g. Duke of Edinburgh Award, ASDAN Award) and a full suite of statutory work is undertaken by the Youth Offending Team.

The council plays an active role along with partners in the South Gloucestershire Children's Partnership. The Partnership focusses on the following themes: Best Start for Children with Complex Needs, Best Start for Vulnerable Children, Best Start in Life, Quality Assurance, Child Safeguarding, Communication and Engagement.

## Budget Implications – Potential Changes:

Council Dept.	Ref.	Description	Negative impact on one or more Equalities Priority Area?	Overarching assessment of Equalities Impact	Characteristics impacted	Initial assessment of potential 'level' of impact (High/Medium/Low)	Overarching statement	Identification of mitigating actions
People - Children	SLO8	We will undertake a review of the Preparing for Adulthood service, which provides a range of support to young people with disabilities, to ensure that it is supporting those with greatest need. From this review we will develop key performance indicators so that we can be sure that the work of the team is not being duplicated elsewhere, supports young people to live independent lives (as opposed to having to utilise residential provision as adults) and aligns with the needs identified within individual EHCPs. This review will determine the future size and scope of the team.	Yes Priority 9 - Tackling inequalities arising in large council service areas of Adult and Children's Social Care.	Negative	Young people with disabilities	Medium	A review of the Preparing for Adulthood service could bring reductions in service levels which would clearly disproportionately impact young people with disabilities and, by extension, their families.	It is noted that a review does have the potential to identify innovative approaches, ensure no duplication of service with other areas of the council and enhanced effectiveness in some areas.



Council Dept.	Ref.	Description	Negative impact on one or more Equalities Priority Area?	Overarching assessment of Equalities Impact	Characteristics impacted	Initial assessment of potential 'level' of impact (High/Medium/Low)	Overarching statement	Identification of mitigating actions
People - Children	SLO9	We will work with the Social Work Dept of a local University so they can review and assess our work against good practice guidance/new models of working and a programme supporting fathers to take an active role in caring for their children. It covers a range of areas and is proven to make a difference to both fathers and their children. We believe these are important aspects to our work and we will explore whether we might be able to progress these without resource.	Yes Priority 9 - Tackling inequalities arising in large council service areas of Adult and Children's Social Care.	Negative	Males and children & young people	Medium	A review to include good practice guidance/new models of working does have the potential to identify innovative approaches, ensure no duplication of service with other areas of the council and enhanced effectiveness in some areas. A detailed EqIAA covering the programme supporting fathers will assist in identifying mitigating actions.	The review will specifically build in analysis of diverse groups in order to support the identification of actions moving forwards.
People - Children	C2	Implementation of the Mockingbird programme to support delivery of sustainable foster care.	No	Positive	Children and young people and their carers	Low	The implementation of the Mockingbird scheme will support our aspiration to expand and develop our fostering service. The scheme, which is reviewed and respected, provides support to carers and young people and helps support placement breakdowns	This scheme is being funded through a regional DFE grant. If successful we will seek to expand the scheme internally.
People - Children	C3	Review of non-staffing budgets and move to a more efficient use of resources.	No	Neutral	-	-	It is not anticipated that this review would result in any negative impacts, however, a detailed EqIAA will be conducted.	-

Council Dept.	Ref.	Description	Negative impact on one or more Equalities Priority Area?	Overarching assessment of Equalities Impact	Characteristics impacted	Initial assessment of potential 'level' of impact (High/Medium/Low)	Overarching statement	Identification of mitigating actions
People - Children	C4	Convert 4 existing vacant H10 posts to Apprenticeships at NMW2	No	Neutral	-	-	It is not anticipated that this would result in any negative impacts, especially as the roles are vacant.	-
People - Children	C6	This will reduce the project budget to work to engage with children and young people in care and care leavers. Recruitment to Young Ambassador roles has proven challenging, and since this project was started, other organisations have begun to provide a similar function, with potential duplication of effort. By working with smaller numbers of Young Ambassadors we will be able to provide more targeted support to them to achieve.	Yes Priority 9 - Tackling inequalities arising in large council service areas of Adult and Children's Social Care.	Negative	Children and young people in care and care leavers	Low	By working with smaller numbers of Young Ambassadors we will be able to provide more targeted support to them to achieve.	There is opportunity to build the work of Young Ambassadors into the work of the South Glos Equalities Forum, ensuring a clear and regular opportunity for young people to have their voices heard and influence practice.
People - Children	C9	This releases savings within Children's Social Care by switching a post to a social work assistant in line with the work requirements of the team	No	Neutral	-	-	Where specific roles do not need to be undertaken by a social work qualified practitioner, we will review whether we can fill the post, when vacant, with suitably skilled and experienced staff with other qualifications. This will not reduce or limit the service available to young people and their families.	This will only be undertaken in those areas of the service where guidance allows work to be undertaken by non social work qualified staff.

Council Dept.	Ref.	Description	Negative impact on one or more Equalities Priority Area?	Overarching assessment of Equalities Impact	Characteristics impacted	Initial assessment of potential 'level' of impact (High/Medium/Low)	Overarching statement	Identification of mitigating actions
People - Children	C10	This releases savings from non-staff costs from Business Support Budgets across People Department	No	Neutral	-	-	It is not anticipated that this would result in any negative impacts, however, a detailed EqIAA will be conducted.	-

## Consultation Feedback

The following tables show the results of the consultation feedback.

### Note:

Areas highlighted **GREEN** are those where the proportion of people with this characteristic is 10% or more above the proportion of all respondents.

Areas highlighted **RED** are those where the proportion of people with this characteristic is 10% or more below the proportion of all respondents.

***We will undertake a review of the Preparing for Adulthood service, which provides a range of support to young people with disabilities, to ensure that it is supporting those with greatest need. From this review we will develop key performance indicators so that we can be sure that the work of the team is not being duplicated elsewhere, supports young people to live independent lives (as opposed to having to utilise residential provision as adults) and aligns with the needs identified within individual EHCPs. This review will determine the future size and scope of the team.***

Respondents	Total	Sex		Age Group			Disability		Ethnicity			LGBTQ+		Carer		UK Armed Forces	
		Female	Male	18 to 44	45 to 64	65+	Disabled	Non-disabled	Minority Ethnic Groups	' White Other'	White British	LGBTQ+	Heterosexual / Straight	Yes	No	Yes (current or previous)	No
<b>AGREE</b>	32%	41%	29%	67%	32%	22%	42%	32%	31%	16%	35%	22%	22%	48%	41%	24%	33%
<b>DISAGREE</b>	10%	11%	9%	19%	11%	6%	9%	10%	20%	12%	9%	0%	7%	14%	12%	7%	10%

A greater proportion of respondents agreed with this proposal than disagreed across Protected Characteristics. The highest level of disagreement was amongst those in the younger age group, although this age group also showed a higher than average level of support for the proposal.

*These options include working with the Social Work Dept of a local University so they can review and assess our work against good practice guidance/new models of working and a programme supporting fathers to take an active role in caring for their children. It covers a range of areas and is proven to make a difference to both fathers and their children. We believe these are important aspects to our work and we would explore whether we might be able to progress these without resource.*

Respondents	Total	Sex		Age Group			Disability		Ethnicity			LGBTQ+		Carer		UK Armed Forces	
		Female	Male	18 to 44	45 to 64	65+	Disabled	Non-disabled	Minority Ethnic Groups	' White Other'	White British	LGBTQ+	Heterosexual / Straight	Yes	No	Yes (current or previous)	No
<b>AGREE</b>	30%	36%	28%	63%	29%	21%	36%	30%	37%	24%	32%	24%	21%	34%	41%	24%	31%
<b>DISAGREE</b>	10%	11%	9%	21%	9%	6%	15%	9%	17%	16%	8%	0%	7%	19%	11%	6%	10%

A greater proportion of respondents agreed with this proposal than disagreed across Protected Characteristics. The highest level of disagreement was amongst those in the younger age group, although this age group also showed the highest level of support for the proposal.

## Satisfaction with children's social services

The following table shows 10 years of consultation results concerning resident satisfaction with children's social services.

### Consultation feedback – satisfaction with children's social services

Budget year	Total (all respondents)	Female	Male	16-34	35-44	Under 45	46 to 65	Over 65	Disabled	Non disabled	White British	Minority Ethnic Groups	Bisexual	Gay man	Gay woman/ lesbian	Other	Identify as Trans - Yes	Identify as Trans - No	Heterosexual	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Any other religion	No religion	Carer	Not a Carer	UK Armed Forces	Not UK Armed Forces	
2014/15	31%	37%	22%			32%	28%	34%	15%	34%	33%																					
2015/16	4%	4%	4%			5%	4%	3%	5%	4%	4%																					9%
2016/17	3%	4%	3%			2%	4%	4%	3%	3%	5%																					3%
2017/18	3%	3%	3%			4%	2%	3%	6%	2%	2%																					5%
2018/19	4%	3%	4%			5%	6%	10%	9%	3%	4%																					2%
2019/20	5%	5%	5%			19%	3%	4%	11%	4%	4%	15%	3%	0%	0%	4%	0%	4%	4%	0%	6%	25%	0%	0%	0%	6%	3%					
2020/21	13%	11%	15%	56%	8%		13%	12%	17%	12%	11%	21%	13%	14%	33%	0%	0%	14%	13%	0%	11%	0%	0%	0%		0%	17%					
2021/22	14%	16%	14%			27%	17%	9%	13%	15%	15%	6%	14%			0%	15%	15%	0%	16%	0%	0%	0%	0%	0%	33%	13%					
2022/23	16%	11%	17%			19%	17%	15%	21%	14%	15%	26%	6%			-	16%	15%	0%	19%	-	100%	100%	-	0%	11%						
2023/24	26%	31%	26%			32%	25%	31%	21%	31%	34%	8%	43%					29%									23%	30%	42%	27%		

## **Priority Area: Tackling inequalities as part of work to address the Climate Emergency**

### **Key Inequalities:**

The data we already hold from Public Health England on climate risk is national and details the key groups who will be likely to be disproportionately impacted by the local impacts of a changing climate, these are the elderly and young children (under 5), those with pre-existing health conditions, those in poor housing, in dense urban areas and areas of poor air quality and we know that these increased physical risk factors are higher for some protected characteristic groups. We also know that there is also an increased likelihood that protected characteristic groups will be subject to these higher risk factors due to socio-economic and other factors. The more local data that we hold on public health in particular, comes from the Climate Change Chapter of the Joint Strategic Needs Assessment that has enabled us to understand some of the increased risk factors and groups affected in our area. We also know that there are equalities impacts relating to carbon emissions reduction projects and the risk of exacerbating existing inequalities, but we don't hold specific local data on this.

### **Key work delivered:**

We have already delivered several projects in the Year 1, 2 and Year 3 of the Climate Emergency action plan that seek in part to address some of the Equalities Gaps in the local area – for example work with procurement on adaptation and resilience for Care Homes and home to school transport, EV charging infrastructure in Air Quality Management Areas – Page Road in Staple Hill has a newly installed charger, Access Audits for Parks and Open Spaces, Tree Week 2020 vouchers for tree planting, we ensured that all residents even those without gardens could access the scheme we know that certain protected characteristic groups are more likely to live in properties without access to a garden. However, we are in the process of gathering more detailed information on the likely local climate impacts across South Gloucestershire and mapping these impacts across the area in relation to the council's known and held information about equalities. The intention is to use this data to ensure that work on climate and nature emergency is more strategic in reducing inequalities through targeted projects. Once complete this data would help provide a more strategic overview than the approach that we have applied so far which is broadly to take steps to make sure that each individual project closes inequalities gap and avoids exacerbating existing inequalities.

### **Budget Implications – Potential Changes:**

There are no proposals affecting this priority area.

## Other Proposals

Council Dept.	Ref.	Description	Negative impact on one or more Equalities Priority Area?	Overarching assessment of Equalities Impact	Characteristics impacted	Initial assessment of potential 'level' of impact (High/Medium/Low)	Overarching statement	Identification of mitigating actions
Place	SLO15	Voluntary and community sector organisations in need of financial support would be able to get support from CVS South Gloucestershire on how to apply to other funding bodies and we would like more organisations to develop fundraising capacities so that that they do not rely on Member Award Funding and Area Wide Grants with £1k per member funding retained for 2023/24 and 2024/25.	No	Positive and Negative	All	Low	The provision of both Member Awarded Funding and Area Wide Grant funding can help to support small groups tackle local inequalities. The range of groups supported is wide, from sports clubs, heritage projects and those which support diverse communities. The budget proposes that funding for Area Wide Grants is removed and the for Member Awarded Funding is reduced from £3k to £1k for each Elected Member. It is anticipated that the implementation of this would result in more organisations supporting communities needing to be able to develop fundraising capacities, which CVS South Gloucestershire can help to support. This could give access to wider, greater and more sustainable funding opportunities. If organisations are successful in this there is clear potential for this to result in positive impacts for communities.	Importance can be given to focus investment on the strategic priority inequality objectives and the projects where the greatest positive impacts can be achieved and sustainability maintained. These projects include those which: tackle the inequality of hate crime; support victims of hate crime; tackle inequalities within and related to poverty and financial hardship; in our priority neighbourhood areas and inequalities experienced by our protected characteristic communities - disabled people, older people, LGBTQ, and people from our ethnic, minority communities. There is continued work on working with the VCSE sector to provide a more sustainable funding model.



## Consultation Feedback

The following tables show the results of the consultation feedback.

### Note:

Areas highlighted **GREEN** are those where the proportion of people with this characteristic is 10% or more above the proportion of all respondents.

Areas highlighted **RED** are those where the proportion of people with this characteristic is 10% or more below the proportion of all respondents.

***Voluntary and community sector organisations in need of financial support would be able to get support from CVS South Gloucestershire on how to apply to other funding bodies and we would like more organisations to develop fundraising capacities so that that they do not rely on Member Award Funding and Area Wide Grants with £1k per member funding retained for 2023/24 and 2024/25***

Respondents	Total	Sex		Age Group			Disability		Ethnicity			LGBTQ+		Carer		UK Armed Forces	
		Female	Male	18 to 44	45 to 64	65+	Disabled	Non-disabled	Minority Ethnic Groups	' White Other'	White British	LGBTQ+	Heterosexual / Straight	Yes	No	Yes (current or previous)	No
<b>AGREE</b>	33%	41%	30%	63%	34%	23%	37%	33%	34%	28%	35%	15%	25%	45%	43%	32%	34%
<b>DISAGREE</b>	7%	7%	7%	4%	8%	8%	7%	7%	11%	12%	6%	7%	7%	9%	9%	9%	7%

A greater proportion of respondents agreed with this proposal than disagreed across Protected Characteristics.

Council Dept.	Ref.	Description	Negative impact on one or more Equalities Priority Area?	Overarching assessment of Equalities Impact	Characteristics impacted	Initial assessment of potential 'level' of impact (High/Medium/Low)	Overarching statement	Identification of mitigating actions
Place	SLO16	<p>South Gloucestershire has a very active heritage sector, which is largely volunteer-led. The council currently provides some support to these groups, opportunities for funding through alternative sources will be investigated although if unsuccessful the service could be withdrawn.</p> <p>Grant funding direct to museums would still be provided.</p>	No	Negative	Older people	Low	Our information shows us that volunteer-led groups in the heritage sector are particularly made up of older people. As such, should support for these groups cease, there would be a corresponding negative impact especially for older people.	During 2023/24, the service will explore with other agencies, museums and heritage services what measures can be put in place to support the sector. Support has been given to help museums widen their volunteer base to include younger volunteers.

