

Report of the Director of Finance to the meeting of Executive to be held on 2nd February 2021.

Subject:

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2021-22 BUDGET UPDATE

Summary statement:

On 1st December 2020 the Executive approved budget proposals for consultation as required with the public, interested parties, staff and the Trade Unions.

This report provides the Executive with an update on national announcements and local decisions. It also identifies issues and uncertainties which could still have a bearing on the final size of the budget for 2021-22 and future financial years.

Executive will need to have regard to this report when considering the recommendations to make to Council at their meeting on 16th February 2021 in advance of Budget Council on the 18th February 2021

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Portfolio:

Leader of Council

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Overview & Scrutiny Area:

Corporate

1. SUMMARY

- 1.1 This report provides an update to the 2021-22 Budget Proposals and addendum reported to the Executive on the 1st December 2020, with additional information derived from the Governments Provisional Local Government Settlement and other subsequent announcements and assumption changes.
- 1.2 The Provisional Local Government Settlement is itself subject to the outcome of a nationwide consultation which ends on 14th January 2021, and this will be followed by a Final Settlement shortly after that. This report is based upon officers' assessment of the Provisional Local Government Settlement, informed by financial analysts.
- 1.3 The overall impact of the Provisional Settlement and local funding issues is c£4.7m of reduced pressures and additional funding.
- 1.4 When compared to the 1st December report this would reduce the call on reserves from c£12m to c£7.3m in 2021-22.
- 1.5 Appendix B also provides the outcome of the Budget consultation.

2. MAIN MESSAGES

- 2.1 The Provisional Local Government Settlement published on 15 December 2020 had several announcements that will improve the 2021-22 budget position by approximately £3.8m. The improvement is largely down to the following;

- +£1.7m from Settlement Funding Assessment Multiplier Compensation for underindexing the Business Rates multiplier. This is a basket of complicated things mainly linked to inflation on items that make up the Settlement Funding Assessment, but in short it benefits the Council more than expected.
- +£0.9m from a one off 'Local Tier Services Grant' in 2021-22. In short it's a new one off grant that helps avoid unintended consequences of funding formula, and the grant doesn't come with restrictions.
- +£0.8m as a result of the Bradford share of the new Social Care Grant being higher than estimated in the 1st December report addendum (£3.8m rather than £3.0m).
- + £0.4m increase in the Homelessness Prevention Grant from £1.1m to £1.5m.

- 2.2 Additionally there has been further assessment of local assumptions resulting in c£1.5m of increased pressures. These include;

- £3.5m for pay award. £3.5m had been taken out of the 1st Dec addendum following the Chancellors announcement of a pay freeze for public sector worker earning more than £24k per year. Local Government pay is not however directly determined by the Government and the trade unions are submitting their claim to LGA for negotiation. On this basis, provision has been added back for a pay award of 2%.

£1.5m of higher inflation. The inflation assumptions had reduced in the 1st December addendum as result of lower future expected CPI, however this has been revisited in light of additional inflation on Adult Social Care contracts.

The above have been partly counterbalanced by;

£3m of lower Capital Financing costs due mainly to lower PWLB borrowing rates announced as part of the Comprehensive Spending Review, and lower capital expenditure than previously planned resulting in lower borrowing. Further, the Council no longer has to fund the capital financing costs of housing stock that is now in a separate Housing Revenue Account.

£0.5m reduction in the demographic growth requirement for Adult Social Care following publication of national POPPI and PANSI older people demographic growth data.

- 2.3 Furthermore, following the provision of additional Covid related financial support from the Government, some Covid related proposals that were planned to be funded from the Council's budget in 2021-22, can instead now be funded from the additional Covid grants as outlined in the Qtr 3 Finance Position Statement. These include
- £2.4m for Raising Attainment in the next academic year (£1.2m in the 2021-22 Financial Year)
 - £1m for Skills House to help respond to increases in unemployment
- 2.4 Combined, the above changes result in a c£4.7m improved position, reducing the call on reserves from c£12m to c£7.3m in comparison to the 1st December budget proposals.
- 2.5 Additionally, the provisional settlement also provided;
- 2.6 £6.1m of Local Council Tax Support Grant for a discretionary scheme linked to Local Council Tax Reduction. Depending on the scheme design, some of this could be used to cover the increased cost of having more Council Tax Reduction Scheme claimants as factored into the Council tax base for next year, and could therefore have an impact on next year's budget.
- 2.7 Confirmation of the 4.99% Council Tax Referendum limit (a Council Tax Precept limit of 1.99% and an Adult Social Care Precept of 3%). The financial impact of this was factored into the 1st December report. There is some flexibility in the application of the Adult Social Care precept to allow it to be applied over 2 years.
- 2.8 Confirmation of the continuation of Bradford's £14.1m allocation of Social Care Grant which was already assumed.
- 2.9 £18.5m of additional emergency Covid related grant from the Government for 2021-22 to help cover Covid related costs and losses. The Government has also said that it will keep funding for Council's under review and has indicated that it will provide more if required.

- 2.10 The continuation of the 75% Sales Fees and Charges income loss compensation scheme for the first 3 months of 2021-22. Compensation for Covid related income losses is received via a back dated claim, but the continuation of the scheme is expected to result in c£3.5m of compensation in 2021-22.
- 2.11 Although the above Covid related monies are very welcome and provide some much needed certainty and de-risking of Council finances, the financial strategy associated with Covid related service costs and losses (which are hopefully time limited), has been to keep them as separate as possible from the general day to day Council business and budgeting.
- 2.12 Consequently, the additional Covid monies outlined above (£18.5m and £3.5m) will be kept separate to pay for the myriad other Covid related costs and losses in 2021-22 which remain very uncertain and dependent on how long Covid impacts for. For further detail about Covid related costs and losses, see the 2020-21 Qtr 3 Finance Position Statement which is also reported to the 2nd February 2021 Executive.
- 2.12 The Provisional Settlement also confirmed the eventual end of the New Homes Bonus scheme, with the final tranche received in 2023-24. The saving to the Government from ending of the New Home Bonus nationally is the main funding source for most of the new grants, and uplifts for Local Government (excluding Social Care Precept).
- 2.13 The settlement is one year only. The expected implementation date for the delayed Fair Funding Review and the new Business Rates Retention scheme is still expected in 2022-23. However, their impact on the Medium Term Financial Strategy is difficult to predict with any certainty.

3. OTHER ANNOUNCEMENTS

- 3.1 £98m of additional resource funding nationally has been announced (bringing total funding to £125m), to enable Local Authorities to deliver support to victims of domestic abuse and their children in safe accommodation in England. Bradford's allocation for 2021-22 is currently unknown, but it is likely to be received in the form of a grant, and there will be matching costs.
- 3.2 Over £70m nationally for additional school transport capacity has been announced. How this will be allocated is currently unknown, but any Bradford related element may to be administered by the West Yorkshire Combined Authority.
- 3.3 £24m nationally in capital funding to start a new programme to maintain and expand provision in secure children's homes. How the funding will be distributed is currently unknown, but there would be matching costs in the event that Bradford was a recipient.
- 3.4 £60m nationally for Social Housing Decarbonisation. How the funding will be distributed is currently unknown, but there would be matching costs. The Council has a relatively small and modern housing stock however, so any amounts are received are likely to be small.

- 3.5 £1.7bn nationally in 2021-22 for local roads maintenance and upgrades to tackle potholes, relieve congestion and boost connectivity. This includes £500m for the Potholes Fund and £310m for upgrades to larger local roads. The allocation of funding for Bradford is currently unknown, but the additional monies will come with additional expenditure.
- 3.6 £257m nationally for cycling, which will fund thousands of miles of safe, continuous and direct cycling routes. The allocation of funding is currently unknown and it's unclear who would be responsible for delivery, but any additional monies for the Council would come with additional expenditure.
- 3.7 £621m nationally to regenerate high streets, town centres and communities through the Towns Fund. Shipley and Keighley will benefit from the previous Towns fund allocation, but further amounts have not been received as part of the second tranche of funding announced recently.
- 3.8 The Spending review also made new announcements about a new £4bn Levelling up fund – there is currently little detail on the fund, and it won't impact on the 2021-22 budget, but it will potentially result in new investment in the district. Efforts will be made to attract as much of the fund as possible.
- 3.9 Individual Authority allocations for the Public Health grant are not yet known, however any increase is likely to be inflationary, and will be largely matched by an increase in costs associated with funding Agenda for Change pay increases linked to contracts with NHS providers.

Schools

- 4.0 The Prime Minister in his latest statement about the 3rd national lockdown said that additional IT equipment will be provided to children that can't access remote learning, and the Secretary of State for Education made a further statement on this on the 6th of January. Depending on what resources are made available to the Bradford District, the Government's provision could either supplement or substitute for the Council capital budget proposal to provide £2.2m of additional IT equipment to disadvantaged children.
- 4.1 The Schools' settlement headline increase figures (£2.2bn nationally in 2021/22) were already announced in December 2019. The Spending review 2020 simply confirms these commitments, but does confirm that the national school's budget will not be 'paired back' in 2022/23 in response to COVID. The 2021/22 overall settlement for schools nationally is c3% increase, so above inflation. Pupil Premium Grant however, which is a significant funding stream for the Bradford District, is not increased for inflation in 2021/22 and the settlement for early years is lower than for schools at between 1.3% and 1.5%.
- 4.2 Subject to further detail confirming what is actually meant, a full pay freeze for teachers at September 2021 will reduce pressure on school and academy budgets which could provide capacity for schools to re-deploy for COVID catch up activity/ raising attainment for example. However, not all schools will be in a more comfortable financial position (not all schools are going to get 3% in 2021/22).

- 4.3 In the Chancellors Comprehensive Spending Review statement £300m of capital funding was announced for new Special Educational Needs and Disability placements in 2021/22. It is currently unknown how the funding will be distributed, but any funding received could possibly supplement or substitute for the £6m for SEND expansion included within the Councils proposed capital investment.
- 4.5 The Schools Forum will shortly agree its recommendations on the allocation of the 2021/22 Dedicated Schools Grant. These recommendations will be presented to the Executive on 16 February.

5. LOCAL FUNDING ISSUES

- 5.1 At the meeting of the Executive held on 5 January 2021 the Council Tax base for 2021/2022 was approved as a total number of Band D equivalent properties of 142,000. This was already reflected in the 1st December report.
- 5.2 The provisional Business Rates Base was also approved at Executive on 5 January. The final Business Rates Base will be completed for the end of January and the final budget documents updated accordingly.
- 5.3 Discussions are taking place around the new West Yorkshire Business Rates Pool. The new Pool will redistribute within West Yorkshire a proportion of Business Rates that would otherwise be paid back to the Government. Values associated with this redistribution are currently unknown.
- 5.4 As outlined in the 1st December 2020 report addendum, a Council Tax and Business Rates collection fund deficit compensation scheme was announced as part of the Chancellors Comprehensive Spending Review statement in November. The details are still being worked through, but it now appears that 75% of qualifying irrecoverable losses will be paid in 2021-22, with the remaining deficit allowed to be spread over 3 years. The net benefit remains materially the same at c£5.5m as outlined in the addendum to the 1st December report.

6 Other Issues

- 6.2 The Qtr 3 Finance Position Statement for 2020-21 identified the continuing and growing pressures on Children's Social Care. The current budget proposals provide for £7.1m of budget increases in Children's Social Care next year, with additional amounts for IT and Legal services to support Children's Services.

7 Potential Effect of Items Highlighted in this Report

- 7.1 The overall impact of the Provisional Settlement and local funding issues is c£4.7m of improvements, resulting in a reduction in the call on reserves in comparison to the 1st December report from £12m to c£7.3m

8. OTHER MATTERS TO TAKE INTO CONSIDERATION

Reserves

- 8.1 At 31st December 2020 reserves stand at £236.9m (Council £204.5m, HRA £0.5m and Schools £31.9m). Unallocated reserves stand at £10.3m.
- 8.2 The Council has £15m of General Fund reserves, and £10.3m of unallocated reserves. These reserves are deemed to be the minimum level required to provide assurance about the ability to manage the Councils budget in a financial year given the high levels of uncertainty related to Covid, Brexit and future local government finance reforms.
- 8.3 There are however a number of other Earmarked reserves that could be re-designated or part used in 2021-22 should it be required. These include the £54.9m Financing reserves that resulted from the change in Minimum Revenue Provision policy in 2018-19. Again, should they be used then they will either have to be reimbursed, or otherwise it will cause a budget pressure from 2036 onwards. A review of earmarked reserves has commenced.

Consultation

- 9.0 Appendix B provides the outcome of the budget consultation which includes feedback received from the public, interested parties and key stakeholders.
- 9.1 In proposing the final budget the Executive will need to have due regard to the information contained within this report, the consultation feedback received, and the public sector equality duty as set out in section 149 Equality Act 2010.

