

# Report of the Director of Finance to the meeting of Executive to be held on 1<sup>st</sup> February 2022

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## **Subject:**

**2022-23 BUDGET UPDATE**

## **Summary statement:**

On 7th December 2021 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 the 2022-23 budget position following national announcements outlined in the Provisional Local Government Settlement (15<sup>th</sup> December 2021), and the likely impact following approval of the Council Tax and Business Rates base setting report (4<sup>th</sup> January 2022). It also identifies issues and uncertainties which could still have a bearing on the final size of the budget for 2022-23 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 15th February 2022 in advance of Budget Council on the 17th February 2022

## **EQUALITY & DIVERSITY:**

The report sets out clearly the need for equality to be considered as part of the Budget Strategy. As in previous years full Equality Impact Assessments have been produced for all budget proposals and full consultation with relevant groups has been undertaken. The outcome of consultation will be considered and reported upon before the 2022/23 budget is approved.

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## **Portfolio:**

**Leader of the Council**

## **Overview & Scrutiny Area:**

**Corporate**

## **1. SUMMARY**

- 1.1 This report provides an update to the 2022-23 Budget Proposals report approved by the Executive on the 7th December 2021, with additional information derived from the Governments Provisional Local Government Settlement and the impact of information contained within the Council Tax and Business Rates Base setting report (4<sup>th</sup> January 2022 Executive).
- 1.2 The Provisional Local Government Settlement is itself subject to the outcome of a nationwide consultation which ends on 13th January 2022, 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 is c£3.5m of additional funding.
- 1.4 When combined with the additional £1.8m outlined in the Council Tax and Business Rates Base report (4<sup>th</sup> January 2022 Executive) this would reduce the call on reserves in comparison to the 7th December Budget Proposals report from c£13.7m to c£8.3m in 2022-23 (a £5.3m reduction).
- 1.5 A further c£2m of funding is also possible depending on the calculation of the inflation rate used by the Government to calculate Business Rates Multiplier compensation. The outcome will be known when the Final Settlement is published by the Government in late January/ early February 2022.
- 1.6 The overall impact of the above will reduce the proposed call on general reserves by £5.3m (potentially c£7.3m depending on the Business Rates Multiplier compensation outlined above).
- 1.7 It is proposed that this reduction will be earmarked for Social Care purposes as these sectors continue to be impacted by Covid and other budget pressures.
- 1.8 Appendix B also provides the outcome of the Budget consultation.

## **2. Main Messages**

- 2.1 The Department for Levelling Up, Housing and Communities (DLUHC) published the Provisional Local Government Settlement on 15 December 2021. A number of national announcements contained within it are outlined below. This is then followed by an analysis of the financial impact for CBMDC via a reconciliation of the planned reserve use now, to that outlined in the 7<sup>th</sup> December 2022-23 Budget Proposals report. The reconciliation also incorporates the financial impact of the information contained within the 2022-23 Council Tax and Business Rates base setting report (4<sup>th</sup> January 2022). A full reconciliation is provided in Appendix A.
- 2.2 **National Announcement from the Governments Provisional Settlement**
- 2.3 The settlement is for a single year only, and further details on proposed funding reform and consultations are due to follow in the new year.

- 2.4 The £1.6bn additional funding announced by the Chancellor in the Comprehensive Spending Review has been distributed as follows:

£0.8bn to a 2022/23 Services Grant, distributed using the 2013/14 Settlement Funding Assessment formula. The statement highlights that this is a one-off grant, and will not be taken into consideration for transitional support when future system changes are made.

£0.7bn to social care, with additional Social Care Grant (£0.6bn, distributed using the Adult Social Care Relative Needs Formula, with equalisation for the impact of the 1% social care precept) and an inflationary increase to the Improved Better Care Fund.

£0.1bn to provide an inflationary increase to Revenue Support Grant.

- 2.5 In addition, £162m has been allocated to local authorities from the funds raised in the National Insurance Health & Social Care levy.

- 2.6 The quantum of the above was largely as assumed following the Chancellor's budget in November.

- 2.7 Authorities do not receive separately identified funding for the costs to them of the increase in National Insurance Contributions. The funding for this is assumed to be included in the new 2022/23 Services Grant.

- 2.8 Referendum limits for Council Tax have been confirmed at 2% as expected

- 2.9 An additional 1% social care precept for social care authorities as expected.

- 2.10 The New Homes Bonus has been rolled over for another year, with allocations made and the final 2019/20 legacy payment honoured.

- 2.11 The Lower Tier Services grant has been continued at £111m nationally, and with a new cash terms funding floor.

- 2.12 The compensation for under-indexing of the business rates multiplier will continue at RPI, though the settlement figures only include this at CPI.

- 2.13 No detailed announcements were made on funding reform, though the following statement was made:

*"Government is committed to ensuring that funding allocations for councils are based on an up-to-date assessment of their needs and resources. The data used to assess this has not been updated in a number of years, dating from 2013-14 to a large degree, and even as far back as 2000. Over the coming months, we will work closely with the sector and other stakeholders to update this and to look at the challenges and opportunities facing the sector before consulting on any potential changes."*

- 2.14 The implication of the above is that the new one off 'Services Grant' will be replaced with an alternative allocation based on needs and resources from 2023/24. This

alternative funding allocation is likely to benefit CBMDC from 2023/24 onwards, but the impact is not yet estimable.

### What the above national announcements mean for CBMDC

- 2.15 The table below provides a reconciliation of the previously expected reserve use in 2022-23 as outlined in the 7<sup>th</sup> December 2021 Budget Proposals report, and the expected reserve use now following the impacts outlined in the Provisional Local Government Settlement, and the estimated impacts outlined in the 4<sup>th</sup> January 2022 Council Tax and Business Rates Base Setting report. Overall the call on reserves is now expected to reduce by £5.3m from £13.650m to £8.341m.

