

## **Addendum to the Report of the Assistant Director, Office of the Chief Executive to the meeting of the Executive to be held on 5 February 2019 (Document 'AR')**

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### **Subject:**

**Consultation feedback and equality assessment for the 2019-20 Council budget and proposals for 2020-21 Council budget.**

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### **1. Summary**

- 1.1 The report (Document AR) of the Assistant Director, Office of the Chief Executive was published on 28 January 2019 to be presented to the Executive at the meeting to be held on 5 February 2019. The report includes information from the public engagement and consultation programme in relation to the budget proposals for the 2019-20 and 2020-21 budget.
- 1.2 The public consultation and engagement programme continued until 27 January 2019 meaning that there is a requirement to provide details of further information and comments received from 25 January when the report was submitted for publication to the end of the consultation. This addendum therefore provides an update on feedback received during these additional few days.

### **2. Updates to the feedback received through the consultation**

- 2.1 By the end of the consultation on 27 January 2019, the Council had received 588 comments from people or groups. Of this, 498 were in direct relation to the different budget proposals for 2019-20 and 2020-21, including the proposed increases to Council Tax. A further 90 comments have been made that are not specific to particular proposals for the next two years. These comments were received from the online questionnaire (333), postal questionnaire (158) and letters and emails (15). Of the letters and emails received, 7 have been representations from organisations with an interest in the proposals, be that other public sector organisations or small organisations currently delivering services on behalf of the Council.

2.2 Monitoring of the corporate social media accounts and Stay Connected newsletters on the budget consultation has shown 1697 click-throughs to the online consultation pages.

2.3 The proposals generating most comments through the survey and letters/emails received were:

<b>Proposal</b>	<b>Number of responses</b>
Welfare Advice & Customer Services (6X1)	247
Libraries (4E9)	119
Raise in council tax	68
Youth service (5E2)	8

2.4 A further 20 proposals received fewer than five comments. Street Cleansing, which was consulted on last year, has also received 14 comments this year, even though the budget for this proposal has already been agreed.

2.5 From publication of Document AR to the end of the consultation on 27 January 2019, there were no further proposal specific consultations.

2.5 Appendix 2 of Document AR, presented again at appendix 1 of this addendum, has been updated to include further comments received on each proposal over the last three days of the consultation. This includes comments received through the online survey, postal questionnaires and emails from the general public and voluntary and public sector partner organisations. The additional comments have been highlighted in bold.

## Appendix 1 – Consultation feedback – service and equalities

(Where proposals have received no comment through the consultation, these have not been included in the table below. New comments from the feedback provided in Document AR are highlighted in **bold**)

NEW PROPOSALS FOR 2019/20 & 2020/21					
Ref	Proposal for Change	Equalities Impact	Mitigation	Feedback on service impacts	Feedback on equality impacts
		As published in November 2018			
<b>OUTCOME: Better Health Better Lives</b>					
6X1	<p><b>Welfare Advice &amp; Customer Service transformation</b></p> <p>Fundamental change to the way the Council and its partners deliver customer facing Services, focussed on customers getting the 'right support at the right time'.</p>	<p>Welfare Advice services could support the full range of people with protected characteristics. Current services are available from independent office bases sited in town and city centres and multiple outreach venues.</p> <p>The proposal is likely reduce direct 'face to face' time for customers as well as centralising service access routes.</p> <p>It is unlikely that the specialist service for people with complex and/or continuing long term health conditions could be maintained</p> <p>Some possible outcomes from the above could be longer waiting times to access services; Increase in those not able to manipulate and/or access internet based options being 'excluded' from services. This is more likely to affect older people, those on low incomes; those without access to computers and/or smart phones; people of no 'fixed abode' and refugees.</p> <p>Overall welfare advice services help people to stabilise their incomes and other aspects of their lives such as financial management, with a focus on preventative advice and offer earlier intervention to avoid adverse impacts, the changes could initially mean Increased use of Housing Options and Council benefit services</p>	<p>To manage what is likely to be a greater call on both services, the project will source more comprehensive digital access methods with increased functionality for customers.</p> <p>Three integration pilots between the Council and current welfare advice contract holders have already started with the aim of reducing 'wasted' contact for the public; filtering queries to the 'right place at the right time' aiming to open up the system enough to manage the complex and difficult problems presented more efficiently. Learning from these will be applied to underpin the new approach</p> <p>New multifunctional IT systems that can support customers to manage lower level 'self service' functions themselves. Any new IT systems should also be able to manage case work and integrate performance management systems across partner delivery agencies</p> <p>Changing systems to a 'self service' orientated models will require publicity and appropriate support in order for the public to understand the change.</p>	<p>The service can't rely on digital as many people do not have good IT skills <b>or even own telephones with access to the internet</b>. When testing digital services, Government figures have shown that 23% of people completing their online survey between 31 January 2016 and 22 May 2018 required help from a non-GOV.UK source. There will also be a further cost of technical IT support being needed in remaining centres. IT systems cannot provide a personal/individual enough service.</p> <p>With library services reducing/changing there are also limited places for access to public computers. English language limitations also make online information inaccessible. Some people also need home visits, which helps people to be more independent. Reducing these services will likely put more people in to poverty and crisis and needing to use food banks or meal provision.</p> <p>These services delivered by the VCS are valued by citizens. They help mitigate short term impacts and help people to stabilise their income over the longer term. They offer early help and preventative support for people thereby saving overall system costs. Some people are concerned that crime levels may go up if people become destitute and desperate. The service also offers good value for money (<b>and additional services as a consequence</b>) and employment and training opportunities, which can develop the dedicated volunteers into future advisers, administrators, lawyers etc. Every pound spent on good advice leads to money being spent in Bradford - it was suggested that approx £1m in funding reaps £8m in financial benefit (CAB).</p> <p>Current providers work with thousands of people each year, many of whom are vulnerable, experiencing severe financial hardship, experiencing mental health issues and/or domestic violence; people with disabilities; and the homeless. <b>It was also suggested that some people are isolated, dealing with being controlled and are only allowed to attend their local community centre, which is their only means of getting trusted advice. A number of people are provided with GP and First Response contact details due to their poor health.</b> These cuts may leave many people without access to any form of advice, which is necessary as navigating the 'system' can be very complicated. Also when statutory services get things wrong and people are denied help or</p>	<p>The stated mitigation will not provide acceptable outcomes for a range of people. Exclusion is likely to increase, even with intentions for face to face time being released. Currently vulnerable people are having difficulty with Universal Credit applications.</p> <p>More consideration of mitigations is needed for those with complex/long term health conditions. People with mental health issues also need to be considered. This is exacerbated where these people do not have family and friends to help them.</p> <p>Technology and self-help must be additional to traditional ways of accessing service. Cost reduction measures must not make access to services any more difficult for vulnerable groups; access must be prioritised over reducing costs.</p> <p><b>Fuller analysis is needed on who uses these services and the impacts on them – some say especially for older people</b> and for those who can't access online systems.</p> <p>It was stated that during 2017-2018 over 57% of people presenting for advice had some form of disability or long term health condition, with these people therefore disproportionately impacted by any reduction in advice services.</p> <p>The cost of a day bus ticket in to the city centre to seek support is not insubstantial on a low income and the alternative of a long walk each way (usually involving a hill) is not achievable for older or less mobile residents.</p> <p>Some women in particular who don't have English as a first language (in some cases former asylum seekers) need help to ensure their potentially inconsistent employment and benefit support are complimentary, ensuring a regular minimum income. Advice services provide this. Any reduced service will impact on these women especially.</p> <p>Information was shared from analysis undertaken by Bradford Community Advice Network in 2015 as stating there were significantly higher proportions of some key</p>