10 RISK MANAGEMENT AND GOVERNANCE ISSUES

- 10.1 The uncertainties regarding the funding that will be available to the Council are considered within this report.

11. LEGAL APPRAISAL

- 11.1 It is necessary to ensure that the Executive have comprehensive information when considering the recommendations to make to Council on a budget for 2021/22 at their meeting on 16 February 2021. It is a legal requirement that Members have regard to all relevant information and the information in this report is considered relevant in this context.

1. S149 of the Equality Act 2010 (the Public Sector Equality Duty) provides as follows:

(1) A public authority must, in the exercise of its functions have due regard to the need to;

- a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act 2010
- b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it
- c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it

(3) Having due regard to the need to advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it involves having due regard, in particular, to the need to;

- a) remove or minimise disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic;
- b) take 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;
- c) encourage 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.

(4) The steps involved in meeting the needs of disabled persons that are different from the needs of persons who are not disabled include, in particular, steps to take account of disabled persons' disabilities.

(5) Having due regard to the need to foster good relations between persons who share a relevant protected characteristic and persons who do not share it involves having due regard, in particular, to the need to;

- a) tackle prejudice, and
- b) promote understanding.

(6) Compliance with the duties in this section may involve treating some persons more favourably than others; but that is not to be taken as permitting conduct that would otherwise be prohibited by or under this Act.

2. The Council must ensure that it has sufficient information to enable it to identify whether a proposal, if implemented, would disproportionately affect particular groups with relevant protected characteristics and if so whether any such adverse impact can be avoided or mitigated.

3. The courts have established a number of principles which the Council should take into account in making decisions:

- the duty means that the potential impact of a decision on people with different protected characteristics must always be taken into account as a mandatory relevant consideration
- where large numbers of vulnerable people, many of whom share a protected characteristic, are affected, consideration of the matters set out in the duty must be very high
- even if the number of people affected by a particular decision may be small, the seriousness or the extent of discrimination may be great. The weight given to the aims of the duty is not necessarily less when the number of people affected is small.

4. There is also a duty on all Best Value authorities to consult when making changes to services or ending service provision.

5. In addition to these specific legal duties, the Council has put out its proposals for public consultation and accordingly must have regard to the responses before making budget decisions.

6. In summary, it is necessary to ensure that Executive have comprehensive information when considering the recommendations to make to Council on a budget for 2021- 2022.

Case law has confirmed that, in order to fulfil the duty under S149 Equality Act 2010, Elected Members need to read in full the EIA forms and consultation feedback as it is a legal requirement that Elected Members have regard to all the relevant information and accordingly Elected Members are referred to all the information at Appendix B and the Annex to Appendix B and to the equality assessments <https://www.bradford.gov.uk/your-council/council-budgets-and-spending/budget-eias-2021-22/>

12. OTHER IMPLICATIONS

12.1 EQUALITY & DIVERSITY

The equality implications are considered in Appendix B of this report.

12.2 SUSTAINABILITY IMPLICATIONS

There are no direct sustainability implications resulting from this report.

12.3 GREENHOUSE GAS EMISSIONS IMPACTS

There are no direct greenhouse gas emissions implications resulting from this report.

12.4 COMMUNITY SAFETY IMPLICATIONS

There are no direct community safety implications resulting from this report

12.5 HUMAN RIGHTS ACT

There are no Human Rights implications resulting from this report

12.6 TRADE UNION

Trade Union feedback is outlined in Appendix B.

12.7 WARD IMPLICATIONS

There are no direct Ward or area implications resulting from this report.

12.8 IMPLICATIONS FOR CORPORATE PARENTING

None identified.

12.9 ISSUES ARISING FROM PRIVACY IMPACT ASSESMENT

None identified.

13. NOT FOR PUBLICATION DOCUMENTS

None

14. RECOMMENDATIONS

14.1 Executive are asked to note:

the contents of this report and to have regard to the information contained within this report when considering the recommendations to make to Council on a budget for 2021/22 at their meeting on 16 February 2021.

That in accordance with Section 149 of the Equality Act 2010, the Executive has regard to the information contained in Appendix B and the Annex to Appendix B together with the equality assessments when considering the recommendations to make to the Council on budget proposals for 2021-22.

15. BACKGROUND DOCUMENTS

Proposed Financial Plan 2021/22 and Addendum 1st December 2020 Executive

Calculation of Bradford's Council Tax Base and Business Rates Base for 2021/22 Executive Report 5 January 2021

2020-21 Qtr 3 Financial Position Statement Executive report 2 February 2021

16. Appendix A - SUMMARY OF FINANCIAL IMPLICATIONS

Appendix B - CONSULTATION FEEDBACK AND EQUALITY ASSESSMENT FOR THE 2021-22 COUNCIL BUDGET PROPOSALS FOR 2021-22

APPENDIX A: SUMMARY OF FINANCIAL IMPLICATIONS

	2021/22 Budget £'000
NET EXPENDITURE	
2020/21 Budget brought forward	378,080
Reversal of non-recurring investment from 2020/21	(5,630)
Sub total	372,450
Proposed Recurring Investments in 2021-22	12,411
Funding Changes	(5,107)
Inflation incl Pay Award	14,120
Base Net Expenditure Requirement	393,874
Demographic pressures in Adults, Children's and Waste	1,850
One off investments	0
Capital financing and central budget adjustments	(1,143)
Previously approved budget savings	(9,142)
Amended prior Budget decisions	1,608
New Budget proposals for consultation	(745)
Net Expenditure Requirement	386,303
RESOURCES	
Localised Business Rates	(62,458)
BR Collection fund deficit from 2020-21	924
BR Collection fund deficit compensation scheme (75%)	(693)
Adj to enable remaining 25% deficit to be split over 3 years	(231)
Remaining forecast BR fund deficit repayment (£231k split over 3 years)	77
Top Up Grant	(69,259)
Revenue Support Grant	(34,800)
Council Tax	(212,874)
CTax fund deficit from 2020-21	6,400
CTax 2020-21 fund deficit compensation scheme	(4,800)
Adj to enable remaining 25% deficit to split over 3 years	(1,600)
Remaining 2020-21 CTax fund deficit repayment (£1.6m split over 3 years)	533
Pre-approved use of reserves	(198)
Proposed use of reserves to balance 2021-22 budget	(7,325)
Total Resources	(386,303)
Budget (surplus)/shortfall	0

Appendix B

CONSULTATION FEEDBACK AND EQUALITY ASSESSMENT FOR THE 2021-22 COUNCIL BUDGET PROPOSALS FOR 2021-22

1. SUMMARY

On 1 December 2020 the Executive approved new budget proposals for consultation with the public, partners, local business, the voluntary and community sector, and other interested parties, staff and the Trade Unions. This appendix provides feedback from the public engagement and consultation programme. There is particular reference to the Council's responsibilities under equality legislation to enable the Executive to have due regard to the Public Sector Equality Duty when considering its recommendations to Council on proposals for the 2021-22 budget.

2. BACKGROUND

Best Value and the Equality Act

- 2.1 Statutory guidance on Best Value introduced in September 2011 and reaffirmed in March 2015 reminds local authorities that they are under a duty to consult service users and potential service users, local voluntary and community organisations, and small businesses.
- 2.2 There should also be opportunities for organisations, service users and the wider community to put forward options on how to reshape the service or project. Local authorities should assist this engagement by making available all appropriate information in line with the Government's transparency agenda.
- 2.3 The Equality Act 2010 protects people from unlawful discrimination on the basis of 'protected characteristics'. The Equality Act 2010 defines protected characteristics as age, disability, gender reassignment, pregnancy and maternity, marriage and civil partnership, race, religion or belief, sex, and sexual orientation. As outlined in the recently approved Equality Plan, the Council's approach to equalities goes beyond this, by looking at equality more broadly and taking into account the impact of our decisions on people on low income or with a low wage.
- 2.4 The 2010 Act also introduced a specific Public Sector Equality Duty which requires local authorities, in the exercise of their functions, including when making decisions, to have due regard to the need to:
 - Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act;
 - Advance equality of opportunity between people who share a protected characteristic and people who do not share it; and
 - Foster good relations between people who share a protected characteristic and people who do not share it.
- 2.5 In discharging this duty, local authorities not only need to understand how different people will be affected by their activities, proposals and decisions, they also need to

demonstrate that they have given due regard by publishing information that shows they have consciously discharged their responsibilities as part of the decision-making process.

2.6 There is a range of guidance materials on the Public Sector Equality Duty from the Equality and Human Rights Commission (EHRC) to assist the bodies that are subject to the duty, to understand the duty and meet their responsibilities. This notes that a public body will only be able to comply with the general equality duty in relation to a decision, if the ultimate decision maker:

- Understands the body's obligations under the general equality duty.
- Has sufficient information.
- Demonstrably takes this information fully into account throughout the decision-making process.

2.7 The EHRC emphasises the importance of ensuring that the duty is complied with before a decision is taken, while options are being developed and appraised, as well as at the time of the actual decision. The duty cannot be used retrospectively to justify a decision.

3. OTHER CONSIDERATIONS

3.1 The engagement and consultation programme in relation to the budget proposals for 2021 – 2022 was agreed by the Executive at its meeting on 1 December 2020. At the meeting the Executive reaffirmed its commitment to a public engagement and consultation programme designed to meet the legislative duties and to fulfil the following objectives:

- Support the 2021-22 budget setting process in as fair and as transparent a way as possible.
- Ensure that the Council meets its specific duties under equality legislation, in particular that the potential impact of the proposals on groups or individuals who share protected characteristics are considered, assessed and consulted upon. This would also be extended to those on low income/low wage.
- Ensure that Trade Unions and staff are consulted appropriately and in a timely manner.
- Meet Best Value Statutory Guidance regarding the way local authorities should work with Voluntary and Community Sector (VCS) organisations and small businesses when facing difficult funding decisions.
- Consult and engage with the VCS.
- Ensure the Council complies with all other legal duties to consult.

3.2 While the Council is not required under statute to produce or publish Equality Impact Assessment (EIA) forms specifically, a local decision has previously been taken to continue to use EIA forms. Equality impacts are considered by officers and elected members as part of the development of the budget proposals, with assessments recorded through an EIA form. The forms can then assist members of the public and other interested parties to view potential equality impacts. This will show where a disproportionate impact has been identified, or where an impact affects a number of people or particularly vulnerable groups. Mitigations will have also been considered, and where these have been possible, they have also been

captured on the EIA forms.

- 3.3 Case law has confirmed that in order to fulfil the duty under S149 of the Equality Act 2010, elected members need to have considered equality impacts and given due regard to the three aims of the Equality Duty as part of their decision making processes.
- 3.4 EIA forms outlining identified equality impacts on the new budget proposals agreed by the Executive at their meeting on 1 December 2020 are available on the Council's web site at <https://www.bradford.gov.uk/your-council/council-budgets-and-spending/budget-eias-2021-22/> . A summary of these is also provided in Annex 1 to this document. Feedback from the consultation where respondents have identified a possible negative equality impact related to a proposal is also provided in Annex 1.
- 3.5 Following a review and assessment of the consultation feedback, EIA forms will be updated then republished at the same time as the papers for the Executive meeting to be held on 16 February 2021.

4 Cumulative Equality Impacts on the 2021-22 Budget Proposals

The budget proposals have been prepared to support delivery against the Council Plan and Equality Plan priorities that were approved by Council in December. A major thrust of the Council Plan is to support the District and its people through the COVID-19 pandemic and to support the District's recovery. As such measures within the budget proposals aim to support our vulnerable and disadvantaged residents whilst supporting the District as a whole. The proposals also contribute to fulfilling our equality duties to:

- Advance equality of opportunity between people who share a protected characteristic and people who do not share it; (for instance through our proposals for education, skills, etc.) and
- Foster good relations between people who share a protected characteristic and people who do not share it. (for instance through our proposals for culture, stronger communities etc.)

As the budget proposals are for investment no significant cumulative negative impacts have been identified across the proposals. This assessment is based on the draft budget proposals presented to Executive in December. All EIA forms will be updated where required and republished on the Council's website at the same time as the papers for the Executive meeting to be held on 16 February 2021. This will include an overall assessment of equality impact of the final Budget proposals.

Table showing the total level of impacts across each protected characteristic

group from proposals presented to Executive in December.

Protected Characteristic	Impact Levels			
	High	Medium	Low	TOTAL
Age	0	1	3	4
Disability	0	1	1	2
Gender reassignment	0	0	1	1
Race	0	0	1	1
Religion/belief	0	0	1	1
Pregnancy/Maternity	0	0	1	1
Sexual Orientation	0	0	1	1
Sex	0	0	2	2
Marriage & Civil Partnership	0	0	1	1
Low Income/Low Wage	1	0	3	4

However, whilst no significant cumulative negative impacts result directly from these proposals we know that COVID-19 has had a disproportionate impact both on the District as a whole and specific groups within it.