£000s

-13,650	Reserve use per the 7th Dec 2021 Budget Proposals Report
16	Difference between the £16m forecast in 7th Dec Budget papers and the £16.016m that the Council will receive from new Services Grant (£9.6m), and an increase in Social Care Grant (£6.417m).
48	Difference between the Lower Tier Services grant assumptions, and amount in Provisional Settlement (£916k vs £964k) (Inflationary uplift)
-658	Difference between assumed Top Up Grant and Revenue Support Grant in 7th Dec Report and Provisional Settlement (£105.1m vs £105.8m)
4,100	Additional compensation for under indexing the Business Rates Multiplier. This compensation was higher than expected and linked to inflation.
0	£1.55m for Market Sustainability and Fair Cost of Care for Adult Social Care will be received, however this will also have an equivalent burden (£1.55m). Net Change = £0
0	The New Homes Bonus was expected to continue to drop out and be replaced with something else. Instead it will continue for another year.
-10,141	Reserve use after the Provisional Settlement
1,800	Improvement as a result of changes outlined in the Council Tax and Business Rates Setting Report (4th Jan 2022 Exec)
-8,341	Reserve use after Provisional Settlement and Council Tax and Business Rates Base Setting Report.

- 2.16 The above table does not take account of the difference between RPI and CPI in relation to under indexing the business rates multiplier. The Provisional Settlement stated that CPI had been used in the calculations provided in the Provisional Settlement, but it also stated that it would be recalculated using RPI by the time of the publication of the final settlement. We don't currently know how the calculation will be applied, but it could result in additional funding of approximately £2m.
- 2.17 The final settlement figures will be reflected in further update reports provided in advance of the Budget Council.
- 2.18 Appendix A provides a fuller reconciliation.
- 2.19 The overall impact of the above will reduce the proposed call on general reserves. It is proposed that this reduction will be earmarked for Social Care purposes as these

sectors continue to be impacted by Covid and other budget pressures.

## **Consultation**

- 2.20 Appendix B provides the outcome of the budget consultation which includes feedback received from the public, interested parties and key stakeholders.
- 2.21 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.

## **3. RISK MANAGEMENT AND GOVERNANCE ISSUES**

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

## **4. LEGAL APPRAISAL**

- 4.1 It is necessary to ensure that the Executive have comprehensive information when considering the recommendations to make to Council on a budget for 2022/23 at their meeting on 15 February 2022. 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 2022 -2023

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 the information at Appendix B and Annex 1 to Appendix B and to the equality assessments: <https://www.bradford.gov.uk/your-council/council-budgets-and-spending/budget-eias-2022-23/>

## **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:

14.1.1 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 or 2022/23 at their meeting on 15 February 2022.

14.1.2 in accordance with Section 149 of the Equality Act 2010, to have 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 2022-23.

## **15. BACKGROUND DOCUMENTS**

2021-22 Qtr 3 Financial Position Statement Executive report 1 February 2022

Calculation of Bradford's Council Tax Base and Business Rates Base for 2022/23  
Executive Report 4 January 2022

**16. Appendix A - SUMMARY OF FINANCIAL IMPLICATIONS**

**Appendix B - CONSULTATION FEEDBACK AND EQUALITY ASSESSMENT  
FOR THE 2022-23 COUNCIL BUDGET PROPOSALS**

## Appendix A- Summary of Financial Implications – Revenue Budget 2022-23

1.1 The table below shows the 2022-23 budget requirement based on the updated information outlined within this report, and compares it to 2022-23 Budget Proposals report approved by the Executive on the 7<sup>th</sup> December.

**Table 1**

	<b>2022/23 Budget Proposals Dec 2021</b>	<b>Change since Budget Proposals Report</b>	<b>2022/23 Budget per this report Feb 1 2022</b>
Cumulative gap			
2021/22 Base Budget	385,373	0	385,373
Reversal of non-recurring investment from prior years	(2,968)	0	(2,968)
Base Budget	382,405	0	382,405
Recurring Pressures	6,388	(4,250)	2,138
New Investments for Consultation(Child Short Breaks)	552	0	552
Previously approved Time Limited Investments	0	4,250	4,250
Existing Pressures in Children's and Adults Social Care	10,500	0	10,500
Inflation	22,373	0	22,373
Demographic Growth	1,925	0	1,925
Funding Changes	(13,856)	(5,312)	(19,168)
Base Net Expenditure Requirement	410,287	(5,312)	404,975
One Off investments (Council Tax Support)	1,652	0	1,652
Existing approved savings that impact on future years	(5,489)	0	(5,489)
Capital financing and central budget adjustments	(2,400)	0	(2,400)
Cost reductions in Revs & Bens due to Universal Credit	0	0	0
<b>Net Expenditure Requirement</b>	<b>404,050</b>	<b>(5,312)</b>	<b>398,738</b>
<b>RESOURCES</b>			
Localised Business Rates 2022/23	(62,131)	(1,168)	(63,300)
Share of unfunded 2021/22 Business Rates Deficit	0	597	597
Top Up Business Rates Grant	(70,990)	1,731	(69,259)
Revenue Support Grant	(34,806)	(1,073)	(35,879)
Assumed additional RSG replacing New Homes Bonus	(1,114)	1,114	0
Council Tax Income 2022/23	(221,358)	(73)	(221,431)
Share of 2021/22 Council Tax Surplus		(1,125)	(1,125)
Use of reserves (Previously Approved).	(4,250)	(0)	(4,250)
Use of reserves to balance the budget	(9,400)	5,309	(4,091)
<b>Total resources</b>	<b>(404,050)</b>	<b>5,312</b>	<b>(398,738)</b>

\*Any impact from 2020/21 Business Rates and Council Tax Collection Fund deficits in 2022/23 is excluded from the above, and will be covered by the S31 Business Rates Grant Reserve as planned.

\*\* The above table does not include the potential impact of the Government using RPI to calculate Business Rates Multiplier compensation per paragraph 2.16.

\*\*\* It is proposed that the reduced call on reserves to balance the budget will be earmarked to a Social Care reserve to be drawn on as required, as these sectors continue to be impacted by Covid and other budget pressures.