## Consultation Feedback

The following tables show the results of the consultation feedback.

### Note:

Areas highlighted **GREEN** are those where the proportion of people with this characteristic is 10% or more above the proportion of all respondents.

Areas highlighted **RED** are those where the proportion of people with this characteristic is 10% or more below the proportion of all respondents.

***South Gloucestershire has a very active heritage sector, which is largely volunteer-led. The council currently provides some support to these groups, opportunities for funding through alternative sources would be investigated although if unsuccessful the service could be withdrawn. Grant funding direct to museums would still be provided.***

Respondents	Total	Sex		Age Group			Disability		Ethnicity			LGBTQ+		Carer		UK Armed Forces	
		Female	Male	18 to 44	45 to 64	65+	Disabled	Non-disabled	Minority Ethnic Groups	'White Other'	White British	LGBTQ+	Heterosexual / Straight	Yes	No	Yes (current or previous)	No
<b>AGREE</b>	27%	32%	25%	46%	28%	21%	26%	29%	49%	28%	28%	17%	22%	30%	36%	31%	27%
<b>DISAGREE</b>	15%	16%	15%	31%	14%	12%	21%	15%	11%	20%	15%	7%	12%	25%	19%	13%	15%

A greater proportion of respondents agreed with this proposal than disagreed across Protected Characteristics.

Council Dept.	Ref.	Description	Negative impact on one or more Equalities Priority Area?	Overarching assessment of Equalities Impact	Characteristics impacted	Initial assessment of potential 'level' of impact (High/Medium/Low)	Overarching statement	Identification of mitigating actions
Place	SLO18	The proposal will see the Contact Centre and One Stop Shop service provision continue, whilst opening hours will be reviewed to meet times of peak customer demand, allowing the council to make a saving.	No	Negative	Older people, Disabled people	Medium	Customer groups utilising these services are disproportionately made up of more vulnerable service users requiring assistance with urgent and significant matters as well as those with limited or no access to services via digital means. As such, a reduction in hours reduces levels of access, in particular for those more vulnerable residents.	Aligning opening hours to peak customer demand brings the potential to mitigate some of the potential impacts. The service will still continue to operate 5 days a week in three centres and through the Contact Centre

## Consultation Feedback

The following tables show the results of the consultation feedback.

### Note:

Areas highlighted **GREEN** are those where the proportion of people with this characteristic is 10% or more above the proportion of all respondents.

Areas highlighted **RED** are those where the proportion of people with this characteristic is 10% or more below the proportion of all respondents.

***The proposal will see the Contact Centre and One Stop Shop service provision continue, whilst opening hours would be reviewed to meet times of peak customer demand, allowing the council to make a saving.***

Respondents	Total	Sex		Age Group			Disability		Ethnicity			LGBTQ+		Carer		UK Armed Forces	
		Female	Male	18 to 44	45 to 64	65+	Disabled	Non-disabled	Minority Ethnic Groups	' White Other'	White British	LGBTQ+	Heterosexual / Straight	Yes	No	Yes (current or previous)	No
<b>AGREE</b>	38%	41%	38%	67%	36%	31%	43%	38%	46%	36%	39%	20%	29%	54%	47%	40%	38%
<b>DISAGREE</b>	10%	15%	7%	20%	12%	6%	15%	10%	14%	0%	10%	5%	7%	13%	13%	9%	10%

A greater proportion of respondents agreed with this proposal than disagreed across Protected Characteristics. The highest levels of disagreement were amongst females, those in the younger age group, disabled people, people from minority ethnic groups and carers and it is noted that these groups have disproportionately high levels of usage of One Stop Stops. Due to delays in the Contact Centre Omnichannel implementation and additional resource needed to support residents, temporary funding of £45k for staffing support is included in the council's 2023/24 budget until the implementation is completed during 2023/24.

## Satisfaction with Customer services

The following table shows 10 years of consultation results concerning resident satisfaction with customer services.

### Consultation feedback – satisfaction with customer services

Budget year	Total (all respondents)	Female	Male	16-34	35-44	Under 45	46 to 65	Over 65	Disabled	Non disabled	White British	Minority Ethnic Groups	Bisexual	Gay man	Gay woman/ lesbian	Other	Identify as Trans - Yes	Identify as Trans - No	Heterosexual	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Any other religion	No religion	Carer	Not a Carer	UK Armed Forces	Not UK Armed Forces					
2016/17	16%	17%	16%			12%	17%	21%	22%	15%	16%	24%																								
2017/18	17%	17%	16%			14%	12%	21%	23%	16%	17%	18%																								
2018/19	18%	19%	16%			16%	13%	19%	28%	17%	18%	21%																								
2019/20	27%	28%	27%			40%	22%	28%	29%	27%	27%	38%	40%	22%	30%	15%	70%	28%	28%	0%	31%	25%	67%	0%	0%	29%	25%									
2020/21	54%	56%	52%	67%	58%		46%	59%	52%	54%	55%	50%	56%	57%	50%	62%	0%	56%	57%	0%	62%	50%	50%	0%		33%	51%									
2021/22	47%	56%	41%			40%	44%	53%	49%	48%	49%	31%	51%				0%	50%	48%	0%	52%	0%	100%	0%	0%	50%	45%									
2022/23	45%	50%	41%			43%	41%	45%	44%	45%	46%	40%	58%				-	47%	47%	33%	49%	-	100%	0%	-	75%	43%									
2023/24	48%	51%	48%			46%	48%	53%	47%	51%	52%	35%	54%						51%											45%	49%	36%	51%			

Council Dept.	Ref.	Description	Negative impact on one or more Equalities Priority Area?	Overarching assessment of Equalities Impact	Characteristics impacted	Initial assessment of potential 'level' of impact (High/Medium/Low)	Overarching statement	Identification of mitigating actions
Place	SLO19	This proposal will see library provision remain in place in all 12 areas whilst opening hours will be reviewed to maximise use of open access technology whilst protecting access to services such as Summer Reading Challenge.	No	Negative	Older people, Children & young people, Women, People from minority ethnic groups Disabled people	Medium	Customer groups utilising library services are disproportionately made up of older people, children & young people, women and people from minority ethnic groups. As such, a reduction in hours reduces levels of access, in particular for younger people under 18 who need to be accompanied to enter using the Open Access system. Libraries would reduce staffed opening hours by up to 20% but would still be open for access to PCs and loaning of books via the Open Access scheme. This will mean there will be less staff and staff time to assist people to get online, help with IT questions, signposting to information and providing the support that staff give to individuals on a daily basis which is unique to the library service. It could also mean that access to assistance for benefit information and applications will be reduced for those benefits that can only be accessed online. It will also mean a reduction in outreach to promote the service to groups with equality characteristics who may be low users of libraries	Full consultation will take place to ensure that any reduced opening hours provide as much access as possible to people during the week. Consideration will be given to access for young people out of school time. Special promotions aimed at areas of inequality will continue such as the Summer Reading Challenge and displays to promote stock such as Black History Month, Holocaust Memorial Day.

## Consultation Feedback

The following tables show the results of the consultation feedback.

### Note:

Areas highlighted **GREEN** are those where the proportion of people with this characteristic is 10% or more above the proportion of all respondents.

Areas highlighted **RED** are those where the proportion of people with this characteristic is 10% or more below the proportion of all respondents.

***Library provision to remain in place in all 12 areas; opening hours will be reviewed to maximise use of open access technology whilst protecting access to services such as Summer Reading Challenge.***

Respondents	Total	Sex		Age Group			Disability		Ethnicity			LGBTQ+		Carer		UK Armed Forces	
		Female	Male	18 to 44	45 to 64	65+	Disabled	Non-disabled	Minority Ethnic Groups	' White Other'	White British	LGBTQ+	Heterosexual / Straight	Yes	No	Yes (current or previous)	No
<b>AGREE</b>	38%	41%	38%	66%	36%	31%	36%	39%	49%	24%	40%	17%	30%	50%	49%	43%	38%
<b>DISAGREE</b>	12%	18%	9%	30%	13%	6%	16%	12%	14%	12%	12%	5%	7%	18%	15%	7%	12%

A greater proportion of respondents agreed with this proposal than disagreed across Protected Characteristics. The highest levels of disagreement were amongst females, those in the younger age group, disabled people and people from minority ethnic groups and it is noted that these groups have disproportionately high levels of usage of library services.



## Satisfaction with Libraries

The following table shows 10 years of consultation results concerning resident satisfaction with libraries.

### Consultation feedback – satisfaction with libraries

Consultation feedback				Satisfaction with insurance																																
Budget year	Total (all respondents)	Female	Male	16-34	35-44	Under 45	46 to 65	Over 65	Disabled	Non disabled	White British	Minority Ethnic Groups	Bisexual	Gay man	Gay woman/ lesbian	Other	Identify as Trans - Yes	Identify as Trans - No	Heterosexual	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Any other religion	No religion	Carer	Not a Carer	UK Armed Forces	Not UK Armed Forces					
2014/15	78%	79%	77%			82%	76%	80%	76%	80%	78%	86%																								
2015/16	48%	45%	51%			57%	40%	52%	49%	48%	49%	57%																								
2016/17	45%	50%	39%			50%	41%	46%	49%	44%	44%	52%																								
2017/18	41%	46%	36%			53%	34%	43%	38%	42%	43%	31%																								
2018/19	37%	42%	31%			49%	29%	36%	34%	38%	36%	44%																								
2019/20	38%	46%	30%	77%	77%	53%	33%	38%	40%	38%	38%	37%	60%	8%	40%	33%	80%	38%	39%	33%	40%	38%	0%	50%	100%	41%	34%									
2020/21	68%	73%	63%				62%	69%	68%	68%	68%	71%	60%	29%	75%	75%	0%	69%	71%	40%	71%	40%	67%	100%	-	43%	71%									
2021/22	60%	63%	59%			72%	55%	63%	60%	63%	62%	47%	58%				100%	63%	62%	100%	63%	100%	0%	0%	-	40%	64%									
2022/23	66%	69%	63%			69%	63%	66%	67%	66%	67%	51%	65%				-	67%	68%	100%	68%	-	100%	50%	-	29%	68%									
2023/24	79%	82%	76%			81%	79%	77%	69%	81%	82%	47%	80%					80%									82%	78%	77%	79%						

Council Dept.	Ref.	Description	Negative impact on one or more Equalities Priority Area?	Overarching assessment of Equalities Impact	Characteristics impacted	Initial assessment of potential 'level' of impact (High/Medium/Low)	Overarching statement	Identification of mitigating actions
Place	SLO23	In line with other local authorities, we will move to charging a small fee to continue offering the cycle safety training, so the service covers its costs.	No	Negative	Children and young people, Females, Disabled People, People from many minority ethnic groups	Low	Cycle safety training is accessed by children & young people and the introduction of a small fee may negatively impact those families who are less able to pay such a fee. Our data shows that those disproportionately impacted due to having a lower ability to pay fees include households headed by single Females, Disabled People and people from many minority ethnic groups.	There will be a route for subsidized courses for those pupils less able to pay.

## Consultation Feedback

The following tables show the results of the consultation feedback.

### Note:

Areas highlighted **GREEN** are those where the proportion of people with this characteristic is 10% or more above the proportion of all respondents.

Areas highlighted **RED** are those where the proportion of people with this characteristic is 10% or more below the proportion of all respondents.

***In line with other local authorities, we will move to charging a small fee to continue offering cycle safety training, so the service covers its costs***

Respondents	Total	Sex		Age Group			Disability		Ethnicity			LGBTQ+		Carer		UK Armed Forces	
		Female	Male	18 to 44	45 to 64	65+	Disabled	Non-disabled	Minority Ethnic Groups	' White Other'	White British	LGBTQ+	Heterosexual / Straight	Yes	No	Yes (current or previous)	No
<b>AGREE</b>	35%	41%	33%	72%	34%	25%	39%	35%	46%	16%	37%	20%	24%	52%	44%	31%	36%
<b>DISAGREE</b>	12%	12%	11%	20%	14%	7%	15%	11%	14%	20%	11%	5%	8%	15%	15%	9%	11%

A greater proportion of respondents agreed with this proposal than disagreed across Protected Characteristics. The highest levels of disagreement were amongst those in the younger age group, those in the 'middle' age grouping, disabled people, people from minority ethnic groups and carers. It is noted that these groups feature in the groups most impacted by financial hardship and poverty. As identified, mitigations can include the use of subsidies.

Council Dept.	Ref.	Description	Negative impact on one or more Equalities Priority Area?	Overarching assessment of Equalities Impact	Characteristics impacted	Initial assessment of potential 'level' of impact (High/Medium/Low)	Overarching statement	Identification of mitigating actions
R&BC	SLO24	No amendments have been made to the Local Council Tax Reduction Scheme since 2020/21. We will review the scheme and develop options for reducing the overall spend on this scheme and achieving this target. Proposed changes will be consulted upon and be subject to Full Council approval in February 2024 prior to implementation from 1st April 2024.	No	Negative	Women Disabled People	Medium	Our data shows that Women and Disabled People are over-represented in accessed the Local Council Tax Reduction Scheme. As such this information will need to be carefully considered during option development.	We will develop options for delivering a fit for purpose scheme within a reduced cost envelope and these will be consulted upon separately with full equalities impact assessment completed and look to minimise disproportionate impact.

## Consultation Feedback

The following tables show the results of the consultation feedback.

### Note:

Areas highlighted **GREEN** are those where the proportion of people with this characteristic is 10% or more above the proportion of all respondents.

Areas highlighted **RED** are those where the proportion of people with this characteristic is 10% or more below the proportion of all respondents.

***No amendments have been made to the Local Council Tax Reduction Scheme since 2020/21. We will review the scheme and develop options for reducing the overall spend. Proposed changes would be subject to Full Council approval in February 2024 prior to potential implementation from 1 April 2024.***

Respondents	Total	Sex		Age Group			Disability		Ethnicity			LGBTQ+		Carer		UK Armed Forces	
		Female	Male	18 to 44	45 to 64	65+	Disabled	Non-disabled	Minority Ethnic Groups	' White Other'	White British	LGBTQ+	Heterosexual / Straight	Yes	No	Yes (current or previous)	No
<b>AGREE</b>	27%	29%	27%	53%	25%	21%	20%	28%	40%	16%	28%	10%	16%	35%	34%	25%	27%
<b>DISAGREE</b>	6%	9%	5%	15%	6%	5%	16%	5%	3%	0%	7%	7%	4%	7%	9%	6%	7%

A greater proportion of respondents agreed with this proposal than disagreed across Protected Characteristics. The highest levels of disagreement were amongst females, those in the younger age group, disabled people, LGBTQ+ communities, people from minority ethnic groups and carers. It is noted that these groups feature in the groups most impacted by financial hardship and poverty.

## Satisfaction with Welfare benefit and council tax reduction

The following table shows 10 years of consultation results concerning resident satisfaction with welfare benefit and council tax reduction.