5 Consultation Process

- 5.1 The consultation provided the people, partners and businesses of the district along with Council staff and their Trades Unions with opportunities to provide their views on the budget proposals, to help shape and inform final decisions. The budget consultation sought comments on proposals for the financial year 2021/2022.
- 5.2 The consultation was open from 1 December 2020 to 15 January 2021. The consultation comprised of a survey enabling individuals and organisations to comment on the proposals of their choosing. Online meetings to receive feedback were offered to all partners and a number of online open public consultation events were also offered. However, there was no take-up of the public online events.
- 5.3 The public and others responding to the consultation could provide their responses online or by writing to the Council using a freepost address. The Council's website, press releases, social media (Twitter and Facebook), direct email to partners and organisations and the Council's app were used to promote the consultation. The budget information was also provided in easier read and other accessible formats.
- 5.4 The consultation has been promoted to:
- Strategic partnerships and partnerships
 - Partner organisations from across the district
 - Parish and Town Councils
 - Voluntary and Community Sector
 - Faith Groups

- Business community – via Economic Recovery Board and the Chamber
- Organisations that advocate or represent specific groups or communities

5.5 Meetings with partners and other groups have taken place with:

- District Strategic Co-ordination Group
- Bradford District VCS Assembly Steering Group
- Covid Youth Ambassadors
- Bradford, Airedale, Wharfedale and Craven CCG
- Anti-Poverty Co-ordination Group
- Economic Recovery Board
- Health and Wellbeing Board Equalities Group
- Equity Partnership Trustees
- Council Staff Directed Networks leads
- Local Council Liaison Group
- Bradford Talking Media work groups
- Trades Unions

Additional groups and partnerships, such as the Stronger Communities Partnership, have directly requested representatives to provide feedback.

Some additional feedback is expected through the Covid Youth Ambassadors and the Looked After Children engagement. This has been delayed due to specific work taking place around COVID-19. If this becomes available in time, it will be presented to the Executive meeting of the 16 February 2021.

5.6 The Appendix provides the consultation feedback on the budget proposals and feedback on their equality impacts for Executive's consideration when considering the recommendations to make to the Council on budget proposals for 2021-2022.

6 Consultation – Responses and feedback received

6.1 At the close of the consultation on the 15 January 2021, the Council had received 75 responses through its online survey, and 20 responses to Council social media posts. In total this had generated 77 comments to the budget proposals and a further 20 comments not related to the proposals

6.2 Paper copies of completed survey were not submitted.

6.3 The consultation also received six email responses related to the proposals and other issues, one from a member of the public, one from a not-for-profit organisation interested in one of the proposals, a further being a formal response from Bradford, Airedale, Wharfedale and Craven CCG and one from the Bradford Hindu Council. Bradford Talking Media also emailed feedback from their work groups to the consultation proposals.

6.4 In addition, the following organisations provided feedback via consultation meetings:

- District Strategic Co-ordination Group

- Bradford District VCS Assembly Steering Group
- Covid Youth Ambassadors
- Bradford, Airedale, Wharfedale and Craven CCG
- Equity Partnership Trustees
- Council Staff Directed Networks leads
- Local Council Liaison Group

6.5 The number of comments received through responses to the survey, social media and emails and through the partner and focus groups for each of the proposals was as follows:

Ref	Proposal	Survey/ Social media	Partner Focus Groups	Total
	Increase in Council Tax by 1.99%	48	1	49
	Social care precept	1	1	2
CHR8.3	Skills House - Investment	0	2	2
CHR8.1	Children's Services demand pressures & improvement	1	1	2
PR8.1	Waste Services demand & lower recycling income	4	2	6
CR8.1	Learning & Development and equalities	3	3	6
HWR8.1	Adults Commissioning Team expansion	2	1	3
PR8.2	Stronger Communities Team	2	2	4
	Adult Social Care demographic growth to meet demand pressures arising from population growth.	0	1	1
PR8.3	Culture investment	15	3	18
PR8.4	Housing First	1	1	2
CXR8.1	Safeguarding Pressure	0	1	1
CRR8.6	Continuing support for Community Asset Transfers	2	1	3
CHNR8.1	Raising Attainment in schools	0	1	1
6X1	Welfare Advice & Customer Service 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'. Delay the full implementation of the £844k approved saving to 2022-23 as these services are critical to the on-going response to Covid and continue to review their approach to delivery.	2	2	4
5E2.	Youth Services Saving Delay the £513k saving to 2022/23 at a cost of £513k as response to Covid has been critical	5	3	8
PCS1	BACES Additional Investment in Bradford & Airedale Community Equipment Service (BACES) is required beyond the currently approved funding period. The capital budget is an essential part of the BACES requirement for small and minor adaptations to people's homes that are not Disabled Facilities Grant eligible or for larger items of equipment such as Stair lifts and Hoists. It is intended that there will be a future requirement of £350k for Learning Disability service users and £400k for more general BACES capital items.	1	1	2
PCS2	Great Places to Grow Old – Saltire Residential Care Home The Scheme is already in the CIP for the construction of a new 50 bed short stay residential home on the site of Neville	1	1	2

	Grange in Saltaire.			
PCS4	Core IT Infrastructure This is for SAP developments and the Digital Strategy capital innovation fund. It will be funded by £0.4m already in the 20-21 Programme, £0.2m revenue contribution and the remainder corporate borrowing.	0	1	1
PCS5	SEND Expansion This is the estimate of the additional budget need above current Basic Needs Grant. It would be funded by corporate borrowing and be used to complete SEND expansion in mainstream schools and SEN schools.	2	1	3
PCS6	IT Processes and Systems – End to End Review A planned programme of work to systems and processes. The improvements to the systems are designed to promote better practice including facilitating improvements in the quality of analysis and the extent to which the child's lived experience is captured. This in turn will contribute to enhanced planning and review, helping us to ensure that progress towards clear targets is monitored.	1	0	1
PCS7	Laptops for Children Investment programme for raising attainment across the District. It includes continuing to invest capital funding in Digital Inclusion for Disadvantaged Children & Young People by investing in an infrastructure to support the programme.	2	3	5
Total		93	33	126

6.6 Consultation – Feedback on Proposals

Support for the Council budget proposals

District Strategic Co-ordination Group were supportive across all of the proposals. Whilst not providing feedback on specific proposals they welcomed that the Council intended to invest in the area and the proposed specific support in key areas. They also welcomed that there were no cuts planned to services.

Bradford Talking Media work groups, provided feedback on specific proposals and were also supportive of the proposals and agreed that the Council needed to spend money on people and businesses that have been affected because of coronavirus.

Partners and focus groups were generally supportive of the proposals and made comments against specific proposals.

Trade Union feedback

Trades Unions provided the feedback below following the Council's consultation meetings with them through OJC Level 1.

“The Joint Trades Unions recognise the difficulties facing the authority at the present time. We will continue to fully support our members in respect of any workplace issues they have. We note and appreciate that no Section 188 notice was issued and applaud the move to withdraw the necessity for compulsory redundancies. As always we continue to work within the existing Industrial relations

framework to mitigate outstanding budget decisions. and look forward to comprehensive and meaningful consultation through this difficult and challenging time”.

Headlines from the feedback received

The following provides some of the headline feedback made on the specific budget proposals. These comments have come through the online questionnaire, social media, direct emails, and from online meetings with partners and focus groups.

Increase in Council Tax by 1.99%
Whilst there was support and understanding from a minority of respondents and some partners for this proposed raise, most of the comments were in regard to people’s ability to pay due to low income and the impacts of COVID-19 on families’ finances. Suggestions were made to alleviate the burden on residents
Culture investment PR8.3
There were mixed views expressed about this proposal with some respondents stating it wasn’t a priority and others seeking more funding to support what they see as being a vital sector for the district. Partners who considered this proposal were supportive.
Youth Services Saving 5E2
Respondents to the online survey expressed support and suggested the proposed cut should be removed and more funding was needed as need will increase further post pandemic. Equity Partnership Trustees and the Youth Covid Ambassadors also welcomed the deferral of the cut and sought to have it removed completely. Equity also considered the Service to be key to safe guarding LGBTQ+ young people. Bradford, Airedale and Wharfedale CCG were supportive of the proposal.

A summary of all responses is contained in Annex 1 - Consultation feedback and suggestions against the budget proposals and equality impacts of those proposals to this appendix.

7 Background documents

Report to Executive on 1 December 2020: Proposed Financial Plan 2021-22
<https://bradford.moderngov.co.uk/ieListDocuments.aspx?CId=143&MId=7340&Ver=4>

Equality Impacts for Budget Proposals 2021-22
<https://www.bradford.gov.uk/your-council/council-budgets-and-spending/budget-eias-2021-22/>

Annex 1 –Consultation feedback and suggestions against the budget proposals and equality impacts of those proposals

All proposals are included in the tables below. Where feedback has not been received for a proposal, this has been stated

Proposed revenue strategy 2021-22					
Ref	Proposal for change	As published December 2020		Consultation feedback about the proposal	Consultation feedback about equality impacts and Suggested changes from consultees to the proposals
		Equalities Impact	Mitigation		
	Increase in Council Tax 1.99%	<p>Use of the funds raised through this proposal may have a positive impact on people who share a protected characteristic – as reflected in the report to Council Executive of 1 December 2020 - Proposed Financial Plan and Budget proposals for 2021/22.</p> <p>Raising the amount of Council Tax payable on properties could have a disproportionate impact on people on low incomes.</p> <p>Bradford is the 5th most income deprived local authority in England.</p>	<p>The Council Tax Reduction Scheme that provides between 70 and 100% reduction for those eligible dependent on which criteria they meet – People on low income who are pensioners or working age can apply.</p> <p>25% discount for single occupancy.</p> <p>Exemption for care leavers up to age 21 and also disregarded for assessing number of adults in a property for Council Tax up to end of year when care leaver reaches age 25.</p> <p>Other discounts are available based on a range</p>	<p>Forty-seven of those responding via the online survey or to Council social media posts commented on this proposal.</p> <p>All, but one, respondents were concerned about the impact of the proposed raise in Council Tax, some suggested ways the impact on families and on individuals' finances could be offset.</p> <p>Of these, 22 two concerns were raised about residents not being able to afford to pay the proposed increase in Council Tax with low income, people being made redundant, people on furlough and unsure of their futures and businesses failing due the impacts of COVID-19 being cited most often. That the increase would be a further hardship on those struggling.</p> <p>Others were concerned about the impact</p>	<p>Equality impact feedback</p> <p>Respondents commented that there could be negative impacts from this policy on the following people:</p> <ul style="list-style-type: none"> • At risk of redundancy, • On furlough, • The unemployed • Those on low income • Some pensioners on low income • Those above with families to support • Children in families who are on low income or in families where income has been reduced due to COVID-19 <p>Suggested changes from</p>

Proposed revenue strategy 2021-22

Ref	Proposal for change	As published December 2020		Consultation feedback about the proposal	Consultation feedback about equality impacts and Suggested changes from consultees to the proposals
		Equalities Impact	Mitigation		
			of personal circumstances, such as reductions in the Council Tax payable on properties adapted to meet the needs of a disabled resident.	<p>the increase would have on their own families' finances and that they were struggling to pay already. That yearly pension increase goes on the Council Tax.</p> <p>Some expressed the view that Keighley would not benefit from the proposal.</p> <p>Other views expressed included reference to Council reserves, that the rise was year on year, issue was about collection rates.</p> <p>One respondent supported the proposal stating that the Council would not be able to do its work without the raise, that the Council had kept people well informed and provided great value during the pandemic.</p> <p>Partners and focus groups feedback Bradford VCS Assembly Steering Group expressed surprise at the level of increase and wanted the Council to consider further support to offset this increase for families in poverty and those affected by COVID-19 (even those who would normally be considered as being better off).</p> <p>Bradford Talking Media Work Groups were concerned about the proposed rise in</p>	<p>consultees to the proposals:</p> <ul style="list-style-type: none"> • Reduce or impose no or only a 1% increase in the Council Tax and the Social Care Precept or delay the increase for a year and collect all CT due. • Put more support into helping those who can't afford to pay • Target a support package at the poorest in the District. • Increase efficiency in the Council and cut costs by imposing pay freezes, cuts to pay and allowance, reducing number of elected members, stop making cycle lanes and charge cyclists for their use. • Spend money across the district fairly and spend every penny in the District • Apply a personal