## **Appendix B**

### **CONSULTATION FEEDBACK AND EQUALITY ASSESSMENT FOR THE COUNCIL BUDGET PROPOSALS FOR 2022-23**

#### **1. SUMMARY**

On 7 December 2021 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 2022-23 budget.

#### **2. BACKGROUND**

##### **Best Value and the Equality Act 2010**

- 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 2022-23 was agreed by the Executive at its meeting on 7 December 2021. 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 2022-23 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 also includes the locally agreed characteristic of 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, it must still show it is meeting its General Duty which includes showing due regard. To do this, 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 7 December 2021 are available on the Council's web site at: [Budget EIAs - 2022-23](#) . 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 15 February 2022.

#### **4 Cumulative Equality Impacts on the 2022-23 Budget Proposals**

The proposals will not lead to new cuts to services or new redundancies. They focus on the delivery of services, with a severely limited scope for new investment. Previously agreed savings must continue to be delivered. The proposals 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
- Foster good relations between people who share a protected characteristic and people who do not share it

The cumulative equality impact assessment is based on the draft budget proposals presented to Executive on 7<sup>th</sup> December 2021. 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 15 February 2021. This will include an overall assessment of equality impact of the final Budget proposals.

**Table 1. Showing the total level of negative impacts across each protected characteristic group from proposals presented to Executive 7<sup>th</sup> December 2021.**

Protected Characteristic	Negative impact Levels			
	High	Medium	Low	TOTAL

Age	0	0	2	<b>2</b>
Disability	0	0	1	<b>1</b>
Gender reassignment	0	0	1	<b>1</b>
Race	0	0	1	<b>1</b>
Religion/belief	0	0	1	<b>1</b>
Pregnancy/Maternity	0	0	1	<b>1</b>
Sexual Orientation	0	0	1	<b>1</b>
Sex	0	0	2	<b>2</b>
Marriage & Civil Partnership	0	0	1	<b>1</b>
Low Income/Low Wage	0	2	1	<b>3</b>

Where negative impacts have been identified in the proposals, measures to mitigate against these have been made. Please see Annex 1 for details of these measures.

Whilst there are no significant cumulative negative impacts identified through these proposals, Covid-19 is still impacting on the District and its people with a disproportionate impact on specific groups. Alongside this inflation is also affecting the cost of living which will particularly impact low income households.

## 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 2022-23.
- 5.2 The consultation opened on the 8 December 2021 and ran to the 19 January 2022. 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 limited take-up of the public online events and no take-up by other stakeholders.
- 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), Stay Connected, direct email to partners and organisations and the Council's app were used to promote the consultation. The budget information was also provided in an easier read format and other accessible formats if requested.
- 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 the Chamber of Commerce and Industry

- Organisations that advocate or represent specific groups or communities

5.5 Annex 1 provides the consultation feedback on the budget proposals and feedback on their equality impacts for Executive to have regard to when considering their recommendations to Council on their budget proposals for 2022-23.

## 6 Consultation – Responses and feedback received

6.1 The number of comments received through responses to the survey, social media, online media and emails and through online consultation events for each of the proposals was as follows:

Ref	Proposal	Survey/ Social media and online media	Online events	Total
3.5	Increase in Council Tax 1.99%	26	0	26
3.7	Social care precept 1%	0	0	0
3.9	£50 Council Tax discount for working age Council Tax Reduction Scheme recipients to cushion the withdrawal of the Government's Council Tax Hardship Grant for low income households. The scheme would cost £1.6m in 2022-23	1	0	1
3.10	Council Tax support for care leavers by extending the 100% discount for Care Leavers scheme up to the age of 25 (from 21), at a cost of £52k.	1	0	1
3.14	Previously agreed Welfare Advice savings of £350k would also be deferred by a further year to help provide additional support to low income households.	0	0	0
3.17	£10.5m to address existing Children's and Adult Social Care pressures made up of: £7.5m for Children's Services £3m for Adult Social Care	1	1	2
3.18	£552k of new investment into Children's Short Breaks following prior approval of the strategy in 2021-22. Funding to cover the assessment team and commissioning of short breaks	3	0	3
4.11	£3m for replacement of Council vehicles – nominal figure included each year	0	1	1
4.11	£2m for the property programme	0	1	1
4.11	£1m for General contingency for unforeseen capital expenditure	0	0	0
4.12	£6.8m PCS1 IT Core Device refresh programme (£3.4m 2022/23 then £1.7m in each of the following two years)	1	1	2
4.12	£2m PCS2 Carbon net zero projects within the Council's estate (£500k in each year for four years).	5	1	6
<b>Total</b>		<b>38</b>	<b>5</b>	<b>43</b>

## 6.2 Consultation – Feedback on Proposals

The online survey has received feedback from 77 respondents against specific budget proposals or general feedback against the budget proposals. A further 11 participants have provided feedback through the online consultation events. Twelve comments have been made in response to local media articles and the Council's social media posts about the proposals have generated 15 responses. One partner has provided feedback.

The low interest shown in the consultation was not unexpected given the proposals were to maintain current services, with no new cuts to services or new cuts to jobs proposed.

#### 6.2.1 **Support for the Council budget proposals**

Support was expressed through two of the online consultation events, by a small number of those responding to the online survey who made general comments not related to the individual proposals, and by the partner who provided feedback. The Trades Unions also noted they were pleased the proposals would not lead to any new redundancies

#### 6.2.2 **Trade Union feedback**

The Trade Union budget consultation process commenced with the Chief Executive's and CMT's consultation meeting on 7th December 2021 with all the Trade Unions invited. Key budget proposals were presented by the Director of Finance. The Committee reports and summary consultation documents were circulated. The Budget was on the agenda of the Corporate OJC1 meeting held on 14th December and on the agenda of the Corporate Resources Level 2 consultation meeting on 17th December.

Children's Services Level 2 consultation meeting will take place on 13th January, Department of Place on 14th January, Office of the Chief Executive on the 19<sup>th</sup> January and Department of Health & Wellbeing on 21st January 2022.