				<p>money, they will not have the support to get justice.</p> <p>Many people cannot access digital methods or afford the return bus fare to the city centre should the service be centralised – including some older people. Public transport is also not accessible to everyone.</p> <p>Having drop-in and appointment provision within walking distance improves engagement with hardest-to-reach residents and gives them a safe and secure place to discuss their needs.</p> <p>Advice is often of a time critical nature - less face to face contact time will reduce the quality of support and lead to longer waiting times. There are already long queues at centres with the service already over stretched. Existing central services do not have capacity and often suggest people use their local centres.</p> <p>The Council should continue to work with the VCS within the communities that they are based. Creating hubs with other services is to be encouraged but should still be community based so that additional social value can be provided.</p> <p>GP services could be included in community hubs, alongside advice support. There is a suggestion as well that advice services run from NHS settings are more effective.</p> <p>It is felt this proposal will have a negative effect on other proposals such as the Adults Demand Management (and Homes First vision) with greater demand likely to be created for social workers. Some however value the investment in a more effective digital system.</p> <p>An alliance with local CCGs should be discussed to collaborate on services - e.g. the Bradford Champions groups organise walking groups and singing sessions for vulnerable/elderly to ensure they are not isolated and stuck at home.</p> <p>It is suggested that there are now more people in deprivation coming to Bradford putting yet more pressure on advice services. It is felt that customer services and advice services are two distinct functions that should not be amalgamated. Any integration must maintain independent advice.</p> <p>Current process is hard to navigate which causes stress, major risk that this will get worse. The advice sector and VCS organisations have already identified gaps in services e.g. loss of advocacy service for people with disabilities. Good effective advice supports the growth and links in local communities. If removed grey economies could develop, leaving people being excluded and isolated, leading to greater dependency. It was felt that this could potentially increase criminality. Might also lead to increasing fears and lead to illegitimate exploitation of people. Need to promote where other funding is available to</p>	<p>protected characteristic groups among advice clients than in the district's population.</p> <p>Disabled (physical, sensory, mental health, learning, cognitive) clients made up 45% of clients; Black and minority ethnic communities made up 53%; 47% of advice interviews were conducted in languages other than English; Children's Centres and GP surgery sessions had 65% female attendance.</p> <p>People with disabilities already have barriers and the loss of welfare benefit will have a major impact on their ability to maintain their independence.</p> <p>There was concern of the impacts on children for this proposal.</p>
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				<p>support advocacy and advice. It is also felt there are currently not enough welfare and benefits experts.</p> <p>There is also concern that professionals from other organisations are having to take on roles such as filling out PIP forms. Any reductions will increase this pressure. It is also suggested that a triage type process could be introduced which would alleviate the burden.</p> <p><b>It is felt that existing providers of advice services are already collaborating closely - sharing resources and skills, updating practices, problem solving. The legal need for trained advisors has also been highlighted meaning provision by generic staff is not possible. Due to Bradford's demographics advisors need to speak multiple languages, provide interpreters and provide home visits. There is also concern for the loss of expertise should these employees be made redundant.</b></p> <p><b>It is suggested that over 50% of clients are aged over 46 and statistically therefore less skilled to use digital services.</b></p> <p><b>It is felt that this contradicts Localism, NHS England's Well-being 5 Year Plan, Self-care &amp; Prevention Agenda and community led support that is multi-agency and community based. Not only will this have the potential to exacerbate health inequalities but it will also result in general health and wellbeing deterioration in those communities who are dependent on welfare benefits at a time when GP services are already stretched.</b></p>	
6PH1	<p><b>Air Quality Monitoring Programme</b> Reduction of posts in Pollution team and reduce the numbers of operational 'real time' automatic air quality management stations from seven to four.</p>	<p>Proposal will Impact provision across the district, but disproportionately impact on low income/low wage households. Poor air quality is more prevalent within the ring road of Bradford, the location of the most deprived wards of the district. Although the removal of monitoring equipment does not change air quality, the ensuing loss of evidence base may impact of the identification of reduction strategies and an ability to measure their effectiveness.</p>	<p>The recent Ministerial Direction to deliver a business case will present opportunities for DEFRA funding. It is possible that funding may be secured to maintain the operation of the AQM stations in conjunction with the delivery of the full business case</p>	<p>Loss of staffing will lead to no specialist expertise in the council. Short term funding may help but is not a long term solution.</p>	<p>No equality comments provided.</p>
6PH2	<p><b>Health Checks</b> It is proposed that the current service will cease in 20/21 when it is no longer mandated. Options for efficient and targeted delivery of the programme will be explored with CCGs to consider how Health Checks and Healthy Hearts can work in a complimentary way and more effective way</p>	<p>The proposal will impact on adults in the age range of 40-74. It will however not discriminate disproportionately between the other protected characteristics these people hold</p>	<p>The service will be commissioned until such time as it ceases to be a mandated service. During this period, the service will continue to be monitored and data analysed to identify impact on the population of Bradford, and also work with partner organisations (e.g. PH England, Y&amp;H Health Check Forum) for feedback on service or evidence based changes in the Yorkshire &amp; Humber and UK wide. Any risks identified can then be mitigated accordingly</p>	<p><b>There is concern that a cessation of funding for the NHS Health Checks programme will result in adults taking little or no action to improve their own well-being until their condition deteriorates to a point where more serious interventions are needed. The Health Checks can actively reduce health inequalities allaying concerns that the programme would be taken up only by the "worried well". Furthermore, that it can successfully engage people with the greatest health needs, actively reducing health inequalities</b></p> <p><b>It is felt that these health checks need to focus on people with mental health conditions, learning disabilities and autism to acknowledge the huge inequality in life expectancy within these groups of people.</b></p> <p><b>It is felt to be a false economy to stop the annual</b></p>	<p>No equality comments provided.</p>