Proposed revenue strategy 2021-22

Ref	Proposal for change	As published December 2020		Consultation feedback about the proposal	Consultation feedback about equality impacts and Suggested changes from consultees to the proposals
		Equalities Impact	Mitigation		
				Council Tax. Some people thought it was unfair as many people had lost their jobs and businesses due to COVID-19. However, one person thought it was fair that Council Tax would go up. As long as the money is spent well.	<p>charge against all adults instead of the Council Tax</p> <ul style="list-style-type: none"> Review Council Tax Bandings.
	Social Care Precept 3%	<p>This funding will support the continuation of social care services.</p> <p>Applying a Social Care precept on properties could have a disproportionate impact on people on low incomes</p> <p>Bradford is the 5th most</p>	As above for proposal to increase Council Tax.	<p>One of those responding via the online survey directly commented on this proposal. Others commenting about the proposed Council Tax increase also mentioned the Social Care Precept or referred to the proposed '4.9 or 5%' increase.</p> <p>Concern raised was about residents' ability to pay especially mid-pandemic. Mention was also made to the expected increase in other levies too – such as parish council,</p>	<p>Equality Feedback:</p> <p>Respondents commented that there could be negative impacts from this policy on the following people:</p> <ul style="list-style-type: none"> Those on low income and those whose finances had been impacted by COVID-19 <p>Most people commenting on</p>

Proposed revenue strategy 2021-22

Ref	Proposal for change	As published December 2020		Consultation feedback about the proposal	Consultation feedback about equality impacts and Suggested changes from consultees to the proposals
		Equalities Impact	Mitigation		
		income deprived local authority in England.		<p>police.</p> <p>In addition, a comment was made that many won't be able to afford the rise and won't be able to get help in paying it.</p>	<p>the proposed Council Tax Increase either mentioned or referred to the levy of the Social Care Precept, equality impacts identified in relation to the Council Tax proposal should also be considered in relation to this proposal.</p> <p>Suggested changes from consultees to the proposals:</p> <ul style="list-style-type: none"> • No or only a 1% increase

Proposed Recurring Investments for 2021-22

Ref	Proposal for change	As published December 2020		Consultation feedback about the proposal	Consultation feedback about equality impacts and Suggested changes from consultees to the proposals
		Equalities Impact	Mitigation		

Proposed Recurring Investments for 2021-22

Ref	Proposal for change	As published December 2020		Consultation feedback about the proposal	Consultation feedback about equality impacts and Suggested changes from consultees to the proposals
		Equalities Impact	Mitigation		
CHR8.1	Children's Services demand pressures & improvement	The additional resource will provide capacity to implement and sustain required improvements as part of our Ofsted improvement journey at a good pace; enable us to reduce staff turnover; ensure we have sufficient placement capacity to cope with the rising numbers of children in care; and support healthier and safer working cultures and environments to improve our quality of practice with more manageable workloads.	N/A	<p>No direct comments were received from those responding to the online survey or Council social media posts but two indirect comments were received in relation to other proposals.</p> <p>One noted that Children's Services were drastically impacted by previous cuts. The respondent wanted more details about the proposal.</p> <p>Partner and Focus Group feedback</p> <p>Formal response from Bradford, Airedale, Wharfedale and Craven CCG</p> <p>We welcome this allocation to children's services. The CCG would welcome a discussion to consider how we address the following system challenges to increase timely access, enhanced quality and improved safety for our local service users:</p> <ol style="list-style-type: none"> 1. Service related pressures placed on the health and care system by a disproportionate increase in the number of children looked after. 	<p>No equality feedback was received</p> <p>Suggested changes from consultees to the proposals:</p> <ul style="list-style-type: none"> • Sell assets to raise funds needed.

Proposed Recurring Investments for 2021-22

Ref	Proposal for change	As published December 2020		Consultation feedback about the proposal	Consultation feedback about equality impacts and Suggested changes from consultees to the proposals
		Equalities Impact	Mitigation		
				<p>The CCG is particularly concerned about the safety and timeliness of services provided to these children and young people and is keen to explore how we 'act as one' to remedy this;</p> <ol style="list-style-type: none"> 2. Children's autism; developing a shared system solution to the lengthy waits that children currently experience regarding diagnostic and assessment 3. Education health and care plans (EHCP); addressing jointly, the quality and therapy issues that impact on children who require a EHCP. 	
CHR8.3	Skills House - Investment	The intention of the scaling up of Skills House is to have positive impact on all people in the district and enhance equality of opportunity. However, to ensure this is successful continued equality assessments and judgements will need to be made.	A commitment has been made to provide a set of interventions to meet underlying local need. From an equality perspective this includes people on low pay and facing social inequalities. It is also intended to build capacity of deprived communities and residents to be better able to access employment	<p>No feedback received from the online survey or to Council social media posts</p> <p>Partners and focus groups feedback</p> <p>Bradford VCS Assembly Steering Group said that VCS and Council work in partnership to support skills and employability across the District. However, nothing in the budget papers to suggest how much allocation will be</p>	<p>Equality feedback</p> <ul style="list-style-type: none"> • LGBTQ+ young people may need more support in accessing employment support and employment <p>Suggested changes from consultees to the proposals:</p> <ul style="list-style-type: none"> • Ensure specific support is

Proposed Recurring Investments for 2021-22

Ref	Proposal for change	As published December 2020		Consultation feedback about the proposal	Consultation feedback about equality impacts and Suggested changes from consultees to the proposals
		Equalities Impact	Mitigation		
		<p>The programme's intentions are to create a more diverse workforce (by age, geography, ethnicity and disability) which is better equipped to deliver on current and future economic demands, with greater resilience. Skills House has the potential to be the enabler for system-wide alignment and transformation to address poverty, social exclusion and inequality whilst also meeting the future workforce requirements of employers.</p> <p>This will be particularly necessary as a consequence of the COVID-19 pandemic. The people most likely to hold vulnerable jobs and therefore be affected by a COVID-19 related</p>	<p>opportunities and training to secure sustainable employment and careers.</p> <p>It is also the intention of the wider programme of work to ensure there are suitable jobs (and terms and conditions) to meet the diversity of people in the district who are or will be seeking work. That could be on-job training opportunities, flexible working hours, acceptance of cultural needs (clothing, prayer times), so as not to inadvertently exclude certain protected characteristic groups.</p> <p>To ensure suitable and sustained employment of a diverse range of people the programme will:</p> <ul style="list-style-type: none"> • Have a focus on voluntary engagement to sustain clients' engagement and commitment, though there 	<p>used to support this partnership work. Also, do not want to see competition created around this in the (VCS) sector.</p> <p>Would like to check what will be going to the VCS sector from this allocation? How the allocation will create capacity and reassurance that this won't create competition?</p> <p>Equity Partnership Trustees were concerned about youth unemployment during and following the pandemic. They fed back that some young people from the LGBTQ+ community in particular, may need tailored and targeted support to help build their confidence to seek and obtain employment support and jobs. Equity also said that they would be keen to work in partnership with the Council on this.</p>	<p>in place to support groups with specific needs</p> <ul style="list-style-type: none"> • Offer apprenticeships in areas/settings aimed at people, and young people, from specific under represented identities or from specific underrepresented groups

Proposed Recurring Investments for 2021-22

Ref	Proposal for change	As published December 2020		Consultation feedback about the proposal	Consultation feedback about equality impacts and Suggested changes from consultees to the proposals
		Equalities Impact	Mitigation		
		<p>recession are:</p> <ul style="list-style-type: none"> • People on low-wages and with low skills (Low income/low wage) • Women (sex) • Young people (age) <p>The ambition is to support the district as a whole, however certain support schemes/ activities may inadvertently only positively impact certain protected characteristic groups. For example, some of our programmes are likely to involve digital support, which will disproportionately impact on people who might have reduced access and capabilities with digital platforms and equipment – older people, disabled people and those on low</p>	<p>might be targeted promotion of certain groups if needed.</p> <ul style="list-style-type: none"> • Ensure a seamless service to clients that meet their needs. • Have an in-depth upfront assessment to understand the real barriers to work, which might include health issues or other sensitive personal circumstances. • Use the assessment to develop a personalised journey into sustained work. • Make a good match with employment opportunities so that the work and its conditions are appropriate for the clients physical and learning disabilities and mental health, and a focus of the quality of work. • Sustained support in work to ensure retention and career progression. • Offer sector specific training and skills 		

Proposed Recurring Investments for 2021-22

Ref	Proposal for change	As published December 2020		Consultation feedback about the proposal	Consultation feedback about equality impacts and Suggested changes from consultees to the proposals
		Equalities Impact	Mitigation		
		<p>income.</p> <p>Disabled people are in some cases going to need more intensive or bespoke support, thereby making them less likely to progress. This will have an impact on the capacity available within Skills House and would need to be considered.</p>	<p>development.</p> <ul style="list-style-type: none"> • Have opportunities from entry level to graduate level. <p>Each SkillsHouse 'support scheme' will need to be assessed for who is accessing it and consequently being supported through to training and/or employment. Should particular protected characteristic groups be identified as having proportionally low take up, then the schemes will either need to be changed, or additional ones set up to target those groups of people especially.</p> <p>This EIA will therefore be updated once the detail of those individual support schemes is known, and then regularly reviewed to support progress with developing the SkillsHouse</p>		

Proposed Recurring Investments for 2021-22

Ref	Proposal for change	As published December 2020		Consultation feedback about the proposal	Consultation feedback about equality impacts and Suggested changes from consultees to the proposals
		Equalities Impact	Mitigation		
			offer. There is also system wide support to reach all our communities with community outreach capacity being available from all partners involved - Bradford Council, Bradford College, Shipley College, Keighley College, University of Bradford, Department of Work and Pensions, National Careers Service, West Yorkshire Combined Authority, Connexions, Incommunities, Cellar Trust.		
PR8.1	Waste Services demand & lower recycling income	The proposal will have a positive impact on all residents of Bradford by allowing service continuation and improvements. By removing waste and keeping community areas clean, this may have additional benefits of removing potential for	N/A	Two respondents to the online survey commented on this proposal Comments were made that the budget wasn't enough as there is litter all over the District and that it was unclear how the funding would be used to reduce costs – if to fund incinerator projects, one respondent would be against the proposal	No equality feedback was received Suggested changes from consultees to the proposals: <ul style="list-style-type: none"> Measures to green Bradford City centre and Keighley town centre such as by

Proposed Recurring Investments for 2021-22

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		Equalities Impact	Mitigation		
		harassment/victimisation due to the visible waste building up.		<p>Two other comments were that streets should be cleaned regularly and that street cleaning had rarely been seen.</p> <p>Partner and Focus Groups feedback</p> <p>Bradford Talking Media Work Groups fed back that as that services had not been so good during the pandemic such as bin collections etc. they agreed that money should be spent on them. Some in the Group said that having clean cities and towns was really important. Groups felt that as Keighley and Bradford City centre were dirty with lots of shops closing down the Council could make them greener by planting trees.</p> <p>At the Local Council Liaison Group, a local Parish Councillor welcomed the investment and commented that areas need regular cleaning to support local people and also tourism.</p> <p>Email and letters</p> <p>A local parish councillor who over all</p>	<p>planting trees and other measures</p> <ul style="list-style-type: none"> • Survey streetscape and assess resource needed to keep it clean and in repair

Proposed Recurring Investments for 2021-22

Ref	Proposal for change	As published December 2020		Consultation feedback about the proposal	Consultation feedback about equality impacts and Suggested changes from consultees to the proposals
		Equalities Impact	Mitigation		
				supported the budget proposals, said that more should be done to keep he district clean, maintain the highways and grass verges and the public realm generally as it would improve the overall image and encourage more people to live, work, play, visit and do business here. This would also support active travel such as walking and cycling.	
CR8.1	Learning & Development and equalities	The Workforce Development Strategy and the Equality Plan identify a number of areas where the Council needs to take action to ensure that all people across all protected characteristics have a fair opportunity to: apply for jobs with the Council, be recruited to Council jobs, have training and promotional opportunities	N/A	<p>Three comments were received via the online survey and in response to social media posts</p> <p>This proposal appears to have caused some confusion in what it intended to achieve with a comment submitted that the amount is a lot if for advertising</p> <p>A further comment also gave evidence of this confusion with a respondent stating that the amount proposed won't be enough to catch-up on education attainment.</p>	<p>Equality impact feedback</p> <ul style="list-style-type: none"> • Children - the respondent linking this proposal to education commented that it would have a negative impact on children as not enough was being spent. <p>Suggested changes from consultees to the proposals</p>