The Budget will also be on the agenda of the Corporate OJC1 on 27th January prior to the final submission of Trade Union feedback for the Executive meeting on 15th February.

Initial feedback from the Trades Unions is as follows:

***Unison and GMB's feedback:*** UNISON and GMB attended the initial consultation meeting alongside the other recognised TU's. We are pleased to note there will be no S188 or redundancies.

*There has however at the time of writing been little, if any, consultation within the OJC2 and 3 structures which is disappointing and as yet no paperwork supplied to support proposals.*

***Unite the Union's feedback:*** The recognised unions had an initial consultation meeting with the Chief Executive in early December. Bradford Council are in a position of no redundancies and no section 188 redundancy notice has been issued which Unite welcome.

*Whilst the lack of consultation around the budget in level 2 and 3 has been*

*disappointing, Unite are pleased that there is no compulsory job losses for a consecutive year,*

*The extra continued funding for children's services is also a boost to a department that is quite publicly struggling.*

Any further feedback received from the Trades Unions will be presented to Executive at their meeting on the 15 February.

### **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.

<b>Increase in Council Tax by 1.99%</b>
The majority of those responding through the online survey and online media expressed concern about this proposed increase and residents' ability to pay, especially those on low incomes. Suggestions were made to change the proposal such as by providing additional reductions to more vulnerable residents and by diverting funding allocated to other proposals to reduce the Council Tax overall.
<b>£2m PCS2 Carbon net zero projects within the Council's estate</b>
Concerns from the few respondents commenting on this proposal ranged from the funding being too much through to the proposed allocation being too little. Some respondents said they would like more detail against the proposal.
<b>£3m for City of Culture should the bid be successful</b>
Whilst not being consulted on, this has been raised across responses to other proposals and in general. Concern was expressed that the benefits expected might not be realised, especially because of the impact of Covid. Some suggested the proposed allocation could be used to fund other areas. Youth Service were supportive commenting they recognised it would provide some good opportunities for young people to be creative and innovative.

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 7 December 2021: [Proposed Financial Plan and Budget proposals for 2022/23](#)

Equality Impacts for Budget Proposals 2022-23: [Budget EIAs - 2022-23](#)

## 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

Ref	Proposal for change	As published December 2021		Consultation feedback about the proposal	Consultation feedback about equality impacts / Suggested changes from consultees to the proposals
		Equalities Impact	Mitigation		
3	Revenue budget proposals strategy 2022-23				
3.5	Increase in Council Tax by 1.99% in 2022-23	<p>Raising the amount of Council Tax payable on properties could have a disproportionate impact on people on low incomes.</p> <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 7 December 2021 - Proposed Financial Plan and Budget proposals for 2022/23.</p>	<p><b>Council Tax Reduction Scheme</b> Those applying for Bradford’s Council Tax Reduction scheme and who meet the scheme’s criteria can receive:</p> <ul style="list-style-type: none"><li>100% reduction in their Council Tax if they are a pensioner or a partner of a pensioner</li><li>Up to a maximum 70% reduction on a band A property charge for those of working age (and not a partner of a pensioner)</li></ul> <p>One of the criteria for securing the CTR is being on a low income</p> <p><b>Single Person Discount</b> – is a 25% discount against the Council Tax payable on a property available to those who are the sole adult living in a property.</p> <p><b>Care Leavers</b> - Young people who were being looked after by Bradford Council at the point they turned 18, and have now left care, can be exempt from paying Council Tax up to the age of 21. This exemption applies up to the end of the financial year in which the care leaver reaches the age of 21.</p>	<p><b>This was the proposal that received most comments, with all 25 responding being opposed to the proposed increase</b></p> <p>The increase was considered to be too much for residents, especially those with a low income, alongside increases in the cost of living. Some would be unable to access help with paying the increase as their income would be just over the threshold for receiving help.</p> <p>Value for money for services offered and a lack of spend outside Bradford were a concern, along with spending on vanity and net zero projects. Some staff salaries were considered to be too high.</p>	<p><b>Equality impact feedback</b> Respondents commented that there could be negative impacts on the following people:</p> <ul style="list-style-type: none"><li>Working carers are not receiving support they need.</li><li>Those on low income, including single parents and or/on maternity leave</li><li>Pensioners</li></ul> <p><b>Suggested changes from consultees to the proposals:</b></p> <ul style="list-style-type: none"><li>Provide support for working carers, single parents – including free child care from age one.</li><li>Review Council Tax bandings</li><li>Charge everyone the same level of Council Tax.</li><li>Don’t increase the Council Tax</li><li>Increase Council Tax Reduction from 30 to 40% for those claiming benefits and remove the discretionary housing payments. Make people move if they have too many rooms</li><li>Do not lower housing benefit payments, clothing and food</li></ul>

Ref	Proposal for change	As published December 2021		Consultation feedback about the proposal	Consultation feedback about equality impacts / Suggested changes from consultees to the proposals
		Equalities Impact	Mitigation		
			<p>From 1 April 2020, care leavers are disregarded for the purpose of assessing the number of adult residents in a property for the calculation of Council Tax. This disregard applies up to the end of the financial year in which the care leaver reaches the age of 25.</p> <p>Other discounts are available based on a range of personal circumstances, such as reductions in the Council Tax payable on properties adapted to meet the needs of a disabled resident. More information is available about this on the Council's website at:  <a href="https://www.bradford.gov.uk/council-tax/apply-for-discounts-reductions-and-exemptions/other-council-tax-discounts/">https://www.bradford.gov.uk/council-tax/apply-for-discounts-reductions-and-exemptions/other-council-tax-discounts/</a></p> <p><b>New Budget proposals for 2022-23</b></p> <ul style="list-style-type: none"> <li>• We recognise the impact that the increases will have on people on low incomes as we look to recover from the impact of COVID. Government support for Council Tax hardship during COVID has ended. This budget proposes a £50 discount to 32,000 working age recipients of the Council Tax Reduction Scheme for one more year at a cost of £1.6m.</li> <li>• In recognition of the Council's role as a Corporate Parent the budget proposes to</li> </ul>		<p>vouchers for people on benefits as will help them with fuel bills</p> <ul style="list-style-type: none"> <li>• Provide more help for single parents and provide free child care at a younger age for parents who want to work.</li> <li>• Introduce widower Council Tax.</li> <li>• Reduce spend in Children's Services and lobby government for more funding.</li> <li>• Drop the City of Culture bid</li> <li>• Invest across the whole of the area</li> <li>• Stop spending money on unnecessary building projects and other projects.</li> <li>• Raise pay in the Council in line with inflation</li> <li>• Remove tiers of management and reduce staff pay. Reduce expenses and allowances and responsibilities for portfolio holders</li> <li>• Sell off Council assets.</li> <li>• Put some plans on hold i.e. the new music venue.</li> <li>• Invest the £3m for City of Culture into reducing Council Tax and higher education.</li> <li>• Reduce bicycle lanes.</li> <li>• Use smarter working.</li> <li>• Increase the street cleaning budget.</li> <li>• Improve services</li> </ul>