adult health checks.

**OUTCOME: Safe Clean Active**

6E1	<b>Parking Charge Increases</b> Increase parking charges, and introduce charges, across the district for on- and off-street parking	Could disproportionately impact those on low incomes/wages as the cost increase will be more significant for this group.	Consideration could be given to purchasing an annual parking permit for designated car park in area rather paying daily parking charges. These can also be set up as a monthly direct debit to make it more affordable for people. They could also consider using private car parks on the outskirts of the city centre where tariff may be cheaper.	Increasing parking charges will reduce consumer spending in Bradford city centre. <b>Any increases should only be applied in areas of long-term parking where small shops etc will not be affected.</b>	No equality comments provided.
6X1	<b>Welfare Advice &amp; Customer Service transformation</b>	<i>See comments under 6X1 in Better Health Better Lives outcome.</i>	<i>See comments under 6X1 in Better Health Better Lives outcome.</i>	<i>See comments under 6X1 in Better Health Better Lives outcome.</i>	<i>See comments under 6X1 in Better Health Better Lives outcome.</i>

**OUTCOME: Well Run Council**

6F1	<b>Reduction in Grant to Parish and Town Councils</b> – reduction in Council Tax support grant cut by central government	N/A	N/A	<p><b>It was felt this cut is being proposed with the expectation that central government will not make this grant in the 2020/21 Financial Settlement but without any certainty that this will take place. It was suggested the council is being premature in deciding this cut before knowing the reduction will take place. It is proposed that this decision be modified such that IF this grant is received from central government it must be passed on to town and parish councils.</b></p> <p><b>It was highlighted that a succession of government ministers from 2013 to 2017 has made it clear that there is an expectation that where this grant is received it should be passed onto parish and town councils.</b></p>	No equality comments provided.
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**PROPOSALS ALREADY CONSULTED ON IN 2017/18, FOR FURTHER CONSULTATION**