### Consultation feedback – satisfaction with welfare benefits and council tax reduction

Budget year	Total (all respondents)	Female	Male	16-34	35-44	Under 45	46 to 65	Over 65	Disabled	Non disabled	White British	Minority Ethnic Groups	Bisexual	Gay man	Gay woman/ lesbian	Other	Identify as Trans - Yes	Identify as Trans - No	Heterosexual	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Any other religion	No religion	Carer	Not a Carer	UK Armed Forces	Not UK Armed Forces			
2014/15	34%	42%	25%			33%	32%	40%	22%	36%	36%	18%																						
2015/16	12%	11%	13%			9%	10%	16%	23%	10%	12%	17%																						
2016/17	9%	11%	8%			4%	10%	17%	22%	8%	9%	12%																						
2017/18	11%	13%	10%			9%	9%	15%	22%	10%	12%	9%																						
2018/19	15%	18%	12%			9%	10%	17%	34%	12%	15%	17%																						
2019/20	13%	14%	12%			19%	11%	22%	25%	11%	13%	8%	29%	5%	40%	26%	70%	13%	12%	0%	17%	25%	0%	0%	0%	35%	10%							
2020/21	34%	35%	34%	47%	21%		27%	40%	47%	29%	35%	15%	38%	25%	100%	38%	0%	34%	33%	33%	39%	0%	50%	50%	-	20%	29%							
2021/22	35%	43%	30%			34%	30%	40%	50%	32%	35%	24%	41%				0%	36%	34%	0%	41%	100%	0%	50%	-	50%	29%							
2022/23	31%	39%	25%			21%	19%	32%	44%	27%	33%	28%	41%				-	34%	34%	0%	39%	-	100%	0%	-	0%	24%							
2023/24	34%	35%	34%			25%	34%	41%	39%	32%	39%	15%	50%						37%									43%	33%	20%	35%			

## Other Proposals (continued)

Council Dept.	Ref.	Description	Negative impact on one or more Equalities Priority Area?	Overarching assessment of Equalities Impact	Characteristics impacted	Initial assessment of potential 'level' of impact (High/Medium/Low)	Overarching statement	Identification of mitigating actions
Place	PL2	Implementation of new ITD solutions will result in improved processes and customer experience.	No	Positive	-	Low	New ITD solutions bring clear potential to improve customer experience.	-
Place	PL4	It is proposed to use the Nuclear Reserve to fund the Nuclear Project Manager given the change in timeline for a large scale nuclear project being brought forward at Oldbury.	No	Neutral	-	-	No impacts identified as a result of this proposal.	-
Place	PL5	The main focus of work in the digital connectivity world is the new UMBRELLA network. It has been financed to date from investment fund, partner contributions and CRF funding. There is a need to set up appropriate governance and charging profile for the project. it is anticipated that once this process is in place there should be no further cost to the council.	No	Neutral	-	-	No impacts identified as a result of this proposal.	-

Council Dept.	Ref.	Description	Negative impact on one or more Equalities Priority Area?	Overarching assessment of Equalities Impact	Characteristics impacted	Initial assessment of potential 'level' of impact (High/Medium/Low)	Overarching statement	Identification of mitigating actions
Place	PL6	Efficiencies for restructuring the Place Shaping team.	No	Neutral	-	-	No impacts identified as a result of this proposal.	-
Place	PL7	Saving from training on project management in the Place Shaping team as these skills are now established.	No	Neutral	-	-	No impacts identified as a result of this proposal.	-
Place	PL9	In Place Enforcement, we will reduce spending on outside consultants and incorporate priority work currently done in this way, as appropriate, into the workload of existing staff.	No	Neutral	-	-	No impacts identified as a result of this proposal.	-
Place	PL10	This saving is possible because we have reviewed the CCTV equipment replacement programme. This will have minimal impact assuming cameras last for 7 years and will help us meet our short term need for savings.	No	Neutral	-	-	No impacts identified as a result of this proposal.	-



Council Dept.	Ref.	Description	Negative impact on one or more Equalities Priority Area?	Overarching assessment of Equalities Impact	Characteristics impacted	Initial assessment of potential 'level' of impact (High/Medium/Low)	Overarching statement	Identification of mitigating actions
Place	PL11	The mechanism for funding Housing Stock Conditions will be different in future, however surveys will continue on the same five yearly cycle.	No	Neutral	-	-	No impacts identified as a result of this proposal.	-
Place	PL12	Accounting adjustment to hold the budget risk of large planning appeals corporately, from being devolved to service level.	No	Neutral	-	-	No impacts identified as a result of this proposal.	-
Place	PL14	The Council holds memberships of a number of representative bodies and these will be reviewed and reduced, we will continue to work supportively through direct contact with neighbouring authorities.	No	Neutral	-	-	No impacts identified as a result of this proposal.	-
Place	PL15	Existing staff in the SEND team will support the Client Transport team to allow demand to be managed allowing a post to be released.	No	Neutral	-	-	No impacts identified as a result of this proposal as staff reductions reflects reduced demand.	

Council Dept.	Ref.	Description	Negative impact on one or more Equalities Priority Area?	Overarching assessment of Equalities Impact	Characteristics impacted	Initial assessment of potential 'level' of impact (High/Medium/Low)	Overarching statement	Identification of mitigating actions
Place	PL18	A reduction in staffing achieved by H&S and training course and programmes being organised by Place Making operational teams	No	Neutral	-	-	No impacts identified as a result of this proposal.	-
Place	PL20	This change would bring parity with currently parished areas, which do not receive subsidy for Christmas lights. New Town and Parish Councils that will come into being in May 2023 may choose to take on this work.	No	Neutral	-	-	No impacts identified as a result of this proposal.	-
Place	PL21	Green Bin collection charges have been frozen for a number of years and the cost of the service is not met by subscriptions. As housing growth continues it is important that the cost of expanding it is covered by those payments and this increase will bring the charges broadly into line with neighbouring authorities. The fee will be increased to £55 from 1st April 2023.	No	Negative	Younger people, Females, Disabled People, People from many minority ethnic groups	Low	Our data shows that those disproportionately impacted due to having a lower ability to pay fees include households headed by single Females, Disabled People, younger adults, and people from many minority ethnic groups.	Concessionary rates policies would continue and be reviewed should this proposal be taken forwards. It is also important to note that assisted collections are not affected by the changes being proposed
R&BC	R1	Local Land Charges Search Con 29 (additional enquiries) will provide additional income generation opportunities	No	Neutral	-	-	No impacts identified as a result of this proposal.	-

Council Dept.	Ref.	Description	Negative impact on one or more Equalities Priority Area?	Overarching assessment of Equalities Impact	Characteristics impacted	Initial assessment of potential 'level' of impact (High/Medium/Low)	Overarching statement	Identification of mitigating actions
R&BC	R2	Review of member development budget and the elections reserves, profiling budget to when funding is required.	No	Neutral	-	-	No impacts identified as a result of this proposal.	-
R&BC	R3	Review of existing payroll income generating method change targets indicates a further charging opportunities.	No	Neutral	-	-	No impacts identified as a result of this proposal.	-
R&BC	R5	Currently paying to firms to manage our asset with proper property management system this could be undertaken in house and considerably less cost. Should a property management system be established we can sell the service to schools and occupiers.	No	Neutral	-	-	No impacts identified as a result of this proposal.	-
R&BC	R6	To review the current usage of meeting rooms and proactively manage lettings in line with BBSP approach.	No	Neutral	-	-	No impacts identified as a result of this proposal.	-
R&BC	R7	Amalgamate OT delivery (People), handymen (Property Services) and Handy Van (Place) services, reducing admin tasks and increase potential income streams.	No	Neutral	-	-	No impacts identified as a result of this proposal.	-

Council Dept.	Ref.	Description	Negative impact on one or more Equalities Priority Area?	Overarching assessment of Equalities Impact	Characteristics impacted	Initial assessment of potential 'level' of impact (High/Medium/Low)	Overarching statement	Identification of mitigating actions
R&BC	R8	Borrow to install solar panels across the estate to offset anticipated future costs and potential savings (links to cross cutting method change)	No	Neutral	-	-	No impacts identified as a result of this proposal.	-
R&BC	R9	Review of Council buildings usage and offer space to let to individuals / organisations.	No	Neutral	-	-	No impacts identified as a result of this proposal.	-
R&BC	R10	Increasing the Bristol & Bath Science Park service charge to recover full cost of services.	No	Neutral	-	-	No impacts identified as a result of this proposal.	-
R&BC	R11	Review of previous method change to reduce insurance premiums by increasing 'self insurance' has resulted in identifying further opportunities.	No	Neutral	-	-	No impacts identified as a result of this proposal.	-
R&BC	R13	Structure review to align resources with strategic organisational needs.	No	Neutral	-	-	No impacts identified as a result of this proposal.	-
R&BC	R14	Review and align discretionary areas of HR service provision including one-off recruitment marketing costs in 2023/24.	No	Neutral	-	-	No impacts identified as a result of this proposal.	-

Council Dept.	Ref.	Description	Negative impact on one or more Equalities Priority Area?	Overarching assessment of Equalities Impact	Characteristics impacted	Initial assessment of potential 'level' of impact (High/Medium/Low)	Overarching statement	Identification of mitigating actions
R&BC	R15	It is proposed to hold a vacancy within the council's corporate procurement team in advance of service redesign following implementation of the future finance & HR ERP system.	No	Neutral	-	-	No impacts identified as a result of this proposal.	-
R&BC	R16	It is proposed to bring forward the service review in the Strategy & Innovation Division by one year. This was a method change put forward in October 2022.	No	Neutral	-	-	No impacts identified as a result of this proposal.	-
R&BC	R17	One year slippage of Growth in council tax base through increasing visiting officers to ensure new properties are banded and billed more quickly.	No	Neutral	-	-	No impacts identified as a result of this proposal.	-
R&BC	R19	Generate additional income from the provision of internal audit services to other relevant organisations	No	Neutral	-	-	No impacts identified as a result of this proposal.	-
All	XC1	Change to budgeting approach - all budgets will be presented to the nearest £100, rounded down.	No	Neutral	-	-	No impacts identified as a result of this proposal.	-
All	XC2	Further review of previous years travel budgets method change against future demand and additional pool cars usage across the district	No	Neutral	-	-	No impacts identified as a result of this proposal.	-

Council Dept.	Ref.	Description	Negative impact on one or more Equalities Priority Area?	Overarching assessment of Equalities Impact	Characteristics impacted	Initial assessment of potential 'level' of impact (High/Medium/Low)	Overarching statement	Identification of mitigating actions
All	XC3	Increased Vacancy Management Target from 5% to 8%	No	Neutral	-	-	No impacts identified as a result of this proposal.	-
All	XC4	Review of contributions to reserves in line with revised Reserves Policy	No	Neutral	-	-	No impacts identified as a result of this proposal.	-
All	XC5	Accounting adjustment following review of provisions held on Balance Sheet	No	Neutral	-	-	No impacts identified as a result of this proposal.	-
All	XC6	Release of Housing Services Investment - now considering invest to save opportunities	No	Neutral	-	-	No impacts identified as a result of this proposal.	-
All	XC7	Implement the Asset Management Plan to reduce the running costs of council buildings, generate more income from the estate and/or realise capital receipts from disposals.	No	Neutral	-	-	No impacts identified as a result of this proposal.	-
All	XC8	For fees & charges set by the local authority, increase inflationary rise from 5% to 9%	No	Negative	Younger people, Females, Disabled People, People from minority ethnic groups	Low	Our data shows that those disproportionately impacted due to having a lower ability to pay fees include households headed by single Females, Disabled People, younger adults and people from many minority ethnic groups.	Concessionary rates policies would continue and be reviewed should this proposal be taken forwards.

Council Dept.	Ref.	Description	Negative impact on one or more Equalities Priority Area?	Overarching assessment of Equalities Impact	Characteristics impacted	Initial assessment of potential 'level' of impact (High/Medium/Low)	Overarching statement	Identification of mitigating actions
All	XC9	Review of income generating opportunities for implementation from September 2024.	No	Neutral	-	-	No impacts identified as a result of this proposal.	-

## APPENDIX 2 – CUMULATIVE CONSULTATION FEEDBACK

### Introduction

The following tables show information regarding consultation feedback over the last 10 year period and is disaggregated according to 'group'. It includes the responses received as part of the annual council budget 2023/24 consultation.

Data in respect of Religion or Belief and Gender Reassignment is not provided for 2023/24, due to low numbers of respondents (see also Appendix 3).

The data shown covers percentages of respondents who stated agreement with each approach to making services more affordable to run.

#### Note:

Areas highlighted **GREEN** are those where the proportion of people with this characteristic is 10% or more above the proportion of all respondents.

Areas highlighted **RED** are those where the proportion of people with this characteristic is 10% or more below the proportion of all respondents.

### The next 5 – 10 years

#### Targeting resources on the most vulnerable and people most in need

Budget year	Total (all respondents)	Female	Male	16-34	35-44	Under 45	46 to 65	Over 65	Disabled	Non disabled	White British	Minority Ethnic Groups	Bisexual	Gay man	Gay woman/ lesbian	Other	Identify as Trans - Yes	Identify as Trans - No	Heterosexual	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Any other religion	No religion	Carer	Not a Carer	UK Armed Forces	Not UK Armed Forces	
2014/15	51%	54%	48%			54%	54%	47%	50%	51%	52%	59%																				
2015/16	67%	65%	68%			65%	67%	66%	69%	67%	68%	55%																				
2016/17	68%	70%	65%			70%	68%	61%	61%	70%	69%	64%																				
2017/18	64%	68%	61%			60%	68%	63%	65%	64%	65%	58%																				
2018/19	69%	70%	67%			61%	64%	72%	73%	68%	70%	50%																				
2019/20	68%	68%	68%			75%	67%	66%	68%	68%	69%	57%	71%	57%	40%	48%	70%	69%	70%	67%	66%	100%	67%	50%	100%	71%	72%					
2020/21	68%	66%	69%	72%	69%		69%	66%	67%	68%	68%	57%	71%	73%	50%	67%	50%	67%	68%	60%	67%	56%	100%	40%	-	46%	69%					
2021/22	70%	71%	70%			77%	68%	71%	71%	71%	70%	71%	75%				50%	71%	71%	80%	69%	100%	100%	33%	0%	63%	73%					
2022/23	70%	75%	67%			61%	70%	71%	73%	70%	71%	69%	80%				-	72%	72%	100%	73%	-	100%	0%	-	50%	70%					
2023/24	72%	70%	75%					76%	72%	72%	80%	71%	74%	64%	73%					72%									73%	71%	69%	72%