Proposed Recurring Investments for 2021-22

Ref	Proposal for change	As published December 2020		Consultation feedback about the proposal	Consultation feedback about equality impacts and Suggested changes from consultees to the proposals
		Equalities Impact	Mitigation		
		<p>in line with their needs and abilities. That services are appropriate to meet the needs of residents, that all residents have fair access to services to support them, that they are able to use their voice to influence decisions, have a safe environment in which to live, learn, work, play and grow no matter who they are, what their background is or where they live in the District.</p> <p>A number of actions within the Workforce Development Strategy and the Equality Plan aim to support people and communities to understand and respect people from cultures, backgrounds and with different protected characteristics to</p>		<p>A final comment was a question as to why the council 'seems to recruit staff in its own image?'</p> <p>Partners and focus groups feedback</p> <p>Bradford VCS Assembly Steering Group fed back that the Council also needs to be transparent about how things will be measured against the equality agenda and that dedicated Council equality staff resource was needed in this area.</p> <p>They also commented that many communities are labelled as 'white' masking their needs. A radical shift in how data is collected is required as it's not nuanced enough except perhaps in regards to South Asian communities. Danger is that for others we don't have the same level of data and therefore don't assess needs.</p> <p>They suggested that the Anti-Poverty Co-ordination Group needs resourcing as do good work and are needed.</p>	<ul style="list-style-type: none"> • Fund the Anti-Poverty Co-ordination Group to do more work to reduce inequalities • Equality Impact Assessment to be used to reduce gaps and impacts on new communities • Improve data capture to enable evidence of need to be identified for smaller, newer and 'hidden' groups • Develop a community engagement strategy

Proposed Recurring Investments for 2021-22

Ref	Proposal for change	As published December 2020		Consultation feedback about the proposal	Consultation feedback about equality impacts and Suggested changes from consultees to the proposals
		Equalities Impact	Mitigation		
		<p>themselves. There are also actions to address inequality of opportunity in terms of employment, training and promotion and access to services and support experienced by people who share specific protected characteristics and the local characteristic of 'low income'.</p>		<p>Equality Impact Assessments need to focus on not widening the gap and on assessing the impacts on new communities. Also need to look at 'Community Assessment'. All funding to support the agenda has been short term which creates problems. They also mentioned a need for a Community Engagement Strategy.</p> <p>The Council's Staff Self-directed Network Leads Group suggested a dedicated equality staff resource is needed to support the equalities work.</p> <p>Formal response from Bradford, Airedale, Wharfedale and Craven CCG</p> <p>The CCG supports this investment as workforce is at the heart of our shared success as a system. It would be helpful to have a discussion to consider how we can work together to understand how this additional investment helps contribute to system priorities for developing our workforce to best improve outcomes for our population.</p>	

Proposed Recurring Investments for 2021-22

Ref	Proposal for change	As published December 2020		Consultation feedback about the proposal	Consultation feedback about equality impacts and Suggested changes from consultees to the proposals
		Equalities Impact	Mitigation		
CR8.2	IT requirements to support Children's Services	<p>The proposal and Programmes of work will advance equality as all those individuals requirements with a protected characteristic will be considered as part of any deployment process. For example, an individual may have a disability – sight impairment which would require a larger size laptop or specific software.</p> <p>It maybe that individuals who are of the Age Protected Characteristic will have a disproportionate impact.</p>	<p>Training guidance via IT Services Fundamentals Toolkits on Bradnet are available.</p> <p>Additional support would also be provided by individual's line managers and the Children's Workforce Development as required. There are also Evolve training courses available to provide support and user guides will be supplied as part of any software changes which take place in Children's Services. The training issues for the changes in the Children's IT End to End Programme and the Modern Workplace Programme will consider these as part of their EIA. Employee Health and Wellbeing would also provide support where appropriate.</p>	No feedback received	<p>No equality feedback was received</p> <p>No suggested changes from consultees to the proposals were received</p>

Proposed Recurring Investments for 2021-22

Ref	Proposal for change	As published December 2020		Consultation feedback about the proposal	Consultation feedback about equality impacts and Suggested changes from consultees to the proposals
		Equalities Impact	Mitigation		
			There is also the additional option for colleagues to apply under the Apprenticeship Levy to undertake qualifications which may include IT courses.		
CR8.3	SEND Transport Demographic Growth	Children who will benefit from the proposal share a protected characteristic under the Equality Act 2010. The proposal will ensure that the Council is able to fulfil its statutory duty under the Act. The proposal benefits parents of children with special educational needs, a disability or mobility problems and facilitates their attendance at schools.	N/A	No one responding via the online survey or to a Council social media post directly commented on this proposal but a comment was made about this proposal in connection to Council Tax as follows: Is there a crisis in SEND in Bradford?	No equality feedback was received No suggested changes from consultees to the proposals were received
HWR8.1	Adults Commissioning	Delivering an effective and high quality	N/A	One respondent to the online	No equality feedback was

Proposed Recurring Investments for 2021-22

Ref	Proposal for change	As published December 2020		Consultation feedback about the proposal	Consultation feedback about equality impacts and Suggested changes from consultees to the proposals
		Equalities Impact	Mitigation		
	Team expansion	<p>commissioning, contracts and quality function will ensure well designed and coproduced adult social care services for people with social care needs.</p> <p>Social inclusion outcomes and addressing inequalities are considered a high priority in adult social care commissioning.</p> <p>High quality and effective commissioning and contract and quality management supports delivery of services that meet individual needs and facilitates and sustains a vibrant social care market that offers choice and control to individuals.</p>		<p>survey commented on this proposal (but the comment relates to proposal 6X1)</p> <p>The comment was about previous cuts to the welfare rights services and suggested funding was re-instated due the pandemic and some people's worsening situations.</p> <p>Partner and Focus Groups feedback</p> <p>Formal response from Bradford, Airedale, Wharfedale and Craven CCG</p> <p>This investment is timely and well needed. The CCG is committed to working closely with the adult social care to ensure that we can augment our joint commissioning arrangements and move towards an integrated model of commissioning.</p>	<p>received (for this proposal)</p> <p>No suggested changes from consultees to the proposals (received for this proposal)</p>

Proposed Recurring Investments for 2021-22

Ref	Proposal for change	As published December 2020		Consultation feedback about the proposal	Consultation feedback about equality impacts and Suggested changes from consultees to the proposals
		Equalities Impact	Mitigation		
PR8.2	Stronger Communities Team	<p>The proposals within the strategy and delivery plan will make a positive contribution and impact on many protected characteristic groups. As a test and learn programme, the evaluation of the programme is already showing early signs of positive outcomes. There is no perceived detriment from undertaking any of the initiatives within the delivery plan.</p> <p>Both the Government Green Paper and the engagement work undertaken locally recognise the importance of getting along in the District by increasing the size and diversity of social networks and bringing confidence and a sense of belonging.</p>	<p>Review of the work being delivered is being effectively measured. Learning about what works, and equally important what doesn't, will help to ensure that the District can take better informed investment decisions and target resources at those interventions that are likely to deliver the greatest benefits. This will be supported by a thorough communications and marketing plan, and an appointed marketing Executive and behaviour change marketing company and an internal Programme Monitoring and Evaluation group which will look to tackle any on-going risks and issues or negative impact on certain groups.</p>	<p>One of those responding via the online survey commented on this proposal</p> <p>The respondent suggested that culture and stronger communities have the same goal and could be amalgamated to reduce costs.</p> <p>Partner and Focus Group feedback</p> <p>Equity Partnership Trustees were supportive and keen to learn how this would support bespoke community events – such as Bradford Pride?</p> <p>Formal response from Bradford, Airedale, Wharfedale and Craven CCG is that they are fully supportive of this proposal</p> <p>Email and letters</p> <p>Bradford Hindu Council would like to hear what would happen to the £250,000 from the Stronger</p>	<p>No equality feedback was received</p> <p>Suggested changes from consultees to the proposals</p> <ul style="list-style-type: none"> • Amalgamate culture and stronger communities

Proposed Recurring Investments for 2021-22

Ref	Proposal for change	As published December 2020		Consultation feedback about the proposal	Consultation feedback about equality impacts and Suggested changes from consultees to the proposals
		Equalities Impact	Mitigation		
		<p>The local delivery plan places significant emphasis on bringing those furthest from the labour market into work. Proposals include indirect measures, such as better coordination and greater opportunity for learning English and more directly by engaging employers in changes to recruitment practice alongside work with the Department of Work and Pensions and Job Centre Plus. It is intended to increase opportunities for people from different backgrounds to mix together, increase their mutual understanding and respect of each other by reducing misunderstandings and barriers through sustained interactions.</p>		<p>Communities Team if the government continues to fund this organisation, would they redirect the £250,000 or would that go back into the reserves.</p>	

Proposed Recurring Investments for 2021-22

Ref	Proposal for change	As published December 2020		Consultation feedback about the proposal	Consultation feedback about equality impacts and Suggested changes from consultees to the proposals
		Equalities Impact	Mitigation		
		<p>As an Integrated Communities Pilot area Bradford, and Bradford Council, will raise the profile of equality issues, and it has, amongst many of the protected characteristic groups during the course of the partnership with MHCLG. In particular, opportunity has been undertaken to review policies and procedures to determine whether they support integration and resource will be available to instigate change, where this is believed necessary or helpful. Raising the profile of the districts work on integration will raise awareness amongst staff and elected members through the events and activities that are contained in the delivery plan. The proposal</p>			

Proposed Recurring Investments for 2021-22

Ref	Proposal for change	As published December 2020		Consultation feedback about the proposal	Consultation feedback about equality impacts and Suggested changes from consultees to the proposals
		Equalities Impact	Mitigation		
		includes aspects of Feeling Safe as this can act as a barrier to people's willingness to engage in activities that bring people together. The Delivery Plan intends to support campaigns to dispel and debunk myths as well as activities that encourage difficult conversations between different groups of people, challenging prejudices and stereotypes.			
CRR8.4	Legal Services, to support children service demands	The proposal will support Children's Social Care in ensuring the protection and welfare of children in Bradford.	N/A	No feedback was received	No equality feedback was received No suggested changes from consultees to the proposals were received

Proposed Recurring Investments for 2021-22

Ref	Proposal for change	As published December 2020		Consultation feedback about the proposal	Consultation feedback about equality impacts and Suggested changes from consultees to the proposals
		Equalities Impact	Mitigation		
		Legal advice/representation will help support those children with a protected characteristic.			
	Adult Social Care demographic growth to meet demand pressures arising from population growth.	The additional funding will enable the service to provide support to vulnerable people who share a protected characteristic to retain their independence within their own home (or supported living), while enabling them to continue to actively engage in their wider community.	N/A	<p>No feedback was received through the online survey or to Council social media posts</p> <p>Partners and focus groups feedback</p> <p>Bradford VCS Assembly Steering Group feedback was that additional investment is required after the impact on care homes of COVID-19, that care home providers are going out of business and that the Domiciliary care commission learn lessons from the last few months.</p> <p>They also said that they felt the VCS had performed well supporting the NHS yet there is nothing in the budget to strengthen the VCS sector?</p>	<p>No equality feedback was received</p> <p>No suggested changes from consultees to the proposals were received</p>

Proposed Recurring Investments for 2021-22

Ref	Proposal for change	As published December 2020		Consultation feedback about the proposal	Consultation feedback about equality impacts and Suggested changes from consultees to the proposals
		Equalities Impact	Mitigation		
PR8.3	Culture investment	<p>The proposal will enable us to have more investment to be able to support pathways and projects that will lead to a more equitable cultural sector that is representative of our communities.</p> <p>It will help with ensuring more cultural representation enabling better understanding and education of the difference in cultures.</p>	N/A	<p>Twelve of those responding via the online survey or responding to Council social media posts either directly or indirectly commented on this proposal</p> <p>There were comments in favour and against the proposal, some suggesting the funding proposed would not be enough to support the sector, that the proposal would help with the economic and COVID-19 recovery, others that it should not be a priority for spending, that it could be a waste if the bid is lost. Others were pleased to see the Council's commitment to culture.</p> <p>Other comments were that this was an opportunity to invest in the City-wide cultural dynamic, that links could be made with business plans, that it offered an opportunity to nurture young people's talent and creativity. Several suggested that the loss of the Events and Festivals budget would negatively impact the proposal. Some of those in favour of the proposal expressed views that culture and the arts were important to wellbeing, that Bradford had best</p>	<p>No equality feedback was received</p> <p>Suggested changes from consultees to the proposals</p> <ul style="list-style-type: none"> • Join the budgets for culture and stronger communities to save money • Increase the Cultural budget to allow for additional response funding and use reserves to support struggling cultural organisations • Increase investment in museums, galleries and libraries, maintaining pre pandemic sites and opening times - especially for libraries • Re-instate, delete and prevent any saving to festivals/events • Secure 'Levelling Up' money or WYCA investment, to continue to invest in our cultural institutions • Ensure 'hidden gems' such