Ref	Proposal for change	As published December 2021		Consultation feedback about the proposal	Consultation feedback about equality impacts / Suggested changes from consultees to the proposals
		Equalities Impact	Mitigation		
			increase the Council Tax discount available to care leavers aged between 21 and 25 from 50% to 100% and to extend support to care leavers who no longer live in the District. The costs will be £52k.		
3.7	Social Care Precept of 1%	The additional funding will enable the service to provide and secure ongoing equally accessed support for 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. The approach we are taking should help reduce the potential for such exclusion and isolation.	<p>We are proposing a number of measures will be put in place to help mitigate the impact of Council Tax and Adult Social Care precept increases – these include:</p> <ul style="list-style-type: none"> <li>▪ <i>That a £50 discount to Council Tax bills will be applied to working-age Council Tax Reduction Scheme recipients in 2022-23 at a one-off cost of £1.6m.</i></li> <li>▪ <i>The Government provided one-off funding during the pandemic for Council Tax hardship schemes in 2020-21 and 2021-22, where discounts of £150, and £100 respectively were provided. This Government funding has now ended, but this budget proposal would see the continuation of a discount for a further year for the 32,000 working age Council Tax Reduction Scheme recipients.</i></li> <li>▪ <i>That the Carer Leavers discount is increased to 100% exemption –currently Care leavers aged 21 or receive a Council Tax discount of up to 50% up to the age of 25.</i></li> </ul>	No direct comments were received against this proposal	<p><b>Equality impact feedback</b> None</p> <p><b>Suggested changes from consultees to the proposals:</b></p> <ul style="list-style-type: none"> <li>• Remove as now covered in national insurance</li> </ul>

Ref	Proposal for change	As published December 2021		Consultation feedback about the proposal	Consultation feedback about equality impacts / Suggested changes from consultees to the proposals
		Equalities Impact	Mitigation		
			<ul style="list-style-type: none"> <li>That we extend Council Tax support to care leavers up to age 25 who no longer live in the district. On current case numbers, the total cost of this proposal is £52k</li> </ul>		
3.9	£50 council tax discount for working age Council Tax Reduction Scheme recipients to cushion the withdrawal of the Government's Council Tax Hardship Grant for low income households. The scheme would cost £1.6m in 2022-23	<p>Council Tax Reduction (CTR) schemes are part of the national Council Tax regime as defined in the Local Government Finance Act 1992 (Section 13A). The CTR scheme for pension age claimants is prescribed nationally and cannot be changed by the Council.</p> <p>Protections for pension age claimants are secured through legislation, and are therefore, statutorily excluded from the council's CTR scheme. Conversely, the prohibition on discrimination does not mean that there is a requirement that the Council, as the billing authority, must always exercise its</p>	<p>The scheme for pension age claimants is prescribed nationally, and is more generous than the Council's working-age scheme. The pension-age scheme can provide for a reduction of up to 100%. Further mitigation is not considered necessary.</p>	<p><b>One respondent commented on this proposal.</b></p> <p>The threshold for receiving help means many fall just outside the criteria for receiving any help</p>	<p><b>Equality impact feedback</b> Respondents commented that there could be negative impacts on the following people:</p> <ul style="list-style-type: none"> <li>Low income households just over the threshold to receive support</li> </ul> <p><b>Suggested changes from consultees to the proposals:</b></p> <ul style="list-style-type: none"> <li>To make the system fairer, offer the discount to anyone to reduce everyone's Council Tax</li> </ul>

Ref	Proposal for change	As published December 2021		Consultation feedback about the proposal	Consultation feedback about equality impacts / Suggested changes from consultees to the proposals
		Equalities Impact	Mitigation		
		<p>discretion to treat those subject to the working age scheme in the same way as those who are statutorily excluded from it.</p> <p>Age, disability and gender are the only data collection requirements necessary for the assessment of CTR. Data in relation to other protected characteristics is not routinely collected, or not collected. E.g. claimants can self identify ethnicity, but are not required to do so. Data on religion is not collected.</p> <p><u>Age</u> The CTR scheme for pension age claimants provides for greater protections than the Council's CTR scheme for working age claimants. The scheme for pension age claimants is prescribed nationally,</p>			

Ref	Proposal for change	As published December 2021		Consultation feedback about the proposal	Consultation feedback about equality impacts / Suggested changes from consultees to the proposals
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		<p>while the discretion afforded to billing authorities to apply a reduction is restricted to people of working age. Consequently, pension-age claimants will not benefit from the £50 reduction.</p> <p><u>Gender</u> There is a disparity in the number of male and female working-age CTR working age claimants overall. The CTR caseload is made up of (12,294) 39.5% male and (18,801) 60.5% female claimants. The impact of the proposal is, therefore, more likely to benefit a greater number of female claimants than male claimants.</p>			
3.10	Council Tax support for care leavers by extending the 100% discount for Care Leavers scheme up to	The numbers of people who will get this additional support are very small (under 500 cases) in terms of the total number of Council Taxpayers	N/A	<p><b>One respondent commented on this proposal.</b></p> <p>The respondent was not in favour in support being provided to those outside</p>	<p><b>Equality impact feedback</b> None</p> <p><b>Suggested changes from consultees to the proposals:</b></p>