## Reducing the quality of services provided

Budget year	Total (all respondents)	Female	Male	16-34	35-44	Under 45	46 to 65	Over 65	Disabled	Non disabled	White British	Minority Ethnic Groups	Bisexual	Gay man	Gay woman/ lesbian	Other	Identify as Trans - Yes	Identify as Trans - No	Heterosexual	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Any other religion	No religion	Carer	Not a Carer	UK Armed Forces	Not UK Armed Forces					
2014/15	25%	19%	29%			17%	25%	24%	19%	23%	22%	37%																								
2015/16	20%	21%	18%			19%	20%	20%	20%	20%	19%	23%																								
2016/17	23%	20%	26%			24%	23%	21%	15%	24%	23%	28%																								
2017/18	20%	16%	23%			17%	21%	19%	16%	20%	20%	18%																								
2018/19	23%	25%	23%			25%	24%	23%	24%	24%	24%	21%																								
2019/20	16%	12%	21%			16%	18%	15%	20%	16%	17%	12%	20%	41%	10%	22%	80%	16%	16%	33%	15%	25%	0%	67%	0%	12%	18%									
2020/21	15%	16%	13%	9%	13%		17%	13%	14%	15%	14%	10%	21%	36%	0%	14%	0%	15%	15%	0%	15%	11%	25%	0%	-	0%	16%									
2021/22	18%	14%	22%			16%	17%	19%	16%	19%	18%	22%	20%				50%	18%	18%	40%	20%	0%	0%	0%	0%	11%	16%									
2022/23	14%	12%	16%			7%	17%	16%	11%	15%	13%	24%	15%				-	13%	13%	0%	13%	-	0%	67%	-	21%	15%									
2023/24	19%	13%	25%			13%	19%	24%	15%	20%	20%	16%	15%					19%													15%	20%	24%	18%		

## Increasing fees and charges for some services

Budget year	Total (all respondents)	Female	Male	16-34	35-44	Under 45	46 to 65	Over 65	Disabled	Non disabled	White British	Minority Ethnic Groups	Bisexual	Gay man	Gay woman/ lesbian	Other	Identify as Trans - Yes	Identify as Trans - No	Heterosexual	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Any other religion	No religion	Carer	Not a Carer	UK Armed Forces	Not UK Armed Forces					
2014/15	40%	37%	44%			30%	44%	39%	35%	42%	41%	29%																								
2015/16	41%	43%	39%			38%	44%	40%	37%	42%	41%	39%																								
2016/17	46%	45%	47%			44%	48%	41%	38%	47%	47%	42%																								
2017/18	43%	39%	48%			36%	46%	44%	37%	44%	44%	34%																								
2018/19	46%	45%	48%			43%	46%	47%	47%	47%	48%	33%																								
2019/20	43%	41%	47%	52%	49%	45%	45%	40%	36%	45%	43%	62%	40%	62%	30%	33%	80%	43%	44%	33%	40%	50%	33%	67%	0%	41%	48%									
2020/21	45%	44%	47%				48%	41%	37%	47%	45%	37%	46%	55%	17%	48%	0%	45%	46%	0%	44%	44%	75%	0%	-	46%	50%									
2021/22	43%	42%	45%			37%	46%	42%	41%	45%	43%	35%	39%				100%	43%	44%	40%	43%	33%	100%	33%	0%	32%	46%									
2022/23	36%	34%	39%			25%	39%	39%	30%	38%	36%	37%	34%				-	37%	39%	25%	37%	-	100%	33%	-	29%	38%									
2023/24	54%	53%	56%			49%	60%	55%	50%	56%	57%	36%	56%						54%									57%	53%	56%	54%					

## Making more services available online

Budget year	Total (all respondents)	Female	Male	16-34	35-44	Under 45	46 to 65	Over 65	Disabled	Non disabled	White British	Minority Ethnic Groups	Bisexual	Gay man	Gay woman/ lesbian	Other	Identify as Trans - Yes	Identify as Trans - No	Heterosexual	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Any other religion	No religion	Carer	Not a Carer	UK Armed Forces	Not UK Armed Forces					
2014/15	61%	60%	64%			89%	69%	37%	41%	63%	61%	74%																								
2015/16	62%	63%	62%			80%	67%	44%	51%	64%	62%	61%																								
2016/17	64%	62%	68%			85%	57%	45%	46%	67%	66%	62%																								
2017/18	56%	53%	60%			81%	66%	42%	42%	58%	55%	64%																								
2018/19	56%	54%	60%			86%	67%	47%	41%	60%	57%	56%																								
2019/20	68%	69%	70%	89%	88%	98%	65%	46%	55%	72%	69%	77%	86%	76%	70%	52%	90%	69%	70%	67%	59%	100%	33%	100%	0%	65%	80%									
2020/21	60%	58%	63%				67%	46%	46%	64%	60%	62%	71%	73%	83%	48%	100%	61%	61%	20%	56%	67%	50%	60%	-	62%	70%									
2021/22	64%	60%	68%			83%	74%	51%	49%	67%	64%	66%	62%				100%	65%	66%	80%	60%	100%	100%	67%	0%	53%	73%									
2022/23	59%	52%	66%			72%	75%	59%	46%	63%	59%	76%	72%				-	60%	60%	50%	55%	-	0%	100%	-	64%	70%									
2023/24	72%	70%	77%			78%	76%	67%	73%	73%	75%	67%	68%					78%									69%	74%	78%	73%						

## Using digital technology more widely to support the delivery of services

Budget year	Total (all respondents)	Female	Male	16-34	35-44	Under 45	46 to 65	Over 65	Disabled	Non disabled	White British	Minority Ethnic Groups	Bisexual	Gay man	Gay woman/ lesbian	Other	Identify as Trans - Yes	Identify as Trans - No	Heterosexual	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Any other religion	No religion	Carer	Not a Carer	UK Armed Forces	Not UK Armed Forces					
2017/18	58%	55%	63%			80%	68%	46%	43%	61%	58%	64%																								
2018/19	57%	54%	62%			87%	64%	49%	44%	61%	57%	60%																								
2019/20	70%	68%	73%			97%	67%	50%	59%	72%	70%	83%	86%	78%	80%	56%	90%	70%	71%	67%	60%	100%	33%	83%	0%	53%	81%									
2020/21	62%	59%	66%	83%	88%		69%	50%	49%	66%	62%	63%	67%	73%	67%	43%	100%	62%	64%	20%	57%	67%	50%	80%	-	77%	72%									
2021/22	67%	63%	71%			84%	76%	55%	50%	70%	67%	67%	64%				50%	68%	69%	60%	61%	100%	100%	67%	0%	53%	79%									
2022/23	63%	56%	70%			80%	81%	63%	50%	68%	63%	80%	72%				-	64%	65%	50%	59%	-	100%	100%	-	71%	75%									
2023/24	75%	72%	79%			78%	80%	68%	73%	76%	77%	69%	68%						78%											71%	75%	81%	75%			

## Making more efficient use of council assets such as land and buildings

Budget year	Total (all respondents)	Female	Male	16-34	35-44	Under 45	46 to 65	Over 65	Disabled	Non disabled	White British	Minority Ethnic Groups	Bisexual	Gay man	Gay woman/ lesbian	Other	Identify as Trans - Yes	Identify as Trans - No	Heterosexual	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Any other religion	No religion	Carer	Not a Carer	UK Armed Forces	Not UK Armed Forces	
2014/15	84%	82%	86%			91%	86%	75%	85%	84%	84%	82%																				
2015/16	86%	86%	86%			89%	87%	82%	81%	87%	86%	81%																				
2016/17	86%	85%	87%			89%	88%	77%	77%	88%	87%	77%																				
2017/18	85%	86%	86%			87%	90%	82%	80%	86%	86%	91%																				
2018/19	87%	86%	89%			91%	92%	85%	86%	88%	88%	79%																				
2019/20	87%	86%	88%			100 %	85%	86%	83%	87%	87%	90%	94%	100 %	60%	63%	90%	88%	88%	67%	86%	100 %	67%	100 %	100 %	76%	89%					
2020/21	87%	86%	89%	96%	93%		88%	85%	85%	88%	87%	85%	96%	91%	83%	81%	50%	88%	89%	80%	88%	89%	75%	100 %	-	54%	88%					
2021/22	85%	85%	86%			87%	88%	82%	80%	88%	86%	81%	87%				100 %	88%	87%	60%	85%	33%	100 %	67%	0%	89%	89%					
2022/23	86%	85%	87%			89%	90%	87%	81%	88%	86%	87%	89%				-	86%	87%	75%	86%	-	100 %	100 %	-	79%	89%					
2023/24	86%	84%	89%					84%	89%	85%	88%	86%	88%	78%	80%				90%											92%	83%	86%

## Scaling back or stopping some services

Budget year	Total (all respondents)	Female	Male	16-34	35-44	Under 45	46 to 65	Over 65	Disabled	Non disabled	White British	Minority Ethnic Groups	Bisexual	Gay man	Gay woman/ lesbian	Other	Identify as Trans - Yes	Identify as Trans - No	Heterosexual	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Any other religion	No religion	Carer	Not a Carer	UK Armed Forces	Not UK Armed Forces															
2014/15	30%	21%	39%			20%	32%	29%	26%	30%	29%	44%																																		
2015/16	27%	31%	23%			29%	28%	23%	22%	27%	27%	19%																																		
2016/17	28%	24%	33%			31%	29%	21%	22%	29%	28%	28%																																		
2017/18	25%	21%	29%			22%	28%	23%	19%	26%	25%	25%																																		
2018/19	24%	22%	27%			30%	23%	24%	22%	25%	25%	19%																																		
2019/20	19%	14%	23%	17%	21%	17%	13%	19%	19%	14%	37%	46%																				0%	15%	80%	18%	18%	0%	20%	13%	0%	67%	0%	12%	18%		
2020/21	17%	15%	19%	6%	9%		19%	17%	13%	18%	16%	16%																				13%	18%	0%	10%	0%	17%	17%	0%	16%	0%	0%	40%	-	8%	18%
2021/22	22%	17%	26%			26%	21%	21%	22%	22%	22%	22%																				13%			50%	22%	22%	20%	22%	0%	0%	33%	0%	16%	23%	
2022/23	17%	11%	21%			18%	18%	18%	11%	18%	16%	19%																				20%			-	16%	16%	0%	17%	-	0%	0%	-	36%	17%	
2023/24	27%	16%	36%			20%	30%	30%	17%	30%	27%	24%																				27%				26%										

## Stopping provision of some discretionary services to protect services to older people and the vulnerable

Budget year	Total (all respondents)	Female	Male	16-34	35-44	Under 45	46 to 65	Over 65	Disabled	Non disabled	White British	Minority Ethnic Groups	Bisexual	Gay man	Gay woman/ lesbian	Other	Identify as Trans - Yes	Identify as Trans - No	Heterosexual	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Any other religion	No religion	Carer	Not a Carer	UK Armed Forces	Not UK Armed Forces					
2014/15	21%	18%	23%			18%	22%	18%	20%	19%	20%	15%																								
2015/16	37%	39%	35%			34%	39%	37%	41%	36%	37%	26%																								
2016/17	36%	31%	40%			33%	38%	36%	31%	37%	36%	34%																								
2017/18	38%	37%	40%			36%	40%	38%	35%	38%	39%	38%																								
2018/19	40%	38%	42%			32%	32%	44%	43%	40%	41%	25%																								
2019/20	38%	34%	43%	24%	22%	35%	39%	44%	40%	38%	39%	26%	43%	30%	50%	33%	80%	39%	40%	33%	38%	25%	100%	33%	100%	47%	40%									
2020/21	36%	36%	37%				35%	41%	32%	38%	36%	34%	42%	9%	17%	43%	0%	37%	37%	0%	37%	56%	50%	20%	-	31%	36%									
2021/22	37%	35%	39%					38%	35%	38%	43%	37%	38%	30%	26%				50%	38%	38%	0%	38%	100%	0%	33%	0%					16%	39%			
2022/23	33%	32%	34%					31%	29%	36%	33%	34%	34%	30%	31%				-	34%	34%	0%	34%	-	100%	0%	-					57%	35%			
2023/24	40%	36%	45%			40%	40%	44%	34%	43%	43%	31%	37%				40%												41%	43%	51%	41%				

## Changing working practices to make better use of technology and more efficient ways of working

Budget year	Total (all respondents)	Female	Male	16-34	35-44	Under 45	46 to 65	Over 65	Disabled	Non disabled	White British	Minority Ethnic Groups	Bisexual	Gay man	Gay woman/ lesbian	Other	Identify as Trans - Yes	Identify as Trans - No	Heterosexual	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Any other religion	No religion	Carer	Not a Carer	UK Armed Forces	Not UK Armed Forces					
2015/16	86%	87%	84%			85%	88%	84%	85%	86%	86%	97%																								
2016/17	85%	84%	86%			91%	85%	73%	72%	88%	87%	70%																								
2017/18	80%	77%	82%			86%	84%	75%	66%	82%	80%	92%																								
2018/19	79%	77%	82%			90%	77%	77%	64%	81%	79%	73%																								
2019/20	84%	83%	86%			100%	82%	78%	75%	86%	84%	89%	97%	78%	70%	63%	90%	85%	86%	67%	81%	88%	100%	100%	0%	94%	88%									
2020/21	82%	80%	83%	91%	91%		83%	79%	74%	85%	82%	84%	79%	82%	67%	67%	100%	83%	84%	60%	81%	89%	75%	60%	-	62%	87%									
2021/22	84%	81%	86%			95%	85%	79%	75%	86%	84%	85%	89%			100%	84%	85%	100%	82%	100%	100%	33%	0%	84%	89%										
2022/23	80%	78%	84%			84%	87%	82%	72%	84%	80%	80%	82%			-	81%	83%	100%	80%	-	100%	100%	-	79%	85%										
2023/24	85%	82%	89%					86%	85%	86%	90%	85%	87%	79%	78%					88%									83%	84%	89%	84%				



## Working in partnership and sharing services with other councils and public sector agencies

Budget year	Total (all respondents)	Female	Male	16-34	35-44	Under 45	46 to 65	Over 65	Disabled	Non disabled	White British	Minority Ethnic Groups	Bisexual	Gay man	Gay woman/ lesbian	Other	Identify as Trans - Yes	Identify as Trans - No	Heterosexual	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Any other religion	No religion	Carer	Not a Carer	UK Armed Forces	Not UK Armed Forces					
2015/16	82%	83%	82%			83%	84%	81%	82%	83%	83%	77%																								
2016/17	82%	81%	83%			84%	84%	69%	66%	84%	84%	72%																								
2017/18	79%	77%	80%			84%	79%	77%	69%	80%	79%	84%																								
2018/19	80%	79%	82%			85%	80%	79%	70%	82%	80%	71%																								
2019/20	79%	80%	79%					93%	77%	77%	77%	80%	80%	64%	89%	78%	60%	67%	90%	80%	82%	33%	78%	88%	67%	100%	0%	82%	83%							
2020/21	81%	79%	84%	87%	81%		81%	81%	76%	83%	81%	85%	88%	91%	50%	81%	100%	81%	82%	80%	81%	89%	75%	40%	-	62%	83%									
2021/22	80%	79%	82%			86%	83%	77%	67%	83%	80%	76%	75%				100%	81%	81%	60%	80%	100%	100%	33%	0%	74%	84%									
2022/23	79%	78%	81%			78%	83%	82%	72%	82%	80%	80%	79%				-	80%	82%	75%	80%	-	100%	100%	-	71%	81%									
2023/24	79%	75%	83%					77%	83%	78%	76%	79%	82%	67%	76%						82%											78%	81%	82%	79%	