Ref	Proposal for Change	Equalities Impact	Mitigation	Feedback on service impacts	Feedback on equality impacts
		As published in November 2018			
<b>OUTCOME: Better Health Better Lives</b>					
4PH1	<b>School Nursing and Health Visiting</b> - redesign through development of a new service model which is fully aligned to the Prevention and Early Help model. <i>Please note this proposals affects both Better Health, Better Lives and Great Start, Good Schools but for clarity is shown here</i>	The services will be re-commissioned as part of the proposed Prevention and Early Help which was outlined in the Executive paper in November 2017. There is potential to impact on children and families across some protected characteristics but these will be mitigated wherever possible by focusing on identifying children at risk and targeting services on more vulnerable families and their children. An earlier consultation for this model completed in Feb 2018.	Using a phased approach will help to plan and prepare any emerging risks which can then be managed through the proposed Prevention and Early Help approach for a more integrated model for children and young people and the service will continue to provide statutory services.	<b>There was concern over the apparent disinvestment from preventative services, such as school nursing and health visiting. There was concern the impact this proposal would have on already high rates of obesity and diabetes. There is also concern over the mental health of young people. A MIND funded programme (Ecominds) was outlined as having good results with similar schemes further supported.</b>	No equality comments provided
4PH2	<b>Substance Misuse Service</b> – combination of redesign, and re-commissioning recovery service, dual diagnosis service, supervised medication programme, and inpatient detoxification services.	Impact assessments have identified that this range of proposals could have impacts on a wide range of service users across the range of protected characteristics.	Any new contracts will continue to have the same equality requirements of the Provider under the Equality Act 2010 as the current tender. The new service specification being commissioned requires that the service is provided through various types of provision and that the service is integrated throughout providing continuity for service users. Services will be more community based with access points in multiple sites in non-substance misuse specific services making it easier for all sections of society to access them.	Support for the most vulnerable must be maintained. Drug use goes hand in hand with mental ill health, family breakdown, anti-social behaviour and crime and homelessness – putting a strain on other services. It was felt the integration of services needed to be maximised, and opportunities further promoted.  It was suggested that the NHS is shortly to receive more funding and that funds could be pooled to better support a sexual health service. The reduction of resources will have an impact on people with mental health issues. Some agree that we should go with the integration of services however this needs to be supported with tangible / actual support services. For example housing. It was suggested that early help is the right way forward however the lack of tangible performance measures may make it hard for policy makers to measure the impact of interventions and prioritise and shape services.  <b>It is suggested that the council should be fully appraised of the effectiveness, including cost effectiveness, and impact of community pharmacy services, with further discussions welcomed.</b>	<b>It is suggested that more analysis on equality impacts is needed before any budget reductions and closures of services are made for those proposals that are related to health inequality and poverty.</b>
4PH3	<b>Sexual Health</b> - combination of redesign, review and ceasing services Health development with young people, sex and relationship education in schools, emergency hormonal contraception	Some of the services are designed specifically for parts of the population who share a protected characteristic. Therefore services are provided disproportionately to those parts of the population and the impact will reflect this.	The SRHS that is commissioned is part of a wider Sexual Health economy with GPs providing oral contraception and STI testing which is commissioned by NHSE from GP practices as part of their core service offer.  Bradford residents would still be able to access SHRS (oral contraceptives and STI screening) within their community through their GP practice and Long Acting Reversible Contraceptives (coils and implants) and STI testing and treatment, through the SHRS that would stay situated centrally within the city centre making it accessible to all.	It was suggested that these services are running with high numbers and consequent concerns that reductions might create a waiting list situation.  <b>There is concern that young people who access current services such as through HALE, would not use their GP practice or a city centre service due to lack of trust. The level of STIs and pregnancies would therefore increase for young people.</b>  <b>It is suggested that the council should be fully appraised of the effectiveness, including cost effectiveness, and impact of community pharmacy services, with further discussions welcomed. There is also likely to be an impact if PrEP were to</b>	It has been suggested by a practitioner that people of BME backgrounds are most likely to be impacted by this proposal, and that more support from within those communities needs to be enabled, with targeted training for them. It is felt that this service will disproportionately affect homosexual and bisexual people, women, young people and some BME people. It is felt this service has been historically underfunded and already cut too much. There was also concern over the impact on equality groups generally.

			The Council should pay more attention to local factors rather than relying on national trends.	<b>become available on the NHS.</b>	
4PH4	<b>Tobacco</b> –combination of redesign, review of current service model to a stop smoking service targeted at smokers from the most disadvantaged groups and ceasing other services.	At this stage the evidence is not available to confirm whether there will be disproportionate impacts. Further analysis will be needed to build on the equality assessment.	Smoking is strongly related to health inequality and poverty. Services are designed to ensure that disadvantaged smokers make full use of Stop Smoking Services, and medications may increase the quit rates amongst less affluent smokers. However there may be a negative impact as the service becomes targeted and it may potentially stigmatise smokers, for example, based on social class or health condition.	<p>Areas of social deprivation needs a focus and be prioritised in service design. Need to ensure targeted services are accessible to the most isolated and have tangible results. Accountability was also felt to be needed. There was concern that if we target particular people, then those not targeted are left unsupported which might create inequalities. It could be a false economy to reduce services now as smokers will be those who will disproportionately need greater care support.</p> <p>A more creative approach on health checks is felt to be needed, to increase take up, but it will also help address issues such as social isolation. There are wider health benefits from this service, so resources should be pooled across the Health and Social Care system to maximise the impact of resources and investment, while improving overall impacts.</p> <p><b>Concern that a reduction in this service will reduce the number of people quitting and the consequent impacts on the health of the population. Smoking is quoted as being the leading cause of socioeconomic inequalities in health in the UK and accounts for around half the difference in life expectancy between the least and most deprived groups. Evidence shows that specialist stop smoking services are the most effective way to help a smoker quit. A tailored and targeted approach to reach disadvantaged smokers is needed, but not at the expense of other smokers in the community. Better referral pathways would help with this. The following tobacco control measures are suggested – e-cigarettes, quit campaigns, illicit tobacco control, and tobacco control alliances.</b></p> <p><b>It is suggested that the council should be fully appraised of the effectiveness, including cost effectiveness, and impact of community pharmacy services with further discussions welcomed.</b></p>	It is suggested that the equality impact assessment needs further consideration, research and evidence analysis.
4E11	<b>Sport and Physical Activity</b> – investigate all methods of future operational service delivery with a combination of transfer, closure, new facilities, alternative delivery models and raising additional income.	No impacts identified	N/A	There was concern over the potential of Bingley Swimming Pool closing.	No equality comments provided.
6A1	<b>Adults - Overall Demand Management Strategy</b> - moving from a dependency model to one that promotes independence and resilience (e.g. reducing numbers coming in to care, care system culture change,	Older people and people with Mental Health & Learning Disabilities will predominantly be affected by this proposal but the focus will be on personalised services for people so the impact on protected characteristics will be mitigated at individual level.  As part of the Strategy to reduce residential and nursing places it is intended that more extra care schemes are	Our approach will seek to focus on people's strengths and enabling people to manage properly understood, proportionate and positive risks in living their lives. We will undertake individual assessments and carry out extensive engagement with service users, carers and advocates to ensure seamless transitions for any service	There is concern for the future of community care. This service should be seen as a top priority for the Council. Those people already being asked to contribute to their care from their benefits are being put at risk of poverty. It is also felt that external contracts for assessing care needs are not effective.  There is a strong link between changes in social care	Overall the disproportionate effect of this budget proposal will have a big impact on poor and disable people.