Ref	Proposal for change	As published December 2021		Consultation feedback about the proposal	Consultation feedback about equality impacts / Suggested changes from consultees to the proposals
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	the age of 25 (from 21), at a cost of £52k.	(circa 220,000). They are being supported in a different way to some people that share a protected characteristic but as a Council we are proposing to allow this additional support for our Care Leavers.		the area or those over age 21.	<ul style="list-style-type: none"> <li>• Vulnerable people, such as pensioners, should get 100% discount.</li> </ul>
3.14	Previously agreed Welfare Advice savings of £350k would also be deferred by a further year to help provide additional support to low income households.	This proposal aims to maintain stability and continuity at the time which it is most needed. Customer Services deliver a range of welfare and housing related advice to members of the public, they support the public with claiming costs related to housing and Council Tax Reduction, Universal Credit, Free School Meals, Blue Badges and concessionary travel. They deal with housing and homelessness, children's services. They deliver services to advance and support a range of protected	Maintaining some face to face delivery at accessible points across the district will help ensure that people with difficulty accessing technology may be provided support.	No direct feedback was received against this proposal	<p><b>Equality impact feedback</b> None</p> <p><b>Suggested changes from consultees to the proposals:</b> None</p>

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		<p>characteristic groups and also support households on low incomes. This allows families and individuals to maximise income, tackle personal debt, and other issues all of which impact adversely on finance and more importantly individuals' mental health.</p> <p>Having greater financial security and being free from the adverse mental health impacts that debt can incur allows individuals and families to feel part of the wider community.</p> <p>Reducing investment in support (if channel shift cannot be effectively accessed by all customers) will lead to a disproportionate impact on some protected characteristic groups.</p>			
3.17	£10.5m to address existing Children's and Adult Social Care pressures, with:				

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	£7.5m additional funding provided for Children's Services	<p>The proposal is to use the funding to help mitigate budget pressures arising from additional Children in Care Placements.</p> <p>The placements are for the most vulnerable children and young people in Bradford who are likely to meet some protected characteristics e.g. disability, race and mental health issues.</p> <p>The placement is aimed to be a positive solution to meet the needs of each child or young person.</p>	There may be a negative impact in terms of the child or young person being taken away from their original family. With the right support and placement this will be mitigated. Wherever appropriate the child or young person will be as close to Bradford as possible so they can maintain friends and school stability.	<p><b>Two respondents commented on this proposal with neither being supportive</b></p> <p>Concerns expressed were that additional funding needed in Children's Services was due to previous management decisions and the high cost of private placements.</p>	<p><b>Equality impact feedback</b> None</p> <p><b>Suggested changes from consultees to the proposals:</b></p> <ul style="list-style-type: none"> <li>• Reduce spend in Children's Services and lobby government for money funding.</li> <li>• Increase funds to support adult social care and children and young people. Support VCS organisations with core support moving on from the pandemic.</li> <li>• Disband the Children's Services</li> <li>• Provide money to support activities in community settings for vulnerable/isolated people.</li> <li>• Use early and innovative interventions to keep costs down.</li> </ul>
	£3m additional funding provided for Adult Social Care	The additional funding will enable the service to provide support to vulnerable people with learning disabilities who share a protected characteristic to retain their independence within their own home (or supported living), while enabling them to continue to activity	N/A		

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		Equalities Impact	Mitigation		
		engage in their wider community.			
3.18	£552k of new investment into Children's Short Breaks following prior approval of the strategy in 2021-22. Funding to cover the assessment team and commissioning of short breaks.	<p>The new proposal will result in one assessment being used for all children being assessed for a Short Break, ensuring parity of access to services.</p> <p>Through the development of the JSNA, this will allow a greater understanding of the needs of all families. This will allow for the tailoring of services to be designed and commissioned that meet the needs of children and families.</p> <p>The development of the new Assessment Team will mean all there is additional access for children and families, in Bradford to a Short Break.</p>	<p>The new service will ensure that communication messages relating to the refreshed Short Breaks Provisions will be shared as wide as possible. There will be special consideration to those that are usually less likely to find out about developments.</p> <p>This sharing of messages moving forward will include:</p> <ul style="list-style-type: none"> <li>- Local Offer Newsletter</li> <li>- Short Break Statement uploaded onto the Local Offer</li> <li>- Short Break Statement shared with all Parent Carer Groups, Voluntary Community Sector (VCS)</li> <li>- Short Break Statement shared with all SENCOs</li> <li>- Short Break Statement shared with specific teams (Access Team, Youth Justice System, SEN Team)</li> <li>- WhatsApp groups (Proven way to communicate with those from BAME groups)</li> <li>- Listening event?</li> <li>- A roadshow event? Visiting places of religion, community centres, youth clubs?</li> </ul> <p>Children's Services employ a number of locality based staff who support families and children</p>	<p><b>Three respondents commented on this proposal.</b></p> <p>Whilst one respondent questioned using money to pay for holidays, others were concerned the proposed funding wouldn't meet the need.</p> <p>.</p>	<p><b>Equality impact feedback</b> None</p> <p><b>Suggested changes from consultees to the proposals:</b></p> <ul style="list-style-type: none"> <li>• Reallocate £3m funding from the City of Culture to support Short Breaks</li> <li>• More respite units required and facilities for those with complex needs (like the one in York).</li> <li>• Consult families who use the provision before agreeing a budget.</li> </ul>