## Transferring services to other organisations like commercial companies

Budget year	Total (all respondents)	Female	Male	16-34	35-44	Under 45	46 to 65	Over 65	Disabled	Non disabled	White British	Minority Ethnic Groups	Bisexual	Gay man	Gay woman/ lesbian	Other	Identify as Trans - Yes	Identify as Trans - No	Heterosexual	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Any other religion	No religion	Carer	Not a Carer	UK Armed Forces	Not UK Armed Forces		
2014/15	28%	26%	32%			23%	30%	27%	26%	28%	29%	30%																					
2015/16	27%	28%	25%			27%	28%	24%	21%	27%	27%	26%																					
2016/17	27%	22%	32%			28%	28%	21%	23%	28%	28%	22%																					
2017/18	25%	22%	29%			24%	26%	25%	20%	26%	25%	22%																					
2018/19	22%	20%	24%			20%	22%	22%	16%	23%	22%	27%																					
2019/20	21%	19%	23%	9%	21%	25%	22%	17%	17%	22%	21%	23%	34%	22%	10%	19%	80%	20%	20%	0%	19%	13%	0%	67%	0%	35%	21%						
2020/21	19%	17%	22%				20%	19%	16%	20%	19%	22%	29%	9%	0%	33%	0%	19%	19%	0%	21%	22%	25%	0%	-	23%	17%						
2021/22	22%	18%	26%				19%	23%	23%	20%	23%	23%	18%	15%				50%	23%	23%	20%	24%	67%	0%	67%	0%	11%	22%					
2022/23	21%	16%	26%				23%	21%	23%	17%	23%	22%	9%	15%				-	22%	22%	0%	22%	-	100%	33%	-	36%	19%					
2023/24	22%	17%	26%			13%	26%	26%	19%	22%	22%	19%	24%				23%											18%	23%	35%	21%		

## Transferring services to community groups, social enterprises and town and parish councils

Budget year	Total (all respondents)	Female	Male	16-34	35-44	Under 45	46 to 65	Over 65	Disabled	Non disabled	White British	Minority Ethnic Groups	Bisexual	Gay man	Gay woman/ lesbian	Other	Identify as Trans - Yes	Identify as Trans - No	Heterosexual	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Any other religion	No religion	Carer	Not a Carer	UK Armed Forces	Not UK Armed Forces					
2014/15	46%	49%	45%			54%	49%	43%	52%	47%	47%	49%																								
2015/16	51%	52%	51%			50%	52%	51%	51%	52%	51%	58%																								
2016/17	49%	50%	49%			56%	47%	44%	39%	51%	51%	37%																								
2017/18	46%	44%	50%			48%	46%	47%	40%	48%	48%	40%																								
2018/19	46%	46%	47%			55%	42%	46%	43%	47%	46%	48%																								
2019/20	45%	44%	47%	54%	36%		43%	43%	41%	44%	44%	44%	67%	36%	0%	62%	50%	44%	44%	40%	44%	67%	25%	40%	-	54%	43%									
2020/21	43%	42%	44%				43%	44%	43%	44%	44%	44%	44%	44%	44%	44%	44%	44%	44%	44%	44%	44%	44%	44%	44%	44%	44%					44%	44%	44%	44%	44%
2021/22	46%	45%	48%				44%	49%	44%	43%	47%	46%	49%	39%				50%	47%	46%	40%	48%	67%	0%	33%	0%	47%					45%				
2022/23	43%	43%	43%				38%	47%	44%	40%	44%	43%	54%	49%				-	44%	44%	75%	44%	-	100%	67%	-	64%					44%				
2023/24	39%	34%	43%			35%	40%	42%	33%	41%	40%	37%	44%					42%											35%	42%	39%	39%				

## Encouraging more people to volunteer their time to become involved in the delivery of services

Budget year	Total (all respondents)	Female	Male	16-34	35-44	Under 45	46 to 65	Over 65	Disabled	Non disabled	White British	Minority Ethnic Groups	Bisexual	Gay man	Gay woman/ lesbian	Other	Identify as Trans - Yes	Identify as Trans - No	Heterosexual	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Any other religion	No religion	Carer	Not a Carer	UK Armed Forces	Not UK Armed Forces					
2014/15	54%	56%	54%			60%	53%	58%	50%	55%	57%	52%																								
2015/16	56%	55%	57%			51%	51%	65%	60%	55%	56%	55%																								
2016/17	53%	52%	54%			48%	55%	57%	49%	53%	55%	45%																								
2017/18	54%	54%	55%			52%	49%	60%	49%	55%	55%	49%																								
2018/19	56%	57%	57%			57%	49%	59%	60%	57%	57%	44%																								
2019/20	53%	54%	52%	52%	45%	58%	48%	57%	50%	54%	53%	63%	51%	54%	80%	59%	80%	53%	54%	33%	55%	88%	33%	83%	100%	59%	51%									
2020/21	54%	55%	53%				50%	58%	48%	55%	53%	62%	63%	55%	83%	62%	50%	55%	55%	60%	58%	67%	75%	60%	-	23%	50%									
2021/22	54%	53%	57%			52%	53%	57%	57%	54%	55%	54%	56%				50%	56%	55%	40%	58%	100%	100%	33%	0%	42%	52%									
2022/23	53%	55%	52%			48%	57%	54%	51%	54%	53%	72%	54%				-	54%	55%	75%	55%	-	100%	100%	-	50%	52%									
2023/24	47%	44%	51%			45%	45%	55%	34%	51%	49%	39%	46%						48%													44%	49%	54%	47%	

## The Local Area and the Council

Over the past 2 years, do you feel that South Gloucestershire has become a better place to live, is the same or is worse?

Budget year	Total (all respondents)	Female	Male	16-34	35-44	Under 45	46 to 65	Over 65	Disabled	Non disabled	White British	Minority Ethnic Groups	Bisexual	Gay man	Gay woman/ lesbian	Other	Identify as Trans - Yes	Identify as Trans - No	Heterosexual	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Any other religion	No religion	Carer	Not a Carer	UK Armed Forces	Not UK Armed Forces		
BETTER																																	
2015/16	61%	56%	65%			61%	60%	60%	49%	62%	61%	52%																					
2016/17	11%	9%	12%			9%	12%	11%	9%	11%	11%	16%																					
2017/18	9%	9%	9%			10%	7%	10%	9%	9%	9%	10%																					
2018/19	8%	8%	8%			7%	7%	8%	11%	7%	8%	10%																					
2019/20	8%	8%	9%			11%	7%	7%	4%	9%	9%	8%	29%	24%	30%	7%	70%	9%	9%	0%	7%	13%	0%	17%	0%	18%	11%						
2020/21	7%	7%	6%			6%	7%	7%	6%	6%	10%	8%	18%	17%	14%	0%	7%	7%	0%	8%	22%	25%	0%		8%	6%							
2021/22	7%	8%	7%					11%	6%	8%	6%	8%	7%	5%	11%			50%	7%	7%	0%	8%	33%	0%	0%	0%	16%					7%	
2022/23	6%	5%	6%					8%	6%	5%	7%	5%	5%	11%	8%			-	6%	6%	0%	6%	-	0%	0%	-	0%					5%	
2023/24	5%	5%	5%			6%	4%	6%	3%	5%	5%	7%	15%					5%									5%	5%	7%	5%			
WORSE																																	
2015/16	25%	27%	22%			21%	29%	23%	24%	26%	27%	24%																					
2016/17	23%	18%	27%			22%	24%	22%	29%	22%	22%	14%																					
2017/18	27%	25%	28%			24%	33%	23%	26%	27%	26%	31%																					
2018/19	26%	24%	28%			19%	30%	26%	21%	26%	25%	17%																					
2019/20	29%	29%	29%			35%	35%	25%	32%	29%	29%	25%	14%	14%	40%	44%	30%	28%	28%	0%	26%	38%	67%	67%	0%	29%	28%						
2020/21	30%	31%	28%			17%	28%		34%	27%	33%	29%	30%	16%	25%	0%	0%	29%	50%	28%	28%	40%	27%	0%	50%	40%						15%	30%
2021/22	31%	25%	33%					24%	35%	27%	33%	30%	30%	38%	25%			50%	28%	30%	20%	26%	0%	100%	33%	0%	42%					32%	
2022/23	35%	31%	36%					41%	30%	34%	39%	34%	34%	30%	30%			-	33%	31%	25%	32%	-	0%	0%	-	43%					32%	
2023/24	41%	42%	38%			36%	43%	38%	52%	37%	38%	49%	32%					38%									51%	39%	38%	41%			

**Overall, how satisfied are you with your local area as a place to live?**

Budget year	Total (all respondents)	Female	Male	16-34	35-44	Under 45	46 to 65	Over 65	Disabled	Non disabled	White British	Minority Ethnic Groups	Bisexual	Gay man	Gay woman/ lesbian	Other	Identify as Trans - Yes	Identify as Trans - No	Heterosexual	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Any other religion	No religion	Carer	Not a Carer	UK Armed Forces	Not UK Armed Forces					
2014/15	81%	80%	82%			80%	82%	80%	82%	81%	82%	74%																								
2015/16	63%	69%	60%			66%	65%	63%	50%	65%	65%	60%																								
2016/17	81%	84%	81%			83%	81%	81%	71%	83%	84%	78%																								
2017/18	81%	84%	78%			83%	81%	81%	79%	82%	82%	74%																								
2018/19	81%	85%	79%			83%	74%	84%	84%	82%	83%	77%																								
2019/20	81%	83%	80%	67%	82%	87%	79%	84%	81%	82%	83%	68%	71%	92%	90%	74%	90%	83%	84%	67%	85%	63%	67%	33%	100%	76%	82%									
2020/21	79%	80%	78%				78%	80%	80%	79%	80%	62%	58%	100%	100%	90%	50%	80%	81%	60%	83%	56%	25%	40%		85%	77%									
2021/22	79%	83%	79%			85%	77%	81%	80%	80%	80%	68%	84%				50%	81%	80%	100%	82%	100%	100%	100%	0%	74%	80%									
2022/23	77%	80%	75%			70%	78%	79%	74%	79%	78%	78%	85%				-	79%	81%	75%	82%	-	100%	33%	-	64%	78%									
2023/24	70%	72%	71%			72%	71%	71%	61%	73%	74%	56%	78%						73%													71%	71%	68%	72%	

## Satisfaction with the way the council runs things

Budget year	Total (all respondents)	Female	Male	16-34	35-44	Under 45	46 to 65	Over 65	Disabled	Non disabled	White British	Minority Ethnic Groups	Bisexual	Gay man	Gay woman/ lesbian	Other	Identify as Trans - Yes	Identify as Trans - No	Heterosexual	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Any other religion	No religion	Carer	Not a Carer	UK Armed Forces	Not UK Armed Forces					
2014/15	60%	57%	63%			60%	55%	66%	62%	60%	61%	48%																								
2015/16	47%	50%	46%			47%	46%	51%	35%	49%	49%	37%																								
2016/17	62%	68%	58%			59%	64%	64%	56%	63%	64%	66%																								
2017/18	60%	65%	56%			56%	55%	67%	57%	61%	62%	55%																								
2018/19	58%	61%	54%			50%	57%	60%	57%	58%	60%	44%																								
2019/20	61%	63%	60%	63%	59%	60%	59%	68%	56%	62%	62%	60%	80%	57%	70%	59%	80%	63%	64%	33%	67%	63%	0%	33%	100%	65%	60%									
2020/21	65%	68%	62%				63%	69%	61%	66%	66%	57%	63%	82%	67%	71%	50%	67%	68%	20%	70%	44%	25%	40%	-	46%	67%									
2021/22	62%	69%	59%					56%	56%	69%	57%	64%	65%	37%	61%				50%	65%	63%	40%	69%	100%	100%	33%	0%					53%	59%			
2022/23	56%	63%	51%	43%	53%			59%	55%	56%	57%	52%	62%				-	58%	59%	100%	62%	-	0%	33%	-	50%	54%									
2023/24	49%	53%	48%	49%	50%			51%	41%	52%	53%	37%	44%						53%							45%	51%					49%	51%			

## Agreement that the council keeps me informed about services

Budget year	Total (all respondents)	Female	Male	16-34	35-44	Under 45	46 to 65	Over 65	Disabled	Non disabled	White British	Minority Ethnic Groups	Bisexual	Gay man	Gay woman/ lesbian	Other	Identify as Trans - Yes	Identify as Trans - No	Heterosexual	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Any other religion	No religion	Carer	Not a Carer	UK Armed Forces	Not UK Armed Forces
2014/15	53%	55%	52%			45%	53%	59%	57%	53%	55%	55%																			
2015/16	45%	46%	43%			38%	43%	51%	44%	45%	45%	42%																			
2016/17	48%	49%	49%			45%	52%	42%	41%	50%	48%	59%																			
2017/18	43%	43%	44%			35%	43%	48%	39%	44%	45%	35%																			
2018/19	43%	43%	44%			38%	39%	46%	37%	44%	44%	44%																			
2019/20	41%	38%	45%			40%	44%	43%	45%	42%	42%	54%	49%	30%	30%	37%	80%	42%	43%	33%	43%	25%	33%	33%	100%	76%	41%				
2020/21	47%	47%	47%	52%	38%		50%	45%	40%	48%	47%	44%	50%	64%	0%	52%	50%	49%	49%	20%	48%	33%	25%	60%	-	31%	50%				
2021/22	59%	63%	58%			58%	63%	58%	54%	61%	61%	47%	52%				50%	60%	60%	60%	60%	100%	100%	67%	0%	58%	63%				
2022/23	50%	49%	51%			40%	52%	52%	48%	51%	51%	50%	49%				-	52%	53%	75%	54%	-	0%	33%	-	36%	51%				
2023/24	64%	66%	64%					69%	64%	63%	62%	64%	67%	60%	59%								66%								



## Agreement that the council keeps me informed about proposals for change

Budget year	Total (all respondents)	Female	Male	16-34	35-44	Under 45	46 to 65	Over 65	Disabled	Non disabled	White British	Minority Ethnic Groups	Bisexual	Gay man	Gay woman/ lesbian	Other	Identify as Trans - Yes	Identify as Trans - No	Heterosexual	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Any other religion	No religion	Carer	Not a Carer	UK Armed Forces	Not UK Armed Forces					
2015/16	46%	47%	47%			47%	46%	46%	22%	49%	45%	52%																								
2016/17	43%	43%	45%			39%	45%	44%	43%	44%	44%	52%																								
2017/18	41%	40%	42%			41%	39%	43%	36%	42%	41%	38%																								
2018/19	41%	43%	39%			39%	38%	43%	33%	42%	42%	40%																								
2019/20	42%	42%	44%			43%	44%	44%	41%	44%	43%	51%	66%	32%	60%	41%	90%	44%	44%	33%	44%	25%	67%	67%	100%	59%	44%									
2020/21	47%	47%	47%	57%	44%		47%	46%	41%	48%	47%	43%	54%	73%	0%	57%	50%	49%	50%	40%	50%	33%	25%	40%	-	31%	49%									
2021/22	53%	56%	52%			54%	56%	53%	41%	56%	54%	46%	46%				100%	55%	54%	20%	55%	100%	100%	67%	0%	26%	56%									
2022/23	49%	51%	49%			38%	51%	50%	50%	50%	50%	50%	59%				-	51%	52%	75%	52%	-	0%	33%	-	43%	52%									
2023/24	58%	58%	60%			61%	63%	55%	53%	61%	63%	36%	49%					60%														58%	60%	67%	60%	