Proposed Recurring Investments for 2021-22

Ref	Proposal for change	As published December 2020		Consultation feedback about the proposal	Consultation feedback about equality impacts and Suggested changes from consultees to the proposals
		Equalities Impact	Mitigation		
				<p>practice to share, that culture and arts would be vital for the future of our town and city centres, and that winning the bid would transform the District.</p> <p>Suggestions were also made that libraries, museums, and art galleries should also be invested in as part of the District's cultural offer as they support well-being, especially to our vulnerable, and are important in attracting visitors.</p> <p>Other comments covered a suggested amalgamation of the culture and stronger communities team, that the funding should be put into Youth Services or into Food Banks,</p> <p>The Chair of Saltaire Festival relayed their interest in seeing how the proposal might benefit the Saltaire Festival.</p> <p>Partners and focus groups feedback</p> <p>Bradford VCS Assembly Steering Group questioned if this would be</p>	<p>as Kala Sangam, South Square, Keighley Creative, the Peace Museum etc. are supported with their Capital redevelopment plans</p> <ul style="list-style-type: none"> • Secure funding from Government and Arts Council England • Cultural events to include live music and content from Eastern European Communities – and other minority communities and be staged in central places so all can take part. • Events should include activities that young people can take part in such as dance • Investment in Community centres used by communities • Put £80k to 125k into Breaking to fund 12 months' activity

Proposed Recurring Investments for 2021-22

Ref	Proposal for change	As published December 2020		Consultation feedback about the proposal	Consultation feedback about equality impacts and Suggested changes from consultees to the proposals
		Equalities Impact	Mitigation		
				<p>enough to support the City of Culture bid?</p> <p>Covid Youth Ambassadors fed back that cultural events should include live music and content from Eastern European Communities – and other minority communities and be staged in central places so all can take part.</p> <p>And should include activities that young people can take part in such as dance.</p> <p>They suggested that community centres used by communities should be invested in.</p> <p>Equity Partnership Trustees were supportive and keen to learn how this would support bespoke community events – such as Bradford Pride?</p> <p>Emails and letters</p> <p>Bradford Hindu Council asked to hear what additional support the £258k investment would cover from an Indian perspective?</p>	

Proposed Recurring Investments for 2021-22

Ref	Proposal for change	As published December 2020		Consultation feedback about the proposal	Consultation feedback about equality impacts and Suggested changes from consultees to the proposals
		Equalities Impact	Mitigation		
				<p>A local organisation that provides Breaking activities emailed that Breaking – urban street dance - has been confirmed as an Olympic sport for 2024, and a further £80-125k to the Culture investment would enable a year-long programme of 'Breaking' activity to be implemented across the District.</p> <p>A resident emailed to express their full support for the proposal. Expressing the importance of art and culture as a positive distraction and vital to people's lives offering connection, celebration and elevation and support mental health issues and suggested that savings against events and festivals be removed.</p>	

Proposed Recurring Investments for 2021-22

Ref	Proposal for change	As published December 2020		Consultation feedback about the proposal	Consultation feedback about equality impacts and Suggested changes from consultees to the proposals
		Equalities Impact	Mitigation		
CRR8.5	Craft working review	EIA not required	N/A	No feedback was received	No equality feedback was received No suggested changes from consultees to the proposals were received
PR8.4	Housing First	<p>In terms of advancing equality of opportunity. Housing First has a set of specific principles, meaning that good practice around equality and diversity in homelessness services will be promoted.</p> <p>All of the beneficiaries have a protected characteristic alongside multiple, complex support needs. Often marginalised, Housing First provides an overarching framework to deliver better homelessness and housing support services</p>	N/A	<p>One of those responding via the online survey commented on this proposal</p> <p>The respondent asked the Council to exert pressure on Government to extend the 'Everyone In' funding and as considered it important to provide for homeless people.</p> <p>Partner and focus group feedback</p> <p>Covid Youth Ambassadors wanted to see more support for young people who become homeless –which they said was increasing during pandemic - as young people need accommodation immediately not a week or two later</p>	<p>Equality feedback</p> <ul style="list-style-type: none"> • Young people with safeguarding issues at greater risk of homelessness <p>Suggested changes from consultees to the proposals</p> <ul style="list-style-type: none"> • Pressure the government to extend the 'Everyone in' initiative • Improve support and pathways to social housing for young people

Proposed Recurring Investments for 2021-22

Ref	Proposal for change	As published December 2020		Consultation feedback about the proposal	Consultation feedback about equality impacts and Suggested changes from consultees to the proposals
		Equalities Impact	Mitigation		
		<p>for all groups so that they have a better chance of being supported to sustain their tenancies and accessing specialist support.</p> <p>The proposal aims to improve access to housing and support for those most in need, which could include those people who share a protected characteristic. Work to resolve people's homelessness has the potential to eliminate discrimination and harassment as part of the process of providing solutions for vulnerable people.</p>			
CXR8.1	Safeguarding Pressure	EIA not required as funding to cover existing posts		<p>No feedback was received from the online survey or to Council social media posts</p> <p>Partners and focus groups</p>	<p>Equality Feedback</p> <ul style="list-style-type: none"> • Increase in demand unlikely to be met by this proposal leaving

Proposed Recurring Investments for 2021-22

Ref	Proposal for change	As published December 2020		Consultation feedback about the proposal	Consultation feedback about equality impacts and Suggested changes from consultees to the proposals
		Equalities Impact	Mitigation		
				<p>feedback</p> <p>Bradford VCS Assembly Steering Group considered this to be a small proposed increase in the budget against the increase in demand in the area.</p> <p>They said that MARAC referrals had massively increased over the pandemic. Two full time workers were allocated to pick up the work.</p>	<p>victims and survivors of domestic abuse in need of support.</p> <p>No suggested changes from consultees to the proposals were received</p>
CRR8.6	Continuing support for Community Asset Transfers (CATs)	There are no known or expected equality impacts arising from this project and, therefore, there will be no effect upon protected characteristic groups or the relationship between them.	N/A	<p>Two of those responding via the online survey commented on this proposal</p> <p>The Trustees of the Friends of Bingley Pool (FOBP) questioned whether, given the impact of COVID-19 this figure is adequate to meet the requirements of the consequential delays and asked if there is a priority list of CATs across the District? They also asked if the Council still intended to build the new pool on Squire Lane and about the budget to keep Bingley Pool open in the meantime.</p>	<p>No equality feedback was received</p> <p>Suggested changes from consultees to the proposals:</p> <ul style="list-style-type: none"> • Use model Partnership agreement for CATs proposed by FOBP as would enable national funding to be raised • Consider communities and places and not individual

Proposed Recurring Investments for 2021-22

Ref	Proposal for change	As published December 2020		Consultation feedback about the proposal	Consultation feedback about equality impacts and Suggested changes from consultees to the proposals
		Equalities Impact	Mitigation		
				<p>Partners and focus groups feedback</p> <p>Bradford VCS Assembly Steering Group feedback that whilst this is on hold at the moment, the allocation is unlikely to support demand.</p> <p>Need to support what is already in process. Also now need a review of all assets and buildings as so much time has passed.</p> <p>Most assets that come through need work and refurbishment for they can be used. Please don't give us 'duds' – we want to work as partners.</p> <p>Also, can transition support (for those already in the process) be continued past March 2021</p>	<p>services when considering impacts of proposals</p> <ul style="list-style-type: none"> The LA should prioritise the CATs and focus their funding and support on the ones where the local impact will be greatest. Provide transition support (for those already in the process) be continued past March 2021
HWR8.1	Financial Inclusion	The proposal will further equality for opportunity as it will give an opportunity to further develop options on	N/A	No feedback was received	<p>No equality feedback was received</p> <p>No suggested changes</p>

Proposed Recurring Investments for 2021-22

Ref	Proposal for change	As published December 2020		Consultation feedback about the proposal	Consultation feedback about equality impacts and Suggested changes from consultees to the proposals
		Equalities Impact	Mitigation		
		<p>financial inclusion for the diverse communities of Bradford district, in particular those on a low income.</p> <p>It will provide increased access to bank accounts and affordable credit for people on a low income. This will, in turn, mean people who may face discrimination in being unable to open a bank account or access loans due to a poor credit rating will have an opportunity to do so and improve their credit score.</p>			from consultees to the proposals were received
CRR8.7	Microsoft licences	The proposal will provide equality of access to Council IT users to all the tools enabled by the new licence suite and provide additional support, functionality and tools for those with	N/A	No feedback was received	No equality feedback was received No suggested changes from consultees to the proposals were received

Proposed Recurring Investments for 2021-22

Ref	Proposal for change	As published December 2020		Consultation feedback about the proposal	Consultation feedback about equality impacts and Suggested changes from consultees to the proposals
		Equalities Impact	Mitigation		
		<p>certain disabilities, over and above what would be provided through the current outdated/unsupported licences.</p> <p>The licence will provide better enablement for some users with certain disabilities over and above that enabled by the current licence suite.</p>			

Proposed Non Recurring (Time limited) Investments for 2021-22

Ref	Proposal for change	As published December 2020		Consultation feedback about the proposal	Consultation feedback about equality impacts and Suggested changes from consultees to the proposals
		Equalities Impact	Mitigation		
CHNR8.1	Raising Attainment in schools	Good educational outcomes for all our	N/A	Whilst no direct feedback was received in response to this proposal through	

Proposed Non Recurring (Time limited) Investments for 2021-22

Ref	Proposal for change	As published December 2020		Consultation feedback about the proposal	Consultation feedback about equality impacts and Suggested changes from consultees to the proposals
		Equalities Impact	Mitigation		
		<p>children is essential to boost opportunity for our disadvantaged groups. Success in education improves opportunities, brings society together and raises earning potential. Through focussing on those elements in the provision of learning, through improvements in teaching and learning and through ensuring progress is tracked and improved for individual's attainment outcomes will improve for relevant groups.</p> <p>The proposal is expected to have a positive impact and help to eliminate discrimination as follows:</p> <p>Through training for teachers and support staff they will communicate:</p>		<p>the online survey or social media posts feedback was made in relation to CR8.1 Learning & Development and Equalities has relevance here (albeit the funding figures for CR8.1 and CHNR8.1 are significantly different):</p> <p>The amount proposed (at CR8.1 - £1.25m) won't be enough to catch-up on attainment as a problem will be getting children back into schools against a backdrop of COVID-19 closures and existing high levels of truancy.</p> <p>Partner and focus group feedback</p> <p>Covid Youth Ambassadors feedback that: 'work spaces' for students and pupils whose home circumstances might make it hard to study should be provide in public building otherwise it won't matter having a laptop and dongle.</p> <p>Libraries should be open so students can study there too.</p> <p>Education service consider use of l the</p>	<p>No equality feedback was received</p> <p>Suggested changes from consultees to the proposals</p> <ul style="list-style-type: none"> • Provide work spaces for students/pupils in public buildings • Open libraries • Look at packages to help pupils catch up • Provide more social workers • Fund additional support for young carers • Re-instate payments for university accommodation for Care Leavers.

Proposed Non Recurring (Time limited) Investments for 2021-22

Ref	Proposal for change	As published December 2020		Consultation feedback about the proposal	Consultation feedback about equality impacts and Suggested changes from consultees to the proposals
		Equalities Impact	Mitigation		
		<p>high expectations of Black and Mixed ethnicity pupils, directly and frequently, in classroom, pastoral and disciplinary interactions;</p> <ul style="list-style-type: none"> • draw on aspects of pupils' identity related to race, ethnicity, nationality, culture and faith, in order to make them feel fully included and equally valued; • use appropriate teaching and learning strategies with EAL/WAL learners of Black, Mixed and other minority ethnicities; <p>Through the Education based Emotional Wellbeing Practitioners Team social and educational inclusion will be promoted and hence equality of opportunity for children and young</p>		<p>Up Learn education packages as provide all of the content needed to catch up for some courses.</p> <p>More social workers to support looked after children as need access to their social workers – especially at critical points such as around leaving school.</p> <p>Fund additional support young carers during the pandemic.</p>	

Proposed Non Recurring (Time limited) Investments for 2021-22

Ref	Proposal for change	As published December 2020		Consultation feedback about the proposal	Consultation feedback about equality impacts and Suggested changes from consultees to the proposals
		Equalities Impact	Mitigation		
		<p>people through enabling them to access education. It will help promote good relations between children and young people with social emotional and mental health needs and their peers and adults who work in schools.</p> <p>As families from BAME heritage are more likely to be impacted by COVID-19, it is possible that this group will have greater access to the service.</p>			

New budget proposals for consultation

Ref	Proposal for change	As published December 2020	Consultation feedback about the proposal	Consultation feedback about equality impacts and