	speeding up integration, redesign enablement, reviewing financial needs, continued personalisation).	developed, which will help to improve people's lives and reduce expenditure across all groups.  As the proposal is developed, the detail of impacts will be further assessed to ensure any potential implications on protected characteristics are minimised.	users affected. This will enable us to meet our duty under the Care Act 2014 and mitigate against any disproportionate negative impact on any person with a protective characteristic.  By offering other options for people in terms of housing and care support, people will have the opportunity to access appropriate services that meet their assessed needs and be in a position to maintain their independence and to continue to have a positive contribution and be inclusive in their local community. This will ensure where possible people with particular characteristics are not disproportionately affected. We will further review the potential impact on protected characteristics as part of the development of the delivery programme	and the reliance on advice services. The two proposals need to be considered alongside each other - as people get into more debt they end up needing more services, which will have an impact on their general health and wellbeing and this in most cases will mean they will need support from the public sector. Concern has been shared on the reliance of online services, and a loss of face to face services.  There was a strong feeling from some that there is a disproportionate burden on Adult Social Care and as such Health partners need to provide more support.  It was felt that joined up services was a good idea – however it seems that history shows a focus on being medically led rather than having a wellbeing approach, bringing an imbalance.  Health and other professionals view a person from their main condition (e.g. autism) – this tends to mask other issues, which is a major risk and the consequence could be that other serious health issues are not picked up.  Prevention services need investment to make sure the number of complex health needs is reduced. These services also need to be clearly communicated to those who are on the margins of society.	
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**OUTCOME: Better Skills More Jobs and a Growing Economy**

4E7	<b>Remodel of Visitor Information &amp; frontline service</b> - reduce the number and/or size of Visitor Information Centres (VICs), moving to a more digital basis promoting the district to target audiences, with the potential for VIC information points as co-located provision and increasing the commercial opportunities for the Bradford City of Film.	The Council recognises that any move toward increasing dependency on digital/online access to Services or information may potentially have a detrimental impact on residents who do not have English as a first language or who don't/can't access IT. Making services available electronically could impact on those unable to access due to ability or lack of available technology.	Alternative options including visitor information points, taking information to the visitor and support from local voluntary groups and businesses. There was concern over any cuts to the information centre in Haworth.	<b>There was concern over the closure of the Haworth VIC, due to the high levels of tourist footfall.</b>	No equality comments provided.
4E8	<b>Events and Festivals</b> – review to develop a more sustainable and balanced events programme and review grant funding while protecting key organisations.	Potential for greater impact on people of low income / low wage. The events are primarily free to attend and any reduction in their delivery could reduce the opportunity for people to attend cultural activities.	Review of Events and Festivals framework is on going and will take into account the protected characteristics to mitigate any disproportionate impacts.	Events should not be decreased as they are one of the best things Bradford offers for everyone such as the light festival and literature festival. It is amazing for the great number of children living in Bradford. Others think that events should be reduced so that money can be invested in more basic services like public toilets, or welfare advice. Cultural events should take place across the district and not just in Bradford city centre.	No equality comments provided.
4E9	<b>Libraries</b> – Review provision of Library Services across the district, consider alternative delivery models.	Potential reduction in the number of libraries directly managed by the Council may impact on those groups, young and old or low income/low wage that have no alternative access to information or educational/reading materials through other sources (e.g. on-line, purchased) or use libraries as social gathering points.	Consultation with and support for communities to help develop proposals and implementation of models of community management outside Council control.	Concern over the loss of the quality and diverse offering Bradford district libraries offer. The service is recognised by national bodies and is seen as a 'jewel in our crown'. Libraries are useful, current and life enhancing and are thought to be statutory by law and should be valued.	Concern over the number of children, young people and families who could find themselves disenfranchised as their local library is lost and larger libraries in the district offer a reduced service.

				<p>Consideration should be given to imposing library levies on house builders.</p> <p>Libraries need a core of professionals running them; reliance on volunteers does not create an effective service, with paid staff also being more accountable. There are also consequences with DWP for volunteers, which it isn't felt is acknowledged. It is suggested that libraries could be merged to make them more cost effective.</p> <p>More could be made of library buildings such as using them for live music, renting out space/rooms. It was also suggested that paid memberships be set up or have greater fees for books as a means of getting an income. A further alternative was for people to buy in as stakeholders, going beyond just Friends Of groups. It was felt that opening hours could be reduced/adjusted to open when most needed.</p> <p>Libraries are not just for borrowing books but are used as bases for education, computer use and printing, learning, socialising (especially for lonely vulnerable people), genealogy groups, reading groups for boys, craft fairs, speakers, computer courses.</p> <p>Concern over existing investment in building fabric being lost.</p> <p>City Library should be moved to a property that is owned by the Council. There is also concern that the home delivery service will be cut.</p> <p>One respondent shared their view that the Council should provide a single point of contact in Bradford for the district, remodelling an existing building (Media Museum, Margaret McMillan Tower suggested). The focus should be beyond a traditional library service and become an 'ideas centre' incorporating café, book shop, gallery, research etc. Community libraries would then be sold to create the revenue.</p> <p>Government should be approached to provide investment to alleviate digital poverty (this would help the library service amongst others).</p> <p>Particular concern has been raised over the impact on children and their future development. This included concern on the impact on schools with more outreach suggested as an alternative.</p> <p>If there is any move to having library 'clusters' more consultation will be needed to ensure they are recognised by communities themselves.</p> <p>The Council seems to be considering a number of hubs across different proposals, including libraries. There was a suggestion that these should be better aligned.</p>	<p>It is felt the impact of a reduced library service will impact on those people with low incomes.</p> <p>The concern over the potential loss of the home delivery service which will have a detrimental impact on those who are house bound – it provides a valuable service that gives quality of life for those with few other options for pastimes. Some suggest they would be willing to pay a nominal fee to continue having access to this service.</p>
4C3	<p><b>Children's Services</b> – When the current Connexions contract ends in August 2019, re-design the activity to bring the service in house at a reduced cost. Skills House to be funded from base from April 2020, along with seeking partner contributions for an expanded service, some of the costs will be offset through the reductions</p>	<p>This proposal in regard to the Connexions Service contract will have a negative impact on people who share a protected characteristic. This service directly supports young people who are NEET, the cohort being comprised of young people with complex and multiple needs related to the protected characteristics and long-term low-income unemployed adults</p>	<p>To mitigate the potential disproportionate impact of the Connexions Service proposal, there will be a re-design of the Connexions type activity to provide a minimum statutory service with a greater reliance on the Bradford Pathways approach that will be underpinned with more effective information, advice and guidance framework. Greater linkages and working with other front line staff working with young people will also be explored. It is not feasible to fully mitigate the impact of the proposals given proposed</p>	<p>It is suggested that removing preventative services from young people in Bradford will only lead to more cases reaching a higher threshold of need - this will damage those young people, impact on their families and their futures and add more pressure to already over-subscribed social care case loads. There is particular concern for young people not in education, employment or training. It was suggested that managerial levels could be further reduced to help costs.</p> <p><b>It is felt that other solutions have not been investigated, such as commissioning out the</b></p>	<p>No equality comments provided.</p>