## I can influence decisions affecting the local area

Budget year	Total (all respondents)	Female	Male	16-34	35-44	Under 45	46 to 65	Over 65	Disabled	Non disabled	White British	Minority Ethnic Groups	Bisexual	Gay man	Gay woman/ lesbian	Other	Identify as Trans - Yes	Identify as Trans - No	Heterosexual	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Any other religion	No religion	Carer	Not a Carer	UK Armed Forces	Not UK Armed Forces																			
2014/15	18%	17%	19%			17%	15%	21%	22%	17%	19%	6%																																						
2015/16	52%	48%	57%			54%	56%	45%	41%	54%	53%	52%																																						
2016/17	21%	23%	20%			21%	21%	21%	22%	21%	21%	28%																																						
2017/18	17%	19%	16%			12%	18%	19%	17%	17%	19%	13%																																						
2018/19	21%	23%	19%			22%	20%	21%	21%	21%	21%	27%																																						
2019/20	18%	18%	19%			23%	17%	16%	16%	19%	18%	37%																				49%	3%	20%	26%	70%	19%	18%	0%	19%	0%	0%	33%	100%	41%	19%				
2020/21	17%	18%	16%	30%	21%		17%	16%	14%	18%	17%	15%																				25%	27%	0%	14%	0%	18%	18%	20%	18%	11%	25%	0%	-	15%	20%				
2021/22	15%	17%	14%			16%	15%	15%	12%	16%	15%	9%																				20%				50%	16%	15%	0%	15%	0%	0%	0%	0%	21%	16%				
2022/23	13%	15%	11%			6%	16%	12%	11%	13%	13%	17%																				16%				-	14%	15%	0%	14%	-	0%	0%	-	21%	14%				
2023/24	15%	16%	16%			17%	17%	15%	13%	17%	17%	13%																				22%					15%								11%	18%	17%	16%		

## Agreement that the council acts on the concerns of residents

Budget year	Total (all respondents)	Female	Male	16-34	35-44	Under 45	46 to 65	Over 65	Disabled	Non disabled	White British	Minority Ethnic Groups	Bisexual	Gay man	Gay woman/ lesbian	Other	Identify as Trans - Yes	Identify as Trans - No	Heterosexual	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Any other religion	No religion	Carer	Not a Carer	UK Armed Forces	Not UK Armed Forces																			
2014/15	38%	37%	38%			36%	31%	45%	38%	38%	38%	42%																																						
2015/16	18%	22%	17%			26%	18%	17%	19%	19%	18%	26%																																						
2016/17	39%	43%	38%			34%	42%	44%	46%	39%	41%	40%																																						
2017/18	37%	39%	35%			36%	31%	42%	36%	37%	39%	30%																																						
2018/19	5%	5%	4%			4%	4%	5%	5%	5%	5%	37%																																						
2019/20	33%	31%	35%	35%	32%	31%	30%	42%	29%	34%	33%	40%																				57%	43%	50%	41%	70%	34%	34%	33%	37%	13%	0%	17%	0%	65%	29%				
2020/21	39%	40%	38%	35%	32%		33%	46%	37%	38%	38%	35%																				46%	36%	0%	57%	50%	41%	42%	60%	45%	44%	50%	40%	0%	38%	35%				
2021/22	41%	43%	41%			33%	37%	48%	36%	43%	42%	30%																				44%				0%	44%	42%	0%	47%	100%	0%	33%	0%	47%	39%				
2022/23	36%	40%	34%			22%	35%	37%	36%	37%	37%	33%																				48%				-	38%	38%	50%	41%	-	0%	0%	-	43%	34%				
2023/24	31%	31%	33%			26%	34%	37%	26%	33%	33%	30%																				27%				37%								31%	31%	29%	32%			

## Further questions for 2023/24 Council Budget consultation

In addition to the above questions, the following questions were asked as part of the Council Budget consultation for 2023/24. The following table displays the results.

**Note:**  
Areas highlighted **GREEN** are those where the proportion of people with this characteristic is 10% or more above the proportion of all respondents.  
Areas highlighted **RED** are those where the proportion of people with this characteristic is 10% or more below the proportion of all respondents.

Question	Total (all respondents)	Female	Male	18 to 44	45 to 64	65+	Disabled	Non-disabled	Minority Ethnic Groups	White British	LGBTQ+	Heterosexual	Carer	Not a Carer	UK Armed Forces	Not UK Armed Forces
<b>The council can be relied on to consistently deliver services</b>																
AGREE	41%	39%	43%	35%	43%	45%	31%	44%	30%	43%	27%	45%	41%	42%	44%	41%
<b>The council is clear and honest about what it does and why</b>																
AGREE	38%	39%	40%	41%	38%	40%	33%	41%	34%	41%	37%	40%	32%	42%	40%	40%
<b>The council contributes towards improving the local area and residents' wellbeing</b>																
AGREE	35%	36%	35%	35%	38%	36%	28%	38%	29%	38%	44%	39%	38%	35%	33%	36%
<b>The council has the public's best interests at heart</b>																
AGREE	36%	36%	38%	36%	39%	36%	28%	39%	29%	39%	39%	39%	32%	38%	26%	38%
<b>The council works collaboratively with other organisations and the public</b>																
AGREE	29%	33%	27%	35%	31%	24%	20%	31%	23%	31%	27%	30%	29%	30%	17%	31%

## Satisfaction with Services

**Note:**  
Areas highlighted **GREEN** are those where the proportion of people with this characteristic is 10% or more above the proportion of all respondents.  
Areas highlighted **RED** are those where the proportion of people with this characteristic is 10% or more below the proportion of all respondents.

The following tables show the percentage of respondents stating satisfaction with the service.

### Care for older people

Budget year	Total (all respondents)	Female	Male	16-34	35-44	Under 45	46 to 65	Over 65	Disabled	Non disabled	White British	Minority Ethnic Groups	Bisexual	Gay man	Gay woman/ lesbian	Other	Identify as Trans - Yes	Identify as Trans - No	Heterosexual	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Any other religion	No religion	Carer	Not a Carer	UK Armed Forces	Not UK Armed Forces			
2014/15	31%	32%	32%			22%	26%	39%	26%	32%	32%	43%																						
2015/16	9%	11%	8%			5%	7%	15%	19%	8%	9%	14%																						
2016/17	9%	10%	7%			4%	10%	13%	15%	7%	8%	10%																						
2017/18	9%	8%	10%			4%	5%	14%	20%	8%	9%	7%																						
2018/19	12%	11%	11%			7%	9%	14%	22%	10%	12%	10%																						
2019/20	7%	6%	8%			17%	8%	12%	11%	6%	7%	6%	11%	3%	0%	11%	0%	7%	7%	0%	11%	13%	0%	0%	0%	18%	4%							
2020/21	34%	39%	30%	40%	22%		24%	42%	49%	29%	35%	31%	25%	0%	0%	55%	0%	34%	37%	0%	45%	0%	0%	0%		33%	21%							
2021/22	35%	36%	36%			13%	32%	42%	37%	34%	37%	18%	55%				0%	36%	35%	100%	42%	0%	0%	0%	0%	50%	25%							
2022/23	28%	30%	28%			17%	23%	32%	35%	26%	29%	26%	29%				-	29%	27%	0%	33%	-	100%	0%	-	25%	21%							
2023/24	28%	31%	26%					30%	26%	31%	15%	35%	34%	0%	0%					31%									33%	30%	29%	30%		

## Care for physically disabled and those with learning difficulties

Budget year	Total (all respondents)	Female	Male	16-34	35-44	Under 45	46 to 65	Over 65	Disabled	Non disabled	White British	Minority Ethnic Groups	Bisexual	Gay man	Gay woman/ lesbian	Other	Identify as Trans - Yes	Identify as Trans - No	Heterosexual	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Any other religion	No religion	Carer	Not a Carer	UK Armed Forces	Not UK Armed Forces			
2014/15	31%	31%	31%			28%	29%	35%	29%	31%	34%	14%																						
2015/16	7%	8%	6%			5%	6%	10%	16%	6%	7%	3%																						
2016/17	6%	7%	5%			3%	7%	5%	18%	4%	5%	9%																						
2017/18	7%	6%	7%			4%	4%	9%	18%	5%	6%	8%																						
2018/19	8%	6%	8%			9%	7%	7%	17%	6%	8%	8%																						
2019/20	6%	5%	6%	40%	19%	18%	5%	7%	16%	4%	6%	5%	3%	0%	0%	15%	0%	5%	6%	0%	7%	13%	0%	0%	0%	12%	5%							
2020/21	25%	30%	21%				21%	29%	48%	18%	26%	19%	25%	0%	33%	38%	0%	27%	28%	0%	34%	0%	33%	0%		0%	20%							
2021/22	27%	29%	27%				19%	27%	31%	38%	27%	27%	18%	45%				0%	29%	28%	0%	33%	0%	0%	0%	0%	75%	22%						
2022/23	22%	20%	21%				21%	17%	24%	35%	17%	21%	14%	18%				-	22%	22%	0%	26%	-	100%	0%	-	0%	18%						
2023/24	27%	20%	35%	24%	28%		37%	28%	30%	34%	13%	40%								31%									37%	26%	21%	29%		

## Children's social services

Budget year	Total (all respondents)	Female	Male	16-34	35-44	Under 45	46 to 65	Over 65	Disabled	Non disabled	White British	Minority Ethnic Groups	Bisexual	Gay man	Gay woman/ lesbian	Other	Identify as Trans - Yes	Identify as Trans - No	Heterosexual	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Any other religion	No religion	Carer	Not a Carer	UK Armed Forces	Not UK Armed Forces					
2014/15	31%	37%	22%			32%	28%	34%	15%	34%	33%	33%																								
2015/16	4%	4%	4%			5%	4%	3%	5%	4%	4%	9%																								
2016/17	3%	4%	3%			2%	4%	4%	3%	3%	5%	3%																								
2017/18	3%	3%	3%			4%	2%	3%	6%	2%	2%	5%																								
2018/19	4%	3%	4%			5%	6%	10%	9%	3%	4%	2%																								
2019/20	5%	5%	5%			19%	3%	4%	11%	4%	4%	15%	3%	0%	0%	4%	0%	4%	4%	0%	6%	25%	0%	0%	0%	6%	3%									
2020/21	13%	11%	15%	56%	8%		13%	12%	17%	12%	11%	21%	13%	14%	33%	0%	0%	14%	13%	0%	11%	0%	0%	0%		0%	17%									
2021/22	14%	16%	14%			27%	17%	9%	13%	15%	15%	6%	14%				0%	15%	15%	0%	16%	0%	0%	0%	0%	33%	13%									
2022/23	16%	11%	17%			19%	17%	15%	21%	14%	15%	26%	6%				-	16%	15%	0%	19%	-	100%	100%	-	0%	11%									
2023/24	26%	31%	26%					32%	25%	31%	21%	31%	34%	8%	43%						29%											23%	30%	42%	27%	

## Customer Services

Budget year	Total (all respondents)	Female	Male	16-34	35-44	Under 45	46 to 65	Over 65	Disabled	Non disabled	White British	Minority Ethnic Groups	Bisexual	Gay man	Gay woman/ lesbian	Other	Identify as Trans - Yes	Identify as Trans - No	Heterosexual	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Any other religion	No religion	Carer	Not a Carer	UK Armed Forces	Not UK Armed Forces						
2016/17	16%	17%	16%			12%	17%	21%	22%	15%	16%	24%																									
2017/18	17%	17%	16%			14%	12%	21%	23%	16%	17%	18%																									
2018/19	18%	19%	16%			16%	13%	19%	28%	17%	18%	21%																									
2019/20	27%	28%	27%			40%	22%	28%	29%	27%	27%	38%	40%	22%	30%	15%	70%	28%	28%	0%	31%	25%	67%	0%	0%	29%	25%										
2020/21	54%	56%	52%	67%	58%		46%	59%	52%	54%	55%	50%	56%	57%	50%	62%	0%	56%	57%	0%	62%	50%	50%	0%		33%	51%										
2021/22	47%	56%	41%			40%	44%	53%	49%	48%	49%	31%	51%				0%	50%	48%	0%	52%	0%	100%	0%	0%	50%	45%										
2022/23	45%	50%	41%			43%	41%	45%	44%	45%	46%	40%	58%				-	47%	47%	33%	49%	-	100%	0%	-	75%	43%										
2023/24	48%	51%	48%			46%	48%	53%	47%	51%	52%	35%	54%						51%											45%	49%	36%	51%				



## Environmental health and trading standards

Budget year	Total (all respondents)	Female	Male	16-34	35-44	Under 45	46 to 65	Over 65	Disabled	Non disabled	White British	Minority Ethnic Groups	Bisexual	Gay man	Gay woman/ lesbian	Other	Identify as Trans - Yes	Identify as Trans - No	Heterosexual	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Any other religion	No religion	Carer	Not a Carer	UK Armed Forces	Not UK Armed Forces					
2014/15	53%	50%	56%			58%	55%	48%	29%	58%	55%	69%																								
2015/16	9%	10%	8%			8%	8%	10%	12%	9%	9%	20%																								
2016/17	8%	7%	8%			5%	9%	11%	12%	7%	7%	13%																								
2017/18	8%	8%	8%			10%	6%	10%	11%	8%	8%	10%																								
2018/19	9%	9%	9%			8%	7%	10%	15%	9%	9%	13%																								
2019/20	14%	15%	14%	64%	35%	28%	10%	15%	18%	14%	14%	20%	51%	27%	20%	4%	70%	14%	13%	0%	17%	13%	0%	0%	0%	0%	12%	11%								
2020/21	40%	40%	40%				37%	41%	38%	41%	40%	37%	47%	50%	25%	33%	0%	41%	42%	25%	43%	0%	0%	0%	-	63%	40%									
2021/22	37%	41%	36%					29%	32%	44%	45%	39%	38%	25%	46%				0%	40%	39%	0%	40%	100%	0%	0%	-	46%					37%			
2022/23	34%	34%	33%	33%	31%			37%	36%	33%	35%	24%	35%				-	35%	36%	33%	39%	-	100%	33%	-	40%	28%									
2023/24	33%	41%	27%	28%	35%			36%	34%	32%	34%	33%	20%						40%							40%	30%	15%	35%							

## Housing advice services

Budget year	Total (all respondents)	Female	Male	16-34	35-44	Under 45	46 to 65	Over 65	Disabled	Non disabled	White British	Minority Ethnic Groups	Bisexual	Gay man	Gay woman/ lesbian	Other	Identify as Trans - Yes	Identify as Trans - No	Heterosexual	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Any other religion	No religion	Carer	Not a Carer	UK Armed Forces	Not UK Armed Forces					
2014/15	33%	34%	31%			38%	31%	28%	18%	34%	33%	50%																								
2015/16	3%	4%	3%			3%	3%	4%	8%	3%	4%	3%																								
2016/17	4%	4%	3%			2%	3%	6%	11%	3%	3%	7%																								
2017/18	3%	3%	3%			3%	3%	3%	6%	3%	3%	3%																								
2018/19	5%	5%	5%			7%	6%	4%	12%	4%	5%	6%																								
2019/20	5%	6%	4%	20%	20%	18%	5%	4%	6%	5%	5%	6%	23%	0%	0%	4%	70%	5%	5%	0%	5%	13%	0%	0%	0%	12%	5%									
2020/21	17%	17%	18%				16%	17%	27%	13%	17%	29%	10%	14%	33%	29%	0%	17%	16%	0%	16%	0%	0%	0%	-	25%	16%									
2021/22	15%	19%	14%			17%	17%	14%	15%	17%	16%	13%	35%				100%	16%	16%	0%	18%	100%	0%	0%	-	20%	10%									
2022/23	18%	19%	14%			33%	18%	14%	21%	16%	16%	26%	12%				-	18%	19%	0%	20%	-	100%	0%	-	25%	14%									
2023/24	26%	28%	28%					43%	25%	21%	25%	29%	30%	30%	60%						29%							30%	28%	15%	29%					