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		The potential negative impact on low income/wage was assessed on the potential for there to be restricted access to digital communication.	<p>who are most in need of help. Staff will continue to help families to access the information they need about our services. All frontline staff have access to a digital device which they are able to use with families to find out about other support and services.</p> <p>Regular communications across the service and engagement with staff reference groups will ensure that as the project progresses that staff are made aware of the new updated content on the site, including any additional self-serve features.</p> <p>We will also promote the new changes across other council departments, e.g. Neighbourhoods, Youth Services and Libraries etc., as well as to our key partners to ensure that new service offers are communicated across locality assets.</p> <p>All web pages and the Short Break statement, will set out alternative methods of contact e.g. contact telephone numbers, postal address so that there is the option to contact the council directly to seek advice and information.</p>		
4.11	<b>Proposals for inclusion in the Council's revised Capital Programme</b>				
	£3m for replacement of Council vehicles – nominal figure included each year	The proposal is to replace Council vehicles as part of a planned programme and does not target any one group	N/A	<p><b>One comment was made against the proposal</b></p> <p>The amount allocated was questioned</p>	<p><b>Equality impact feedback</b> None</p> <p><b>Suggested changes from consultees to the proposals:</b></p>

Ref	Proposal for change	As published December 2021		Consultation feedback about the proposal	Consultation feedback about equality impacts / Suggested changes from consultees to the proposals
		Equalities Impact	Mitigation		
		It will have a positive impact on all residents of Bradford by allowing service continuation for those areas that rely on vehicles.			<ul style="list-style-type: none"> <li>• Repair and maintain the current vehicles</li> <li>• Use the proposed funding to support the VCS to provide activities for vulnerable/isolated people</li> </ul>
	£2m for the property programme	No equality impacts have been identified	N/A	No direct comments were received against this proposal	<b>Equality impact feedback</b> None  <b>Suggested changes from consultees to the proposals:</b> None
	£1m for General contingency for unforeseen capital expenditure	The equality impact assessment will be developed against any schemes identified for this fund	N/A	No direct comments were received against this proposal	<b>Equality impact feedback</b> None  <b>Suggested changes from consultees to the proposals:</b> None
4.12	<b>Reserve capital schemes pending presentation of full project appraisals to the Project Appraisal Group for review before seeking Executive approval</b>				
	£6.8m PCS1 IT Core Device refresh programme (£3.4m 2022/23 then £1.7m in each of the following two years)	Whilst the impact of the changes to be brought about by this programme are expected to be broadly Equal, there is a potential for there to be both benefits AND disbenefits for some users with protected characteristics.	The potential for negative impact on users with Disabilities can be mitigated as follows: <ol style="list-style-type: none"> <li>1. All user facing changes should be tested with volunteer testers with a range of disabilities and associated adaptations to their IT, in order to identify early any potential problems with usability of integration.</li> <li>2. The programme should ensure that there is additional support in place to support users with Disabilities in the event that they are negatively affected by any changes made by the programme. Where possible this should</li> </ol>	<b>Two respondents commented on this proposal</b>  Concerns related to the amount of funding proposed and the lack of detail provided about the proposal to support the consultation.	<b>Equality impact feedback</b> None  <b>Suggested changes from consultees to the proposals:</b> <ul style="list-style-type: none"> <li>• Repair current kit rather than buy new</li> </ul>

Ref	Proposal for change	As published December 2021		Consultation feedback about the proposal	Consultation feedback about equality impacts / Suggested changes from consultees to the proposals
		Equalities Impact	Mitigation		
		<p>1. The programme will be introducing enhanced, modern communications tools, integrating tools, new hardware, and introducing other 'usability' features which will benefit all users, but may potentially have a disproportionate positive impact for some users with Disabilities in being easier to use or easier to adapt for specific disabilities than their forerunners.</p> <p>2. The programme will be introducing a wide range of changes to our IT Systems. There is a potential for some of these changes to have a negative impact for some users with Disabilities. Examples of the types of negative impact we might see are:</p>	<p>include the ability to roll back changes whilst issues are investigated further.</p> <p>*Note: User Facing change refers to any changes introduced by the programme which have a direct and detectable impact upon the look and feel of IT systems, or to the way in which users interact with them. Some changes introduced by the programme are 'back-end' and will have no immediate and discernible impact upon users.</p> <p>The potential for impact upon users on Maternity Leave or otherwise on long term leave can be mitigated as follows:</p> <ol style="list-style-type: none"> <li>1. Clear guidance for all new or changed systems should be provided in a centralised location (i.e. Bradnet) and made easy to locate and access. Ideally these materials should be brought together in a library of 'Modern Workplace' changes and guidance.</li> <li>2. Managers should ensure that users are made aware of the potential for change clearly signposted to the available materials and guidance during their return to work sessions.</li> </ol>		

Ref	Proposal for change	As published December 2021		Consultation feedback about the proposal	Consultation feedback about equality impacts / Suggested changes from consultees to the proposals
		Equalities Impact	Mitigation		
		<p>a) New software or hardware which is difficult to use, or more difficult than its forerunner, for users with Disabilities.</p> <p>b) New software or hardware which does not integrate with adaptive software tools used to enable users with disabilities to manage their IT environment</p> <p>c) Changes to processes and systems which make it more difficult for users with disabilities to access or use IT Systems</p> <p>3. The programme will be making multiple, varied and wide-ranging changes to IT Systems and user's IT</p>			

Ref	Proposal for change	As published December 2021		Consultation feedback about the proposal	Consultation feedback about equality impacts / Suggested changes from consultees to the proposals
		Equalities Impact	Mitigation		
		Experience, directly at the desktop and within wider systems. There is potential that this could have a short term negative impact on users on Maternity Leave or otherwise on long term leave. This would present in the form of unfamiliar tools, services and process that the user would need to adapt to upon their return to work. The scale of change will be dependent upon the length and exact timing of their absence			
	£2m PCS2 Carbon net zero projects within the Council's estate (£500k in each year for four years).	There may be a benefit if one or more of the buildings that receives this funding support is used to deliver services to people who share a protected characteristic. This will depend on the circumstances of both the service user and the building. For	N/A	<p><b>Six respondents commented about this proposal.</b></p> <p>Concerns raised were that £2m is insufficient to meet the urgent threat, more should be allocated to this than to the Culture Bid, with failure cited as leading to damaging impacts.</p>	<p><b>Equality impact feedback</b> None</p> <p><b>Suggested changes from consultees to the proposals:</b></p> <ul style="list-style-type: none"> <li>• Addressing the climate emergency should be a requirement across all Council plans and services</li> <li>• Reduce Council tax bills by removing the Culture bid and funding to green proposals</li> </ul>