	in the Connexions contract.		funding levels	<b>whole service including services delivered through SkillsHouse.</b>	
4R2	<b>West Yorkshire Combined Authority (WYCA) Transport Levy</b> – proposed reduction in the levy Bradford pays to WYCA for transport operations	This proposal could have an adversely disproportionate impact on both the young (under 18's) and elderly sectors of the community as the funding which is being reduced is specifically used to fund schemes/programmes which are delivered for these groups.	<p>The negative impacts would need to be considered within the wider West Yorkshire context in consultation with WYCA with whom the ultimate decisions on which aspects of their budgets to reduce would rest.</p> <p>Some aspects of expenditure of the Transport Levy are protected by national regulation and hence are likely to remain largely unaffected by any reductions as a consequence of this proposal. It is therefore anticipated that those elements of expenditure which are discretionary are likely to bear the majority of any agreed levy reduction.</p>	<b>There was a suggestion that no subsidies should be paid.</b>	No equality comments provided.
5E1	<b>Museums and Galleries</b> – Review of service to include potential for income generation, service efficiency and integration and remodelling of operational delivery	No impacts identified	N/A	<p>There was a suggestion that some of the district's arts collections could be sold to raise revenue for vital services currently at risk. Museums are used as locations for people to meet, and are a valuable resource for communities, especially those people and groups who would not be able to afford to pay for their own venues. There was concern over any reduction in opening hours, as that would further reduce visitor numbers.</p> <p>There was some support for joining up services further. For example promoting museums through art installations in libraries; community outreach skills shared; story telling moved from libraries to museums. Volunteering was seen as positive but that people needed support and training, that professionals can't be fully replaced; pooling knowledge across volunteer groups (eg Friends of...); running taster sessions for volunteers. <b>It was felt that was already too great a reliance on volunteers with their workloads continually increasing.</b></p> <p>There are opportunities for greater commercialisation through selling or promoting art collections; exploring the available public space for events; linking up with Visitor Information Centres; and creating a history/art trail.</p> <p>Venues need to be made more informal, welcoming and inclusive. Further exploration of funding opportunities that 'Friends Of' groups can bring in. <b>It was felt that museums/galleries (as well as libraries) offer people a way of engaging their minds, which in turn provides mental health support which is vitally important.</b></p> <p><b>There was particular support for the Industrial Museum and Bolling Hall as they are particularly unique as locations and their offer. The Industrial Museum is seen as a 'jewel in our crown'. There is a suggestion that the Industrial museum shop could extend what it sells to create more revenue. It was suggested that museums should be charged for except for people on low incomes who should be provided with an 'access free card'.</b></p>	No equality comments provided.

**OUTCOME: Safe Clean and Active Communities**

4E1	<p><b>Parks and Bereavement</b> management rationalisation; withdrawal from direct management of sport pitches and bowling greens; raise prices of bereavement services.</p>	<p>Impact on clubs with lower level of membership / players and/or financial resources at their disposal which could ultimately result in some clubs to merge or disband</p> <p>With regard to bereavement service proposals, any increase in charges, particularly at a rate above inflation, will by definition have a disproportionate effect upon those on low incomes for a service that cannot be viewed as discretionary.</p> <p>Given that cremation charges are currently lower than burial charges, particularly should a new grave be required, any percentage price rise will generate a higher cash increase in the cost of burials than that of cremations. This could represent a disproportionate effect for those religious/faith communities that due to their beliefs have no choice between funeral types. The Muslim and East European communities fall in this latter group.</p> <p>The implementation of a flat rate cash increase to both cremations and burials would however have increased the cremation charge to a level disproportionate to that of the burial charge in terms of comparator values of neighbouring Councils.</p>	<p>There is a growing interest from local communities, residents, Parish/Town Councils and sports clubs to become more involved in the operation of public assets, particularly where the opportunity exists to develop community use. Such as having direct access to a range of grant funding bodies whilst 'ownership' allows increased sponsorship and fund raising opportunities.</p> <p>The Service would seek to support individuals/groups of clubs both directly and through the National Governing Bodies to take overall responsibility and would consider an incremental approach over a defined period. Prior investment in the assets to transfer together with elements of seed funding and appropriate rent will allow financially sustainable organisations to develop.</p> <p>The most deprived/low income communities receive support for the cost of funerals from the Council through Adult Services.</p> <p>The proposed above inflation increase in charges for funerals will result in local service users continuing to pay less than the average within West Yorkshire for all services.</p> <p>It is intended to introduce a reduced rate for the walling of graves to coffin height which will mitigate the effect of the increases for those faith groups that adopt such a requirement</p> <p>It was suggested that cremation charges shouldn't be increased to offset the costs of burial.</p>	<p>Cricket pitches need refurbishing. <b>There is concern that parks are being neglected across the district.</b></p>	No equality comments provided.
4E2	<p><b>Waste Collection and Disposal Services</b> – increased levels of recycling, reduction in residual waste and improved efficiencies.</p>	<p>The proposal is likely to have no or a low impact on everyone so it is considered that there is no disproportionate impact on any group who share protected characteristics. It is however recognised that a move to alternate weekly collection could result in the residual waste bin being heavier to move around.</p>	<p>The Council already provides assisted bin lifts for residents where mobility or accessibility issues arise. In this circumstance the resident can call the Contact Centre and a home visit will be arranged to assess how the Council can help.</p>	<p>Current provision does not work, as some streets still have a huge amount of rubbish on them, encouraging vermin that is also getting in to people's homes. Find ways of recycling waste to use as heating. Suggestion to provide incentives for recycling as other Councils do. <b>The council should adopt a zero tolerance policy to litter.</b></p>	No equality comments provided.
5E2	<p><b>Youth Service</b> – Reduction in the support of youth support activities across the district. In 2019/20 this was to cease youth work grants (already consulted on), and in 2020/21 this is to reduce the Council's Youth Service base budget, with the EIA reflecting these impacts.</p>	<p>There will be disproportionate impact on young people aged 13-19 and on young people with disabilities up to the age of 25. The reduction will mean that the Youth Service will be less responsive to emerging needs of young people and there is likely to be a negative impact in some of the work areas where youth workers currently make positive interventions. Some of the areas of work this will include are: Child sexual exploitation, anti-social behaviour, community tensions and school holiday programmes.</p>	<p>The Youth Service will attempt to raise external funds to continue the interventions the service currently undertakes. Mental Health work currently is funded by Health and the plan will be to continue this.</p>	<p>Existing cuts to youth services have led to anti social behaviour and crime. Young people need a safe space to go to meet with friends, discuss with a trusted adult issues of concern and think about life choices. There are knock on effects of these cuts to other services, such as policing. As a preventative service it should be invested in. Some felt that there are already insufficient services for young people and that further reduction will lead to alienation and impact other services.</p>	No equality comments provided.