## Highways and roads

Budget year	Total (all respondents)	Female	Male	16-34	35-44	Under 45	46 to 65	Over 65	Disabled	Non disabled	White British	Minority Ethnic Groups	Bisexual	Gay man	Gay woman/ lesbian	Other	Identify as Trans - Yes	Identify as Trans - No	Heterosexual	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Any other religion	No religion	Carer	Not a Carer	UK Armed Forces	Not UK Armed Forces					
2014/15	23%	25%	23%			35%	24%	19%	10%	25%	23%	27%																								
2015/16	25%	24%	26%			32%	21%	24%	26%	25%	25%	29%																								
2016/17	31%	33%	30%			36%	29%	28%	18%	33%	31%	40%																								
2017/18	27%	28%	25%			31%	25%	27%	23%	27%	28%	18%																								
2018/19	27%	32%	23%			43%	26%	25%	25%	28%	28%	29%																								
2019/20	27%	32%	23%	43%	40%	35%	23%	25%	29%	27%	28%	31%	46%	8%	20%	22%	70%	27%	29%	33%	27%	13%	0%	33%	0%	35%	29%									
2020/21	33%	38%	29%				32%	32%	31%	35%	34%	35%	27%	36%	33%	24%	0%	35%	36%	20%	33%	29%	50%	60%	-	54%	36%									
2021/22	33%	36%	32%			43%	32%	33%	25%	34%	34%	24%	48%				50%	35%	33%	100%	34%	100%	100%	0%	-	47%	35%									
2022/23	29%	33%	26%			26%	32%	27%	26%	30%	29%	37%	31%				-	30%	31%	67%	31%	-	0%	0%	-	38%	30%									
2023/24	31%	36%	29%			44%	26%	28%	21%	34%	33%	34%	40%						33%							20%	35%					29%	33%			

## Free car parking

Budget year	Total (all respondents)	Female	Male	16-34		35-44	Under 45	46 to 65	Over 65	Disabled	Non disabled	White British	Minority Ethnic Groups	Bisexual	Gay man	Gay woman/ lesbian	Other	Identify as Trans - Yes	Identify as Trans - No	Heterosexual	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Any other religion	No religion	Carer	Not a Carer	UK Armed Forces	Not UK Armed Forces
2019/20	50%	50%	50%				55%	49%	55%	47%	51%	52%	31%	66%	49%	50%	41%	70%	51%	51%	33%	51%	25%	67%	67%	0%	47%	52%				
2020/21	63%	63%	64%	70%	63%			60%	65%	60%	64%	64%	56%	65%	40%	83%	43%	100%	64%	65%	80%	67%	40%	75%	50%	-	55%	60%				
2021/22	65%	69%	64%				69%	61%	69%	59%	67%	66%	60%	73%			0%	67%	66%	75%	69%	0%	0%	100%	-	53%	64%					
2022/23	59%	61%	58%				54%	58%	60%	48%	62%	59%	43%	53%			-	60%	61%	75%	62%	-	100%	33%	-	70%	57%					
2023/24	67%	71%	64%				71%	64%	68%	54%	70%	68%	63%	76%				65%									52%	70%	58%	68%		

## Libraries

Budget year	Total (all respondents)	Female	Male	16-34	35-44	Under 45	46 to 65	Over 65	Disabled	Non disabled	White British	Minority Ethnic Groups	Bisexual	Gay man	Gay woman/ lesbian	Other	Identify as Trans - Yes	Identify as Trans - No	Heterosexual	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Any other religion	No religion	Carer	Not a Carer	UK Armed Forces	Not UK Armed Forces			
2014/15	78%	79%	77%			82%	76%	80%	76%	80%	78%	86%																						
2015/16	48%	45%	51%			57%	40%	52%	49%	48%	49%	57%																						
2016/17	45%	50%	39%			50%	41%	46%	49%	44%	44%	52%																						
2017/18	41%	46%	36%			53%	34%	43%	38%	42%	43%	31%																						
2018/19	37%	42%	31%			49%	29%	36%	34%	38%	36%	44%																						
2019/20	38%	46%	30%	77%	77%	53%	33%	38%	40%	38%	38%	37%	60%	8%	40%	33%	80%	38%	39%	33%	40%	38%	0%	50%	100%	41%	34%							
2020/21	68%	73%	63%				62%	69%	68%	68%	68%	71%	60%	29%	75%	75%	0%	69%	71%	40%	71%	40%	67%	100%	-	43%	71%							
2021/22	60%	63%	59%				72%	55%	63%	60%	63%	62%	47%	58%				100%	63%	62%	100%	63%	100%	0%	0%	-	40%	64%						
2022/23	66%	69%	63%				69%	63%	66%	67%	66%	67%	51%	65%				-	67%	68%	100%	68%	-	100%	50%	-	29%	68%						
2023/24	79%	82%	76%				81%	79%	77%	69%	81%	82%	47%	80%				80%														82%	78%	77%

## Local bus services

Budget year	Total (all respondents)	Female	Male	16-34	35-44	Under 45	46 to 65	Over 65	Disabled	Non disabled	White British	Minority Ethnic Groups	Bisexual	Gay man	Gay woman/ lesbian	Other	Identify as Trans - Yes	Identify as Trans - No	Heterosexual	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Any other religion	No religion	Carer	Not a Carer	UK Armed Forces	Not UK Armed Forces	
2014/15	52%	52%	56%			50%	47%	65%	41%	54%	55%	39%																				
2015/16	36%	38%	36%			25%	33%	49%	42%	36%	36%	34%																				
2016/17	35%	36%	36%			28%	40%	36%	26%	36%	37%	35%																				
2017/18	36%	37%	35%			25%	25%	47%	38%	36%	37%	30%																				
2018/19	38%	37%	39%			36%	29%	42%	30%	40%	39%	42%																				
2019/20	34%	32%	35%			37%	28%	47%	29%	35%	34%	39%	69%	30%	40%	70%	-	34%	33%	67%	38%	25%	33%	17%	0%	35%	30%					
2020/21	57%	59%	57%	50%	43%		47%	67%	56%	58%	57%	58%	65%	55%	100%	0%	-	58%	59%	75%	63%	71%	75%	75%	-	45%	52%					
2021/22	56%	60%	53%			52%	47%	63%	55%	56%	58%	40%	55%				50%	58%	56%	100%	60%	100%	100%	0%	-	45%	54%					
2022/23	50%	50%	50%			42%	48%	49%	39%	52%	49%	59%	61%				-	51%	51%	75%	56%	-	0%	33%	-	25%	46%					
2023/24	28%	29%	29%			35%	21%	32%	19%	32%	30%	24%	28%					31%													24%	28%

## Parks and open spaces

Budget year	Total (all respondents)	Female	Male	16-34	35-44	Under 45	46 to 65	Over 65	Disabled	Non disabled	White British	Minority Ethnic Groups	Bisexual	Gay man	Gay woman/ lesbian	Other	Identify as Trans - Yes	Identify as Trans - No	Heterosexual	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Any other religion	No religion	Carer	Not a Carer	UK Armed Forces	Not UK Armed Forces					
2015/16	59%	59%	60%			69%	57%	56%	51%	61%	60%	66%																								
2016/17	57%	60%	54%			67%	55%	41%	34%	59%	58%	60%																								
2017/18	61%	66%	58%			79%	62%	56%	51%	64%	62%	58%																								
2018/19	57%	60%	53%			70%	56%	54%	41%	60%	57%	58%																								
2019/20	67%	68%	67%	85%	83%	82%	61%	63%	59%	70%	69%	56%	80%	86%	80%	52%	80%	69%	69%	67%	69%	88%	33%	33%	0%	59%	69%									
2020/21	79%	78%	80%				76%	80%	71%	80%	80%	66%	71%	91%	100%	81%	50%	80%	80%	100%	80%	75%	75%	20%	-	75%	80%									
2021/22	79%	82%	77%					75%	76%	84%	73%	80%	81%	64%	78%			100%	80%	79%	100%	82%	100%	0%	33%	-	65%					79%				
2022/23	79%	80%	78%					71%	80%	81%	73%	81%	80%	65%	77%			-	81%	82%	75%	81%	-	0%	0%	-	77%					81%				
2023/24	78%	79%	79%		79%			80%	79%	71%	81%	82%	58%	86%						80%									80%	78%	77%	80%				

## Planning

Budget year	Total (all respondents)	Female	Male	16-34	35-44	Under 45	46 to 65	Over 65	Disabled	Non disabled	White British	Minority Ethnic Groups	Bisexual	Gay man	Gay woman/ lesbian	Other	Identify as Trans - Yes	Identify as Trans - No	Heterosexual	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Any other religion	No religion	Carer	Not a Carer	UK Armed Forces	Not UK Armed Forces	
2014/15	32%	30%	35%			35%	33%	30%	12%	36%	35%	17%																				
2015/16	9%	10%	8%			9%	9%	9%	10%	9%	9%	3%																				
2016/17	9%	8%	11%			11%	9%	9%	7%	9%	9%	6%																				
2017/18	7%	6%	8%			11%	7%	6%	5%	8%	7%	7%																				
2018/19	7%	6%	8%			9%	10%	6%	6%	7%	7%	6%																				
2019/20	12%	12%	13%	29%	38%	22%	12%	11%	9%	13%	12%	10%	31%	24%	0%	7%	70%	13%	12%	0%	14%	13%	0%	50%	0%	6%	12%					
2020/21	24%	24%	24%				26%	20%	22%	25%	24%	31%	31%	22%	25%	10%	0%	24%	25%	67%	25%	0%	33%	0%	-	38%	25%					
2021/22	20%	19%	22%				24%	19%	21%	16%	22%	21%	18%	19%				0%	22%	21%	0%	20%	67%	0%	0%	-	18%					24%
2022/23	18%	17%	18%				24%	23%	17%	14%	19%	18%	21%	10%				-	19%	20%	0%	18%	-	0%	0%	-	14%					21%
2023/24	27%	33%	24%				38%	24%	23%	24%	29%	29%	19%	40%								27%					32%					25%



# Public Health (not including NHS services)

Budget year	Total (all respondents)	Female	Male	16-34	35-44	Under 45	46 to 65	Over 65	Disabled	Non disabled	White British	Minority Ethnic Groups	Bisexual	Gay man	Gay woman/ lesbian	Other	Identify as Trans - Yes	Identify as Trans - No	Heterosexual	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Any other religion	No religion	Carer	Not a Carer	UK Armed Forces	Not UK Armed Forces					
2014/15	50%	51%	49%			47%	43%	64%	42%	52%	53%	31%																								
2015/16	5%	6%	5%			5%	6%	5%	6%	5%	5%	11%																								
2016/17	5%	5%	4%			5%	5%	4%	5%	4%	4%	3%																								
2017/18	6%	5%	7%			5%	4%	8%	8%	5%	6%	3%																								
2018/19	6%	6%	7%			8%	5%	6%	8%	6%	7%	8%																								
2019/20	14%	12%	15%	53%	33%	24%	12%	17%	15%	14%	14%	23%	31%	27%	10%	70%		13%	14%	0%	17%	25%	0%	17%	0%	12%	11%									
2020/21	35%	34%	36%				32%	36%	36%	36%	36%	34%	33%	38%	25%	0%		36%	37%	67%	40%	0%	0%	33%	-	50%	31%									
2021/22	42%	43%	44%				37%	42%	45%	41%	44%	45%	13%	40%				0%	45%	42%	0%	45%	0%	0%	0%	-	36%					46%				
2022/23	37%	40%	33%				48%	34%	36%	38%	37%	37%	35%	48%				-	38%	38%	0%	42%	-	100%	50%	-	60%					33%				
2023/24	37%	39%	36%					38%	34%	42%	35%	37%	40%	23%	46%				40%											31%	34%	19%	39%			

## Schools

Budget year	Total (all respondents)	Female	Male	16-34	35-44	Under 45	46 to 65	Over 65	Disabled	Non disabled	White British	Minority Ethnic Groups	Bisexual	Gay man	Gay woman/ lesbian	Other	Identify as Trans - Yes	Identify as Trans - No	Heterosexual	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Any other religion	No religion	Carer	Not a Carer	UK Armed Forces	Not UK Armed Forces
2014/15	62%	62%	61%			64%	63%	54%	44%	63%	61%	57%																			
2015/16	18%	17%	21%			39%	16%	7%	12%	20%	18%	31%																			
2016/17	16%	19%	15%			35%	7%	9%	8%	17%	17%	19%																			
2017/18	17%	21%	15%			43%	18%	9%	15%	18%	18%	17%																			
2018/19	13%	15%	11%			30%	20%	6%	9%	14%	12%	19%																			
2019/20	19%	21%	17%			35%	18%	12%	21%	19%	19%	32%	46%	0%	20%	11%	80%	19%	19%	0%	19%	25%	0%	0%	0%	18%	20%				
2020/21	46%	50%	42%	74%	67%		43%	38%	47%	47%	46%	48%	40%	14%	33%	56%	0%	48%	49%	50%	47%	40%	0%	0%	-	29%	49%				
2021/22	45%	52%	41%			65%	44%	39%	35%	48%	46%	31%	41%				0%	47%	46%	100%	44%	100%	0%	0%	-	71%	49%				
2022/23	44%	48%	42%			56%	52%	36%	37%	45%	44%	61%	40%				-	46%	46%	0%	46%	-	100%	0%	-	60%	46%				
2023/24	57%	53%	63%			63%	60%	43%	42%	63%	66%	27%	55%					59%													

## Sport and leisure facilities

Budget year	Total (all respondents)	Female	Male	16-34	35-44	Under 45	46 to 65	Over 65	Disabled	Non disabled	White British	Minority Ethnic Groups	Bisexual	Gay man	Gay woman/ lesbian	Other	Identify as Trans - Yes	Identify as Trans - No	Heterosexual	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Any other religion	No religion	Carer	Not a Carer	UK Armed Forces	Not UK Armed Forces	
2014/15	68%	72%	64%			81%	69%	59%	42%	71%	69%																					
2015/16	34%	33%	37%			52%	32%	26%	32%	35%	35%																					49%
2016/17	31%	36%	26%			44%	25%	22%	25%	32%	31%																					36%
2017/18	34%	38%	29%			60%	35%	24%	22%	35%	34%																					31%
2018/19	31%	35%	27%			49%	41%	24%	25%	32%	31%																					33%
2019/20	45%	50%	41%			63%	42%	34%	30%	49%	46%	45%	66%	46%	70%	30%	80%	46%	47%	33%	46%	63%	67%	67%	0%	24%	48%					
2020/21	68%	67%	68%	89%	72%		68%	64%	58%	71%	69%	63%	62%	43%	60%	67%	0%	69%	70%	75%	68%	67%	67%	67%	-	50%	71%					
2021/22	58%	65%	54%			71%	57%	56%	59%	61%	59%	50%	70%				0%	61%	60%	100%	62%	100%	0%	0%	-	63%	59%					
2022/23	59%	62%	56%			63%	60%	57%	54%	59%	59%	50%	52%				-	60%	62%	67%	63%	-	0%	50%	-	67%	57%					
2023/24	65%	66%	63%					63%	67%	65%	47%	70%	70%	34%	82%				71%											76%	61%	61%