		Equalities Impact	Mitigation		Suggested changes from consultees to the proposals
8CR1	Reduce added years pensions budget as saving already delivered	EIA not required	N/A	No feedback was received	No equality feedback was received
8CR2	Saving in Cash handling and transit as saving already delivered	EIA not required	N/A	No feedback was received	No equality feedback was received
8P1	Delete Vacant post - Programmes Delivery Officer 0.6 FTE	EIA not required	N/A	No feedback was received	No equality feedback was received
8P2	Fund contract manager post from European Structural Investment Programme 0.6FTE	EIA not required	N/A	No feedback was received	No equality feedback was received
8P3	Vacant post - delete vacant Housing Technician post	<p>The Housing Operations Team based within the Economy and Development service is a statutory service responsible for inspecting property in order to ensure compliance with various housing and other legislation. The service is largely reactive and particularly focuses on conditions in the private rented sector.</p> <p>The Private Sector Stock Condition Survey undertaken for the Council in 2015 found that the private rented stock contains proportionately greater levels of properties in poor repair than other tenures with 26% of the stock having a Category 1</p>	Appropriate investment in officer capacity would enable the service to respond to service demands and undertake the necessary enforcement to ensure compliance with housing standards in a timely manner.	No feedback was received	No equality feedback was received

		<p>hazard with the highest concentrations of hazards being in some of the poorest wards, exacerbating and compounding poverty and health impacts.</p> <p>Fuel poverty also affects 28% of tenants in the private rented sector with over 11% of privately rented dwellings having an Energy Performance certificate rating below Band E.</p> <p>Failing to improve housing conditions in the District will have a negative impact on those groups and individuals who suffer multiple disadvantages associated with poor quality and inadequate housing.</p>			
8P4	Fund post from HMO Licensing reserve and remove base budget	EIA not required	N/A	No feedback was received	No equality feedback was received

Amended prior year budget savings				
Ref	Proposal for change	As published December 2020	Consultation feedback about the proposal	Consultation feedback about equality impacts and Suggested changes from

		Equalities Impact	Mitigation		consultees to the proposals
4L1	Legal and Democratic Services – to reflect the reduced size and scope of the Council, reductions to Civic, Legal and Committee Services, including Overview and Scrutiny are proposed – Delete the saving as the work of the service has not reduced as expected	EIA not required	N/A	No feedback was received	No equality feedback was received No suggested changes from consultees to the proposals were received
4R14	Asset Management Saving - "Seek to invest in non-operational property to generate surplus income" - Defer the saving as the investment market is impacted by the current economical position created by COVID-19.	EIA not required	N/A	No feedback was received	No equality feedback was received No suggested changes from consultees to the proposals were received
4E8	Events and Festivals Saving - review to develop a more sustainable and balanced events programme – Delete saving as part of investment in City of Culture bid	The proposal supports the Culture Investment proposal, and overall it will assist in a wider range of people with different protected characteristics having access to cultural opportunities/experiences.	N/A	No direct feedback was received from the online survey or social media posts. However, feedback received in relation to a PR8.3 is relevant here: Comments were made that it was disappointing to see there had been a deletion in the Events and Festivals Fund as seen as key to supporting the investment in culture and that the saving be removed. Partners and focus groups feedback None received	No equality feedback was received No suggested changes from consultees to the proposals were received

5X1	5X1 - Reduce total cost of top management - the scope is the senior management (Strategic and Assistant Directors) and their PA structure – Delete saving as original proposal not valid	EIA not required	N/A	No direct feedback was received from the online survey or to social media posts but some suggestions made against the Council Tax proposal may be considered relevant to this proposal also.	No equality feedback was received Suggested changes from consultees to the proposals: See suggestions related to efficiencies against the proposal to raise Council Tax increase
6X1	Welfare Advice & Customer Service - 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'. - Delay the full implementation of the £844k approved saving to 2022-23 as these services are critical to the on-going response to COVID-19 and continue to review their approach to delivery	This proposal aims to maintain stability and continuity in a key sector at the time which it is most needed. It will advance and support a range of protected characteristic groups and also target households on low incomes. This allows families and individuals to maximise income through welfare benefits and other income support schemes, tackle personal debt, maintain their homes through landlord tenant advice, resolve immigration status and other issues all of which impact adversely on finance and more importantly individuals' mental health. Having greater financial security and being free from the adverse mental health impacts that debt can incur	N/A	One of those responding via the online survey or to social media posts commented on this proposal The respondent sought clarity about the budget. Citing that the document states £844000 of cuts with £35000 put back for a year. They also posed a question about the plan regarding the welfare advice and customer services and the share of the cuts. Partners and focus groups feedback Bradford VCS Assembly Steering Group said that whilst not cutting this year more needs to be invested in this. The pandemic has made more families vulnerable in the district – those previously considered to be doing well, have also been impacted by the pandemic.	Equality feedback <ul style="list-style-type: none">Those on low incomes may not be able to access support Suggested changes from consultees to the proposals: <ul style="list-style-type: none">Invest and expand in provision to offset COVID-19 impacts on individuals' finances and increased need for supportContinue funding beyond 21/22Expand provision across the Sector

		allows individuals and families to feel part of the wider community		<p>Concern that budget decisions made for short term but need is likely to grow.</p> <p>Need to expand the provision of welfare advice out across the sector again.</p> <p>Formal response from Bradford, Airedale, Wharfedale and Craven CCG</p> <p>We recognise the indispensable role that welfare advice plays for some of our most disadvantaged communities. The CCG recommends that this funding is continued beyond 21/22 and is made recurrent.</p>	
5E2	<p>Youth Services Saving – delay the £513k saving to 2022/23 at a cost of £513k as response to COVID-19 has been critical</p>	<p>The decision last year to defer this reduction enabled the Youth Service to be very responsive to emerging needs during the COVID-19 pandemic. This included visiting care leavers who would otherwise not have had contact with a Council service, increasing street based detached work in response to COVID-19 and enabled the rapid development of digital support, Garden Gate visits to over a 1000 young people who were known to be particularly vulnerable.</p>	<p>Post 2021/22, the Youth Service will attempt to raise external funds to continue the interventions the service currently undertakes.</p> <p>The Mental Health work currently is funded by Health and the plan will be to continue this.</p>	<p>Four of those responding via the online survey or to Council social media posts commented directly against this proposal, with a further indirect comment made against another proposal</p> <p>Respondents supported the deferral of the saving to the budget, wanted the deferral to be permanent and suggested more investment was needed.</p> <p>Respondents also commented that more funding was needed for the Youth Service, that young people had suffered immensely through the</p>	<p>Equality Impact Feedback</p> <ul style="list-style-type: none"> • People who are young– if funding not secured • People who are young and vulnerable • people who are young with disabilities <p>Suggested changes from consultees to the proposals:</p> <ul style="list-style-type: none"> • Put Culture investment into Youth Services • Stop any cut to Youth Services and invest in it heavily

		<p>This responsiveness was recognised by Public Health who made a further investment into the Covid Young Ambassadors project which has been active in the District's response to the pandemic.</p> <p>The decision not to reduce Council base budget to Youth Services has also helped secure the continued support of Youth In Mind funding into the service which may have been withdrawn as the funding was for additional work.</p> <p>The proposal means the Youth Service. That provides support to 13-19 year-olds, will enjoy another year 2021-2 where it can be highly responsive to the COVID-19 crisis and also other emerging issues.</p> <p>The service focuses on many of the most vulnerable young people and groups experiencing disadvantage.</p> <p>The focus has ensured that for example Roma people have been engaged with during the pandemic.</p>		<p>pandemic, Youth workers and outreach was vital in engaging with disaffected youth, and that things will take time to normalise after COVID-19.</p> <p>Another respondent mentioned the Council's legal duty in regards to provision stating that many young people, including those who are deaf, have no activities. That the pandemic had highlighted the adverse effect on physical and mental health.</p> <p>When pandemic restrictions are lifted, there will be Community Safety implications.</p> <p>A respondent suggested that the Council live up to its statement that children are at the heart of everything we do and remove future cuts to this budget and asked the Council to make its decisions based on Bradford being the youngest city</p> <p>Partner and focus group feedback</p> <p>In line with comments from the online survey and in response to Council social media posts the Covid Youth Ambassadors fed back that: More youth service required not less, increase funding needed, and</p>	<ul style="list-style-type: none"> • Increase youth service • Remove the saving permanently • Provide safe spaces for young people – especially during the pandemic • Read "Ten Steps to Mental Health", published by the Health Education Council. Implement it. It aligns closely with the Section 507B legal duty. • Council act as a broker to enable voluntary organisations to get ESFA funding (minimum contract too big for most at £500k) as would expand capacity • Share Council staffs' bid writing experience with the voluntary sector so they can win funding, expand and develop • Volunteers could be used to increase the service
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		<p>Maintaining funding means the Youth Service will be able to respond to emerging needs, continue preventative work such as around CSE, anti-social behaviour, community tensions, mental health, school holiday programmes.</p> <p>The proposed funding for 2021-22 would defer the negative disproportionate impacts for a further year of the original decision made in 2018-19 to reduce the Youth Service base budget by £513k.</p>		<p>the saving should be permanently removed.</p> <p>They also mentioned that safe spaces needed for young people to get away from difficult home situations, to enable them to get peer support and get help – especially during the pandemic</p> <p>Equity Partnership Trustees welcomed the deferral of this saving, and sought to have it removed completely. They consider the service key to safe guarding young LGBTQ+ people.</p> <p>Formal response from Bradford, Airedale, Wharfedale and Craven CCG</p> <p>The youth service plays an invaluable role in offering young people various sports, arts and cultural opportunities to take part in; the CCG recommends that this investment is continued beyond 21/22 as recurrent funding as it provides direct emotional wellbeing support to our local population. The need for such support post-COVID will be greater</p>	
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Proposed capital investment plan

Ref	Proposal for change	As published December 2020		Consultation feedback about the proposal	Consultation feedback about equality impacts and Suggested changes from consultees to the proposals:
		Equalities Impact	Mitigation		
PCS1	<p>BACES Additional Investment in Bradford & Airedale Community Equipment Service (BACES) is required beyond the currently approved funding period. The capital budget is an essential part of the BACES requirement for small and minor adaptations to people's homes that are not Disabled Facilities Grant eligible or for larger items of equipment such as Stair lifts and Hoists. It is intended that there will be a future requirement of £350k for Learning Disability service users and £400k for more general BACES capital items.</p>	<p>The additional funding will enable the service to provide support to vulnerable people who share a protected characteristic to retain their independence within their own home (or supported living), while enabling them to continue to actively engage in their wider community.</p> <p>BACES provides a service based on equality of opportunity and clinical and social need. The proposal will continue to do so, the investment will also ensure the continuance of the service to meet the needs of its clients in a timely, effective and efficient manner.</p>	N/A	<p>No feedback received from the online survey or from Council social media posts</p> <p>Partner and Focus Group feedback</p> <p>Formal response from Bradford, Airedale, Wharfedale and Craven CCG</p> <p>Fully supportive but the CCG would welcome a system conversation in relation to the increasing demand for equipment for those individuals who are discharged from hospital or who require such support to remain at home.</p>	
PCS2	<p>Great Places to Grow Old – Saltaire Residential Care Home</p>	<p>The Unit will provide a range of accessible services, opening broader options for</p>	N/A	<p>No feedback received from the online survey or from Council social media</p>	<p>No equality feedback was received</p>

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	The Scheme is already in the CIP for the construction of a new 50 bed short stay residential home on the site of Neville Grange in Saltaire.	<p>peoples' on-going support.</p> <p>The unit will provide accommodation, which is fit for purpose, that meets peoples assessed needs with:</p> <ul style="list-style-type: none"> • All relevant protected characteristics being fully considered throughout the project development and implementation process. • A consistent and coordinated approach and access to a range of services to promote independence. In turn, this will improve overall quality of support that individuals receive while also ensuring that there is a focus on wellness and recovery, and support for the individual to achieve their goals. • A comprehensive learning and development programme building on existing good practice will 		<p>posts</p> <p>Partner and Focus Groups feedback</p> <p>Formal response from Bradford, Airedale, Wharfedale and Craven CCG</p> <p>The CCG fully supports the vision that a new facility is needed that can integrate residential beds with a rehab wing. The CCG will work closely with adult social care to clarify demand and service needs of our population.</p>	No suggested changes from consultees to the proposals were received

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		<p>be delivered to ensure staff are competent in all areas of quality and equality and are kind, helpful and provide support and encouragement.</p> <ul style="list-style-type: none"> • The provision of culturally sensitive support, as per individual requirements, and that the setting provides a welcoming environment to all. • A robust performance management system will be able to demonstrate value for money, an equality service and an effective service. 			
PCS3	Marley Playing Field Works to riverbank next to the playing field.	There are no known or expected equality impacts arising from this project and, therefore, there will be no effect upon protected characteristic groups or the relationship between them.	N/A	No feedback received from the online survey or in response to Council Social media post but was mentioned as being the only leisure proposal in the capital programme in response to CRR8.6 CATs	No equality feedback was received No suggested changes from consultees to the proposals were received
PCS4	Core IT Infrastructure This is for SAP	EIA not required		No feedback received from the online survey	Equality feedback <ul style="list-style-type: none"> • Older people at greater risk