				<p>There is also concern that any reduction in youth services at the same time as a reduction in advice services will leave young people with little support.</p> <p><b>It was felt that existing partnership approaches should be more deeply and strategically embedded to ensure that income generation activity does not impact on other organisations and result in a net loss of income to the district.</b></p> <p><b>It was suggested that the council should keep the youth work grants and commission the VCS to run the youth service for the council. Reducing costs in house overall but still getting positive outcomes for young people.</b></p> <p><b>There is concern that the Opportunity Area funding has completely by-passed some young people, who are desperate for adequate leisure and recreation activities.</b></p> <p><b>There is concern for the overall impact on young people across all the proposals, and whether the most vulnerable are being impacted, especially through funding reductions to youth services.</b></p>	
<b>OTHER</b>					
n/a	Council Tax (CT)	n/a	n/a	<p>Wages are not rising as fast as CT increases, therefore leading to more people in poverty. There is concern from some that they will not be able to feed their families – having paid their rent, kept a car on the road so they can get to work there is little money left. Some think that CT should increase so that greater investment can be made in services and vulnerable people better supported.</p> <p>It was suggested that the percentage of CT from claimants on benefit should be increased from 25% to 50%. This increase in income will help the Council and will help to not increase the CT by 2.99%. It is felt a lot of debts were written off by the Council last year, so increasing CT will only increase that debt. Others believe that more effort is needed to recover debts. There was a suggestion of having CT paid directly from payslips to avoid non payment.</p> <p>It is suggested that more CT needs spending on outlying areas, rather than just central Bradford. There was also concern that where parish and town councils exist there is additional taxation (precept) propping up the Council's withdrawal of services, which is not fair. Concern that CT payment is particularly difficult for disabled people, some of whom are already not using their heating during cold weather.</p> <p><b>It was felt that more CT could be paid by people with multiple properties.</b></p>	No equality comments provided.

GENERAL COMMENTS ON PROPOSALS NOT FORMALLY FOR CONSULTATION					
Ref	Proposal for Change	Equalities Impact	Mitigation	Feedback on service impacts	Feedback on equality impacts
		As published in November 2018			
<b>OUTCOME: A Great Start and Good Schools for All Our Children</b>					
4C2	<b>Early Years</b> - From 2017 part of the Dedicated Schools Grant will be removed. Plans are being formulated to develop a coherent and targeted suite of early years' services including early help, family centres and early years' including Children's Centres. The proposal is included here as there could be staffing implications.	<i>This proposal was consulted on in full previously. See Executive Document AC 7th November 2017.</i>		<p>There was concern that with increasing demand reductions could not practically be made to this service. Support should be accessible without thresholds, and before crisis is reached.</p> <p>The Council seems to be considering a number of hubs across different proposals. There was a suggestion that these should be better aligned – with children's early help/prevention services and libraries mentioned in particular.</p>	No equality comments provided.
<b>OUTCOME: Safe Clean and Active Communities</b>					
4E5	<b>Street Cleansing and Public Conveniences</b> – reduction in street cleansing resources for 2019/20	<i>2019/20 proposal has already been consulted on so the Equality Impact Assessment has not been replicated</i>		<p>Greater focus needed on sanitation and keeping the streets clean. Concern over levels of fly tipping. There was a suggestion that bins should be upgraded. Suggested to have quarterly bulk waste clean ups. Also to require residents and businesses to keep public spaces around their homes/offices clean, reducing the burden on the Council. Put in place more litter bins such as at all bus stops and takeaways. Suggestion that enforcement to stop littering should be publicised more as a deterrent.</p> <p>There were a few comments about closure of public toilets and the consequent loss of a valuable community resource, and possible health issues.</p>	No equality comments provided.