## Waste and recycling services

Budget year	Total (all respondents)	Female	Male	16-34	35-44	Under 45	46 to 65	Over 65	Disabled	Non disabled	White British	Minority Ethnic Groups	Bisexual	Gay man	Gay woman/ lesbian	Other	Identify as Trans - Yes	Identify as Trans - No	Heterosexual	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Any other religion	No religion	Carer	Not a Carer	UK Armed Forces	Not UK Armed Forces															
2014/15	70%	73%	69%			67%	70%	76%	52%	73%	72%	59%																																		
2015/16	64%	62%	66%			62%	60%	71%	59%	66%	65%	63%																																		
2016/17	69%	72%	67%			63%	72%	72%	68%	69%	71%	66%																																		
2017/18	69%	73%	67%			69%	68%	72%	61%	71%	71%	70%																																		
2018/19	70%	75%	66%			65%	65%	73%	64%	72%	72%	65%																																		
2019/20	71%	74%	69%	76%	67%	79%	70%	72%	72%	63%	83%	73%																				90%	56%	90%	73%	73%	67%	73%	63%	33%	50%	0%	82%	73%		
2020/21	77%	80%	76%	85%	71%		74%	81%	74%	79%	78%	80%																				71%	64%	67%	86%	50%	79%	79%	60%	81%	78%	50%	80%	-	67%	77%
2021/22	80%	85%	76%			75%	75%	86%	79%	80%	81%	62%																				82%				100%	81%	79%	80%	82%	100%	100%	67%	-	67%	78%
2022/23	77%	81%	75%			72%	72%	78%	76%	78%	78%	65%																				79%				-	78%	79%	100%	80%	-	0%	67%	-	83%	76%
2023/24	77%	77%	78%			70%	77%	86%	69%	79%	81%	51%																				82%					80%									

## Welfare benefits and council tax reduction

Budget year	Total (all respondents)	Female	Male	16-34	35-44	Under 45	46 to 65	Over 65	Disabled	Non disabled	White British	Minority Ethnic Groups	Bisexual	Gay man	Gay woman/ lesbian	Other	Identify as Trans - Yes	Identify as Trans - No	Heterosexual	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Any other religion	No religion	Carer	Not a Carer	UK Armed Forces	Not UK Armed Forces					
2014/15	34%	42%	25%			33%	32%	40%	22%	36%	36%	18%																								
2015/16	12%	11%	13%			9%	10%	16%	23%	10%	12%	17%																								
2016/17	9%	11%	8%			4%	10%	17%	22%	8%	9%	12%																								
2017/18	11%	13%	10%			9%	9%	15%	22%	10%	12%	9%																								
2018/19	15%	18%	12%			9%	10%	17%	34%	12%	15%	17%																								
2019/20	13%	14%	12%			19%	11%	22%	25%	11%	13%	8%	29%	5%	40%	26%	70%	13%	12%	0%	17%	25%	0%	0%	0%	35%	10%									
2020/21	34%	35%	34%	47%	21%		27%	40%	47%	29%	35%	15%	38%	25%	100%	38%	0%	34%	33%	33%	39%	0%	50%	50%	-	20%	29%									
2021/22	35%	43%	30%			34%	30%	40%	50%	32%	35%	24%	41%				0%	36%	34%	0%	41%	100%	0%	50%	-	50%	29%									
2022/23	31%	39%	25%			21%	19%	32%	44%	27%	33%	28%	41%				-	34%	34%	0%	39%	-	100%	0%	-	0%	24%									
2023/24	34%	35%	34%			25%	34%	41%	39%	32%	39%	15%	50%					37%													43%	33%	20%	35%		

## APPENDIX 3 – CHARACTERISTICS OF CONSULTATION RESPONDENTS

**Consultation Respondents** (The following table shows the number of respondents to the Budget Consultation process in each of the last 10 years):

Budget year	Total	Female	Male	16 - 34	35 - 44	Under 45	46 to 65	Over 65	Disabled	Non disabled	White British	Minority Ethnic Groups	Bisexual	Gay man	Gay woman/ lesbian	Other	Identify as Trans - Yes	Identify as Trans - No	Heterosexual	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Any other religion	No religion	Carer	Not a Carer	UK Armed Forces	Not UK Armed Forces					
2014/15	681	315	314			83	357	200	46	576	584	27																								
2015/16	1426	682	716			349	563	491	185	1203	1275	35																								
2016/17	1127	508	568			361	561	170	102	949	931	86																								
2017/18	1270	595	616			188	432	591	171	1039	1051	88																								
2018/19	1045	480	519			138	218	667	107	843	928	52																								
2019/20	1753	841	853			669	559	453	212	1435	1537	84	35	37	#	27	10	1542	1352	#	815	#	#	#	#	17	691									
2020/21	1342	661	647	54	108	162	511	625	200	1068	1187	68	24	11	#	21	#	1165	1050	#	708	#	#	#	#	13	414									
2021/22	1398	586	734			180	466	673	203	1083	1220	108	61			#	1192	1186	#	730	#	#	#	#	#	19	431									
2022/23	1475	612	783			88	361	624	239	1155	1290	54	61			#	1259	1118	#	829	#	#	#	#	#	14	390									
2023/24	1159	462	608			301	448	318	181	897	917	115	41					588	#	#	#	#	#	#	#	#	157					671	72	1010		

Note: where numbers are 10 or less, the # symbol is used in order to ensure confidentiality.

## APPENDIX 4 – MEETING WITH SOUTH GLOUCESTERSHIRE EQUALITIES VOICE – KEY POINTS

### Meeting with South Gloucestershire Equalities Voice – Key Points

**Date:** 11 January 2023

Proposal	Comments
<b>Education</b>	
SLO10 - Phase 1 of the Recovery Curriculum programme, representing investment into education recovery post-Covid, has been very successful, with strong collaborative working and good educational outcomes. Strong leadership in our schools means that we can begin Phase 2 earlier than originally planned, embedding the work within mainstream school activity.	The Race and LGBTQ+ Equality Taskforce approaches are working well and continuing. The Disability Equality Taskforce seems to be less active and it is important that it continues, especially given the data and challenges faced.
SL07 - Review all remaining elements of non-statutory home to school transport provision.  C6 - This will reduce the project budget to work to engage with children and young people in care and care leavers. Recruitment to Young Ambassador roles has proven challenging, and since this project was started, other organisations have begun to provide a similar function, with potential duplication of effort. By working with smaller numbers of Young Ambassadors we will be able to provide more targeted support to them to achieve.	Active involvement of young people in consultation and engagement work is important across the proposals and across all areas of work. There is a helpful action identified against proposal C6 which looks to involve young people in the South Glos Equalities Forum which should be taken forward.
R18 - Rationalise the services directly provided by Integra that cannot be maintained sustainably in-house and where value for money alternatives exist in the commercial market place.	Concern that this could put more pressure on already squeezed school budgets.

Proposal	Comments
<b>Financial Hardship</b>	
SL025 - The council's Welfare Grant Scheme currently provides support to residents of £130k per annum. This proposal will fund the scheme through the Community Resilience Fund for two years before considering options for phasing out from 2025/26.	The funding is fully used supporting residents. Take-up amongst communities appears to be positive and the council monitors this on an ongoing basis.
<b>VCSE</b>	
SL011 - We will undertake a full review and options analysis of commissioning of the wellbeing element of integrated healthy lifestyles and wellbeing services and related Council led community engagement work to promote healthy lifestyles and improve mental health and wellbeing.	This change could result in services, which are often the only service of their kind, ceasing. For example, the mental health service targeted at LGBTQ+ adults which would be a huge impact considering the clear and very concerning data we have around mental health in LGBTQ+ communities.
<p>SL01 - We will review the contribution made by Adult Social Care to the VCSE and our staff resourcing for commissioning and engagement activities, working across the authority in partnership with the VCSE to agree priorities for the remaining funds working to develop and address sustainability across the sector.</p> <p>SL015 - Voluntary and community sector organisations in need of financial support would be able to get support from CVS South Gloucestershire on how to apply to other funding bodies and we would like more organisations to develop fundraising capacities so that they do not rely on Member Award Funding and Area Wide Grants with £1k per member funding retained for 2023/24 and 2024/25.</p>	<p>There is potential for CVS South Gloucestershire to support VCSE organisations with applying for other funding and funding to recruit to a one-year post to deliver this support would need to be guaranteed so that it can be put in place. Funding of CVS is key in order to deliver this support and concern was expressed that CVS could be deluged with support requests. Care needs to be taken in respect of the level of support that can be offered within the funding which would need to be for more than one year given the likely need.</p> <p>Services delivered under Better Care Stronger Communities funding, for example, befriending and deaf services, if reduced would have a significant impact as these support some of the most vulnerable, isolated people in society. Much of these services are preventative and reductions could lead to additional costs rather than savings.</p> <p>There is a need to prioritise those groups facing the greatest inequalities within the services that remain and this approach fits with the Council Plan commitment to close the inequality gap.</p>



Proposal	Comments
<b>Hate Crime and ASB</b>	
<p>SL013 - Challenges in procuring the current taxi marshal service for our night time economy hotspots means it is not feasible to continue delivery once the existing contract ends. Public order remains the responsibility of the police and licensees and we will work with them both to identify whether they need to recommission alternative support as the scheme is withdrawn over the coming year.</p> <p>SL014 – We will review how we address reports of Anti-Social Behaviour to support the police's responsibilities by providing support, guidance and signposting to residents and stakeholders involved in dealing with complaints of ASB.</p> <p>SL017 - We will no longer directly fund the Specialist Victim Support Service, however support will be continue to be available through partners such as Police and Lighthouse.</p>	<p>There is a need for more creative solutions to the provision of taxi marshal services recognising most of our taxi drivers come from BAME communities and this could be brought to the Safe and Stronger table to discuss alternatives. A key issue surrounding Domestic Violence and Hate Crime is role modelling and culture so there is a potential opportunity to address this through more creative solutions.</p> <p>Loss of funding for the Specialist Victim Support Service could be a significant loss, which is disproportionately accessed by BAME and LGBTQ+ people, and this could also come to the Safe and Stronger table to discuss alternatives. The Victims of Crime Advocacy Service (VOCAS) are funded by the police and could be engaged.</p>
<b>Housing</b>	
<p>SL06 - South Glos Homes is the in-house social lettings agency designed to forge links with the private rented sector to bring on properties for temporary accommodation and for homelessness prevention and relief. We will review this service to reduce its cost either through reduced use of temporary accommodation or a reduction in resource.</p>	<p>Shelter tell us that a quarter of young homeless people are LGBT; there needs to be action, engagement and knowledge about the homelessness challenge that faces LGBTQ+ people; clarity on the local picture is essential in order that the best actions are taken.</p> <p>Local education of landlords, especially on the very low costs of making accessibility changes/adaptations for disabled people in housing is important.</p>

Proposal	Comments
<b>Digital, Inclusion, Customer contact centre and Heritage</b>	
<p>SLO18 - The proposal will see the Contact Centre and One Stop Shop service provision continue, whilst opening hours will be reviewed to meet times of peak customer demand, allowing the council to make a saving.</p> <p>SLO19 - This proposal will see library provision remain in place in all 12 areas whilst opening hours will be reviewed to maximise use of open access technology whilst protecting access to services such as Summer Reading Challenge.</p>	<p>There is an increase in older people living in South Glos and a particularly hard to reach group are older people who are not digitally engaged; there is a significant number of people who can't or choose not to use digital technologies. As such, reducing hours of where they can get face to face support could result in a significant impact. People not digitally connected report to the Forum an 'us and them' service where they feel forgotten. The potential to reduce the opening hours of One Stop Shops, which is an essential service for many, also plays into this.</p> <p><i>As confirmed in the EqlAA (page 119), full consultation will take place to ensure that any reduced library opening hours provide as much access as possible and will include consideration of access for young people outside of school time. Special promotions aimed at areas of inequality will continue such as the Summer Reading Challenge and displays to promote stock such as Black History Month, Holocaust Memorial Day. In respect of One Stop Shops, the EqlAA sets out that aligning opening hours to peak customer demand brings the potential to mitigate some of the potential impacts and consultation will also be conducted. In addition, key work as set out on page 60 of the EqlAA will continue. It is recognised that digital inclusion is a priority equality area for the council and work in this area will be appraised during 2023/24 with the clear aim of enhancing work in this area.</i></p> <p>A theme across the set of proposals is that they are about vulnerable, marginalised communities becoming more isolated, for example, older people being less involved, LGBTQ+ mental health and isolation, young people with special educational needs and people with learning disabilities becoming more isolated. This is a theme that is likely to lead to greater disproportionality should the proposals be taken forward. In terms of prevention, the proposals could cost us more through making people's lives bleaker and harsher and impacting on people's health. This is concerning considering that a cross-cutting theme of the Council Plan is equalities.</p> <p><i>The issues raised by South Gloucestershire Equalities Voice have been identified throughout the Resource Planning process and this EqlAA on a proposal-by-proposal basis. Each proposal where potential for negative impact has been raised has identified mitigating actions. Moving forwards, should any proposal(s) be taken forward, a detailed EqlAA will be conducted and will ensure full consideration of the points raised by Equalities Voice. Implementation of the council's EqlAA Digital Dashboard will be progressed during the year and will be developed as a key tool, with the involvement of South Gloucestershire Equalities Voice, to ensure that the Council persistently and consistently takes the most effective actions to address inequalities. The allocation of £500k to deliver a programme of support which will be co-designed with the Voluntary Sector Leaders Board to develop the most effective</i></p>

Proposal	Comments
	<i>solutions driven by intelligence from the sector will include the intelligence held by our Equalities Partners, contributing to sustaining VCSE groups who support vulnerable and marginalised communities. The deployment of this funding will be agreed through Cabinet's meeting in March.</i>
<b>Savings Programme Proposals</b>	
<p>A6 - Review options for blended day care, which would include access to community based day activities alongside building based day care that can meet the eligible needs of those in receipt of more than 2 days per week of building based day centre provision. This approach builds on the strengths based approach with individuals and the ambitions set out in the Councils Learning Disability Strategy 2022 - 2027, which aims to enable people with LD to be more connected with their community. This will include improving the accessibility to mainstream leisure and social activities so that they can provide safe spaces for people with a LD to access their community.</p>	<p>The new ICB working with local authorities has an ambition for people to stay in their homes with care provided at home; this will need an increase in budget to allow more care to be delivered at home. It was also noted by the group that blended day care is not appropriate for all users, it can be negative for some e.g. dementia diagnosis; there is always going to be a place for some people to be in a building based environment.</p>