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	developments and the Digital Strategy capital innovation fund. It will be funded by £0.4m already in the 20-21 Programme, £0.2m revenue contribution and the remainder corporate borrowing.			<p>Partner and Focus Group Feedback Equity Partnership Trustees felt that older people, and those older people who are from the LGBTQ+ community, are at risk of isolation and especially through digital exclusion.</p>	<p>of digital exclusion</p> <ul style="list-style-type: none"> LGBTQ+ older people <p>Suggested changes from consultees to the proposal</p> <ul style="list-style-type: none"> Ensure includes provision for and to support older people's digital inclusion
PCS5	<p>SEND Expansion This is the estimate of the additional budget need above current Basic Needs Grant. It would be funded by corporate borrowing and be used to complete SEND expansion in mainstream schools and SEN schools.</p>	<p>Providing and expanding additional specialist places for children and young people with SEND alongside their mainstream peers, where appropriate, will help to eliminate discrimination and harassment by fostering a greater understanding of each other's needs, and through early identification, assessment and intervention using specialists and high quality practitioners to improve outcomes for all children with SEND.</p> <p>The Local Authority and</p>	N/A	<p>No direct feedback received from the online survey or in response to Council Social media posts except this feedback in other proposal responses</p> <p>In capital (2.12) expanding SEND places will cost an extra £6m over three years; what percentage increase is this and have we got a SEND crisis in Bradford? What are our rates of SEND children per head of population?</p>	<p>No equality feedback was received</p> <p>No suggested changes from consultees to the proposals were received</p>

Proposed capital investment plan

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		strategic partners have made significant efforts to mitigate against any negative impacts; whilst continuing to use High Needs Block funding to intervene early and use this funding effectively to improve outcomes for Children and Young people with SEND.		<p>Partner and Focus Groups feedback</p> <p>Formal response from Bradford, Airedale, Wharfedale and Craven CCG</p> <p>Fully supportive</p>	
PCS6	<p>IT Processes and Systems – End to End Review (Children’s)</p> <p>A planned programme of work to systems and processes. The improvements to the systems are designed to promote better practice including facilitating improvements in the quality of analysis and the extent to which the child’s lived experience is captured. This in turn will contribute to enhanced planning and review, helping us to ensure that</p>	<p>The proposal will improve all business/core system processes within Children’s Services which will in turn result in an improved quality of practice for all children and young people within the district who require our input into their lives, this is regardless of their protected characteristic.</p> <p>An aim of the programme is to also eliminate any areas which may impact in terms of discrimination / harassment or victimisation.</p> <p>All projects within the</p>	<p>The programme is made up of 11 complex projects. All the projects are considering the requirement for a DPIA / EIA separately. IT Services are in the process of ensuring that all the major systems used by Children’s Services have a DPIA / EIA undertaken to ensure that the linkages are made for the system. The EIAs will be signed off by the appropriate project sponsors. Any mitigation required will be recorded on the appropriate action</p>	<p>One respondent to the online survey commented on this proposal</p> <p>The comment was for the Council to guard against putting everything online and making all applications via digital means as not everyone can access or use or are literate and this could result in unemployment or not being able to access services.</p>	<p>No equality feedback was received</p> <p>No suggested changes from consultees to the proposals were received</p>

Proposed capital investment plan

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		Equalities Impact	Mitigation		
	progress towards clear targets is monitored.	programme will undergo equality Impact Assessment and identify mitigating actions.	log for each project.		
PCS7	Laptops for Children Investment programme for raising attainment across the District. It includes continuing to invest capital funding in Digital Inclusion for Disadvantaged Children & Young People by investing in an infrastructure to support the programme.	Bradford's disadvantaged children and young people will be empowered to actively participate in education through the use of technology provided to them as individuals. It is important that digital inclusion forms part of the raising attainment strategy, as access to digital devices and the internet is something that children from more affluent backgrounds enjoy. This proposal will ensure that no child is technologically disadvantaged.	N/A	<p>Two respondents to the online survey commented on this proposal</p> <p>One questioned the provision of laptops if there is a lack of support at home to use them. Also felt that level of funding too much and that schools or parents should fund. The other questioned 'buying stuff' and suggested spending money on people to raise attainment and regenerate Bradford.</p> <p>Partner and Focus Group feedback</p> <p>Equity Partnership Trustees commented that more than the provision of laptops and data was required and echoed comments made by the Covid Young Ambassadors that public space was needed along</p>	<p>Equality feedback</p> <ul style="list-style-type: none"> • LGBTQ+ young people • Older people in terms of isolation and access to digital, especially those from the LGBTQ+ community • Disadvantaged and vulnerable children • Vulnerable children • Children whose families are asylum seekers and refugees <p>Suggested changes from consultees to the proposal</p> <ul style="list-style-type: none"> • Provide computers in public buildings and libraries for use by vulnerable children • Provide mobile devices for vulnerable children and older people who are digitally excluded to support

Proposed capital investment plan

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				<p>with mobile devices that young people, especially from the LGBTQ+ community, could use to support their safety and safeguarding away from home. Also that children from asylum seeker and refugee families were particularly vulnerable without access to digital and mobile.</p> <p>Bradford Talking Media Work Groups fed back that it was important that kids missing school were supported to learn at home and to be provided with the technology to be able to do this.</p>	<p>their safety</p> <ul style="list-style-type: none"> • Schools and pupils should use paper and go back to basics • Set up a 'not buying anything department' to scrutinise and stop unnecessary spend and train staff to not spend anything.

SUMMARY OF OTHER COMMENTS – NOT RELATING TO PROPOSALS

Theme	Comments
Children/education	A respondent suggested that early help and prevention such as through teaching children life skills such as money management, healthy eating and cooking, jobs skills etc. would reduce issues in the future. That more SEND children would be able to access provision was seen as positive but the proposed mileage rate for SEND parents' and carers' was not considered to be enough. A further suggestion was to

	provide music education in schools, and especially in Primary schools.
Jobs and employment	A respondent questioned why there was more investment in Children's provision due to COVID-19 than to adults seeking employment and suggesting that investing in adults to help them gain. There was also a call to invest in the District's talented people post pandemic. The Council was also encouraged to work in partnership with the DWP to reduce unemployment.
Adult Social Care	Another respondent suggested that people seeking adult social care support should be means tested and that this department was receiving the least from these proposals.
Planning	A respondent requested that the Council doesn't approve further takeaways. Others wanted the Council to be more joined up in its approach to works
Highways/Bridleways	There were suggestions to better maintain the highways and paths to reduce costly remedial work required to deal with potholes, flooding etc., and that there is no provision for the upgrades or improvements of bridleways in the proposals. Comments made about cycle lanes were concerned with the need for a more coherent cycle lane policy with others suggesting that cycle lanes were not needed or used. A suggestion was also made that A650 road scheme could be 'parked for now',
Street cleaning	A respondent commented that the "streets are becoming worse with litter", and requested the Council provides grit boxes in Bierley and uses community service to clear roads and streets. A further respondent asked when the streets and gutters would be cleared of leaves as they were making it slippery. A detailed submission was made about places in Bradford South that needed cleaning as the respondent believed they were causing road traffic issues.
Council efficiencies	Several comments were made about how the Council should conduct its business and how it could find the money to pay for the proposals, such as through cutting staff and senior management pay grades, providing more transparency about impacts of cuts already made. Several respondents asked the Council 'Will you listen?' Another respondent asked 'Why are there no cost saving plans?' Further comments were made that the Council should collect all the Council due.
Museums, Libraries and industrial heritage	A respondent commented that the Council should acknowledge the needs of its own museums and libraries to support City of Culture bid and its own industrial heritage. A suggestion was made that library opening times post pandemic need to be normalised,
Leisure services	A respondent asked that the Council support leisure service provision in Bingley
Environment and flood prevention	Comments were received about a lack of environmental measures such as support for heating and alternative transport as well as energy generation. Another commented on 'cut-backs to the environment department's budget in the face of more house and flats being built. Another comment was made that suggested there was a lack of engagement, action and joined up working by the Council regarding flooding with the commenter suggesting the Council undid flood works and allowed properties to be flooded. Two respondents asked the Council to oppose the expansion of LBA.
Climate Emergency	Several comments were received about issues related to the Council's action on this agenda and how this work could be improved such as: placing an emphasis on climate emergency, that all policies and spend should be assessed against damage to the environment, a need for a joined-up approach to climate emergency and health emergency along with a raft of measures to support active travel, accessibility etc., the need to ensure budget available to assess impacts of tree planting proposals on existing wildlife. A suggestion was made to not seek Green Flag status as considered not best value. Suggestions were made about switching off street lights overnight, increasing rate of improvements for cyclists and closing roads to motorists. Further suggestions were to create 'Not Purchasing' and 'Greening' departments.

Use of Neville grange site	Respondent said they opposed to plans to build a 50 bed – hostel at Neville grange for ‘rough sleepers’, a further comment asks who the home is for?
Provision for older people	Comment that the focus of the proposals is on children with nothing for ‘elderly who might ‘fall through the net’. Another comment suggests that to improve older people’s experience it should be compulsory for all new supermarkets/ big stores to provide a minimum of two working mobility scooters
Community/VCS	A comment was made that there was a lack of support for the LGBTQ+ community and where support was available it was in the City centre and not for groups elsewhere such as Keighley. Another comment was about difficulty in accessing volunteering opportunities that volunteers had supported libraries and could support youth services. A comment was made that the budget did not identify anything to support the voluntary and community sector.
Abandoned shops/Empty premises	A suggestion was made that empty shops and premises could be used for community groups, do something to get the empty units in Bradford filled.
Mental health	A respondent asked for the Council to provide counselling for adults and children as was previously provided by schools for children but is ceasing.

PARTNERS AND FOCUS GROUPS - OTHER COMMENTS – NOT RELATING TO PROPOSALS

Theme	Comments
Accessible pavements	Bradford Talking Media Work Groups thought money should be spent making pavements accessible with dropped kerbs etc. as it was difficult for wheelchairs to get around.
Procurement strategy	Bradford VCS Assembly Steering Group welcomed the ‘Keep it local’ ambition in the Procurement Strategy and that social value element will be used to support the VCS.
VCS Funding	Bradford VCS Assembly Steering Group couldn’t see any proposals to fund the VCS. At the very least, the Council needs to commit to funding the VCS at the existing level. And stated that none of the test and trace or vaccination programme funding had gone to the VCS. Asked that Flag that if funds made available (via government) how this will be awarded in future for the levels of engagement needed?
Mental Health	Bradford VCS Assembly Steering Group feedback that mental health is an issue with suicides increasing throughout the pandemic. Some temporary provision, such as around bereavement loss therapy has been extended but expecting to be wound up quickly. Need investment into mental health and prevention and support services as all VCS seeing increase in people coming through. VCS have put own resources into supporting – but this is short term. Need something in the budget to support mental health.
	Covid Youth Ambassadors commented that support was needed for young people and everyone – pandemic making mental health issues worse.
	Some in the Bradford Talking Media Work Groups suggested the Council should spend money on having more outdoor exercise facilities that everyone could use. Running tracks were suggested. People thought this was especially important at this time because gyms and leisure facilities

	were closed and it was having an impact on people's mental health.
Consulting Young People	Bradford VCS Assembly Steering Group suggested that consultation should be more than just through the Youth Service.
Environment	Bradford VCS Assembly Steering Group fed back they were pleased to see environmental (sustainability plans) in the Council Plan but feel it is Council centric. VCS do loads in this area and there needs to be something about partnership delivery.
Budget papers	Bradford Hindu Council felt that the details and information provided is very sparse and hence difficult to provide constructive feedback.

Part of the formal response from Bradford, Airedale, Wharfedale and Craven CCG

Other Feedback on the consultation	Observations	CCG response
Public Health	The impact of the costs savings in 2019 in relation to school nursing and health visiting are still reverberating across the system	Recurrent investment into early help and prevention for 0-5's to address some of the gaps left by the cost saving programme in 2019 is essential for the population of Bradford District, particularly given the impact of COVID-19 which will have further deepened already deep-seated inequalities leaving our children who live and grow up in vulnerable and disadvantaged families without the support they need.
Substance misuse	The impact of the cost savings to SMS was highlighted as a concern by the CCG in 2018 and the fact that a reduction in early help and prevention in SMS had resulted in patients reverting to practices.	The impact of COVID-19 on the social, emotional and mental health of our vulnerable and disadvantaged communities has been marked. The resulting dependency on substance misuse could be high. The CCG would welcome attention on SMS and the need for funding to address areas that may be under-resourced.