## OTHER COMMENTS – NOT RELATING TO PROPOSALS

Topic	Comments
Lobbying	There are a number of services which should be funded by government which district leaders need to lobby government for – anti knife crime initiatives, energy efficient street lighting. Government should be approached to provide investment to alleviate digital poverty (this would help the library service amongst others). There was an acknowledgement that Bradford Council should not be blamed for austerity. <b>It is felt that stronger negotiations with central government are needed which concentrate less on party politics and more on issues affecting our ‘impoverished area’ more directly and robustly.</b>
Business investment	The Council needs to do more work on encouraging new businesses to set up in the district. Have a review of the retail offer in Bradford city centre, with a strategy to attract more consumers by controlling the costs for coming in to Bradford.
Efficiencies	It was felt that the number of Councillors should be reduced, and that wages should be decreased for both Councillors (including special payments) and Officers (in particular the most senior officers). In some services it was felt there are too many layers of management and staff are being demotivated by poor management styles. Catering costs should be reduced. Christmas meals should not be at the tax payers’ expense. The Lord Mayor’s car is not a requirement. More enforcement to raise money, for example around parking, and better checking of people’s finances to ensure they are paying what they should be. There was some support for long term investments that will save money in the longer term. It was suggested that the Council should invest in local organisations rather than contractors from outside of the district. Also there should be less reliance on consultants to undertake projects, where often the outcome is already known. There is a suggestion of bringing together a wide range of services (housing, customer services, career and life skills advice) into one building. Enhanced procurement processes would help, with Manchester given as a good practice example. It is felt that there is a lot of overlap in outcomes trying to be achieved by various services, and that they should be better connected. <b>It is suggested that the time of wardens could be better utilised; also that they could be replaced by volunteers. Union subsidies should also be reduced. It is also felt that investing in statues is not a good use of money.</b>
Education	There should be more funding for education. The school system should change, with a greater number of small schools rather than fewer big schools, where respect between teachers and pupils is harder to develop, has greater impact on transport to/from the school with the numbers of pupils involved. <b>Greater measures need to be put in place to attract and retain teachers – bus tours is not seen as sufficient. Maximising the use of the Opportunity Area funding is also recommended, such as through a virtual ‘out of schools hours’ school, with an emphasis on the outdoors. There is a suggestion that there should once again be a pool of supply staff rather than using expensive private agencies. It is suggested that money is not being well spent through the Community Play and Development Services and those who most need the service cannot afford it. With school budgets being cut, the council should invest more in children’s services.</b>
Highways	Reduced spending on highways is already having big impacts, with repairs being made very slowly. A rolling programme of repairs to stay on top of the problem is suggested. Some consultees support greater investment in our highway infrastructure. Gritting of estates and pavements should be reduced and more grit bins provided for communities to be self sufficient. <b>It was suggested that a park and ride be set up for people to get in to the city centre.</b>
Capital investment	Building a new sports facility in Wyke was not deemed by some to be a good investment with the cuts having to be made. It has been questioned whether investment schemes will reap the benefits suggested – for example businesses should undertake impact assessments to identify the real social impact of schemes such as redeveloping rail stations. <b>It was suggested that a new Outdoor Education facility, on a city centre site (such as the Holdsworth Street, Leeming Street, Canal Road triangle) should be provided. It should have specialist equipment, training and minibus transport and be jointly funded. A comprehensive programme of outdoor experience is suggested, building on the work of some Bradford schools, which will promote healthier, fitter adults in the future.</b>
Housing/Homelessness	Concern over the lack of social housing and shared ownership schemes. There was a supportive comment stating that the Council were doing what they can with homelessness (and youth unemployment). Other comments suggest that homelessness needs greater prioritisation and should be offered like NHS services at the point of need. There is a suggestion that more consultation work should be done on the use of brownfield sites in the district and that former mill buildings should be given a new lease of life rather than sit unoccupied. This would protect historical buildings and safeguard more green sites. It was suggested that the Council could make more money through renting property, and through this providing employment.
Health - general	The Council should take back the responsibility for providing a service to people with mental illness and not send the service out to tender which is then run as a business, not a service.
Income opportunities	There are opportunities for creating income through nominal charges– a community group suggested a small charge for sending event risk assessments for a local event to the Council would have been acceptable. Rate relief seems to be imbalanced – some businesses qualifying, others not. <b>Other suggestions for income generation include more speeding fines, parking charges, fines for dog fouling, peak time congestion charges, parking permits near hospitals.</b>
Active citizens	The PeopleCan initiative was supported but was felt to need further promotion. Community wealth building should be used to empower the local community. <b>It was felt that a new approach was needed to engaging and supporting volunteers with good examples available from other Local Authorities. People need to be given a reason to engage and get involved. There is also concern over the increasing population and the impacts this will have on the district and rural areas.</b>
Climate Change	Concern over lack of any reference to climate change in the budget. Efforts are needed to reduce carbon dioxide emissions, tighter building control, converting any unused premises into homes. It is also suggested that investment is needed in a Peace Museum to complement the work the university does on this agenda. "Decarbonisation" of both the Council as an organisation and the district economy is a strategic priority that must be reflected in the Council's priorities and all of its financial planning. It was stated that any strategy for the district to deliver Council priorities that rest on a fossil fuelled economic growth model is reckless and no longer tenable. Continued reliance on this model will not deliver the health, jobs, better homes, education or environment that we need. A Council and community-wide Climate Emergency Plan or Zero Carbon Plan is needed. More tree planting is needed. One respondent provided the following web resource for assessing climate impact on the economy - Can Do Cities: <a href="http://www.candocities.org/energy-and-carbon/bradford">http://www.candocities.org/energy-and-carbon/bradford</a> which shows how much you could save if you reduce energy use, stimulate the economy, create new jobs, cut household bills and reduce the running costs of buildings, transport and industry. It was also suggested that clean energy should be generated on council properties. Investments can pay back very quickly if the current best performing technologies are used. Hydro plans, such as in Saltaire, should also be considered as an investment.