Ref	Proposal for change	As published December 2021		Consultation feedback about the proposal	Consultation feedback about equality impacts / Suggested changes from consultees to the proposals
		Equalities Impact	Mitigation		
		<p>example, low energy lighting that would otherwise have remained unchanged will be delivered to current standards and so may result in a benefit to users with different visual acuity. Buildings with improved insulation and air tightness will have fewer draughts improving comfort for all users but this may result in better outcomes for people with limited mobility. There may also be less variation in space temperature during the heating and cooling cycle improving the environment for people with higher temperature sensitivity. These improvements are, effectively, permanent and so will be carried over even if a building has different users through being leased or Community Asset Transfer.</p>		<p>A few respondents doubted there was an emergency. Another suggesting that spend on this and Culture wouldn't benefit Bradford.</p> <p>A further asked why people were invited to comment on this proposal when they weren't given an opportunity to comment on the clean air zone?</p>	<ul style="list-style-type: none"> <li>• Remove climate change and clean air proposals</li> <li>• Reduce top management</li> </ul>

Ref	Proposal for change	As published December 2021		Consultation feedback about the proposal	Consultation feedback about equality impacts / Suggested changes from consultees to the proposals
		Equalities Impact	Mitigation		

## SUMMARY OF OTHER COMMENTS – NOT DIRECTLY RELATING TO PROPOSALS

Theme	Comments
General comments	<p>Respondents made the following comments:</p> <ul style="list-style-type: none"> <li>• The proposals are balanced and fair and the Council has done well to manage the finances.</li> <li>• No mention of how the Council attract more businesses – use concessions and improve BRI</li> <li>• Comments won't make any difference to the proposals, consultation feedback won't be used</li> <li>• Increases in food and energy prices will cause those on low income to suffer. Universal credit uplift was axed at the wrong time.</li> <li>• Council should listen to the people of Keighley</li> <li>• A priority should be to undertake an enquiry into grooming gangs</li> <li>• Write in English and not jargon</li> </ul>
Suggested further Council investment	<p>Suggestions were as follows:</p> <ul style="list-style-type: none"> <li>• More funding needed for investment such as in youth services, stronger communities and employment support.</li> <li>• Spend on staffing for highways, planning and parking enforcement is inadequate to reduce crime, takeaways, illegal parking, unnecessary car journeys and do more work with the Police on issues.</li> <li>• A budget to deal with NEET is required</li> <li>• Pay rise needed to encourage more social care workers</li> <li>• Serious financial priorities need putting into children's services, more special schools, more RPs, mental health services, sensory integration therapy which are non-existent in Bradford</li> <li>• Start investing significant outside of the city centre and stop wasting money on cycle lanes that few use or ever will.</li> <li>• More funding needed to remove waste particularly from the inner city.</li> <li>• Help with household finances for vulnerable to buy food and pay bills and clothes for children is required</li> </ul>
SEND & Children's Services	<p>Respondents made the following comments:</p> <ul style="list-style-type: none"> <li>• Significantly more funding needed to improve SEND provision</li> </ul>

	<ul style="list-style-type: none"> <li>• Support, more schools with RPs or Special Placement.</li> <li>• Children's Services in Bradford are appalling with lack of support services, shambles of CAMHS, more accessible mental health, behavioural support &amp; sensory integration therapy needs to be put in place.</li> <li>• Lack of funding, lack of permanent staff, lack of pro-active management and staff training is shocking.</li> <li>• The Council's priorities need to be children.</li> <li>• Adult mental health is in crisis because children are not getting support when they need it.</li> <li>• Money should be spent on Children's rather than clean air, refurbishments, City of Culture as service has being appalling for over 20 years with Ofsted rating needs improving or inadequate for 20 years. Action needed not plan writing and monitoring</li> <li>• Those responsible for the failing services should be held accountable</li> <li>• Employ people who want to help families and not those who want to remove children from parents with learning difficulties.</li> <li>• Comment made the Council did not put children at the heart of everything it does.</li> </ul>
Social Care	A suggestion was made to move drug rehabilitation centres from residential areas.
Housing	Rent empty properties to those who are homeless
City of Culture	<p>Comments were made as follows:</p> <ul style="list-style-type: none"> <li>• Funding should not be allocated due uncertainty around Covid-19 and more important priorities, such as child poverty, failing children's services, street cleaning etc.</li> <li>• A question was raised about the benefit should Bradford District be successful and that the money could be used to provide a swimming pool in Keighley and improve opportunities to use the countryside for leisure in outlying areas.</li> <li>• Drop the bid as not a good use of money when there is little chance of winning which would then no doubt need more money.</li> <li>• Waste of money, for councillors' CVs rather than what people actually want. Finally start investing significant outside of the city centre and stop wasting money on cycle lanes that few use or ever will.</li> </ul>
Highways/Planning/street cleaning	<p>The following suggestions were made:</p> <ul style="list-style-type: none"> <li>• Improve City Road area, reconsider bicycle lanes as not overly used and terrain not always suitable, speeding issues at Harrogate Road, Apperley Bridge</li> <li>• Redo road markings that have been obliterated and clear foliage from road signs</li> <li>• The Council should help clean local residential areas more often</li> <li>• More funding needed to remove waste particularly from the inner city</li> <li>• Complete work on the fast food planning policy and implement to reduce environmental damage and damage to people's health</li> <li>• Introduce monthly payment for green waste and remove yearly billing</li> </ul>
Museums, libraries and theatres	<p><b>Comments were made about</b></p> <p><b>Museums:</b></p>

	<ul style="list-style-type: none"> <li>• Cut in opening hours and no evening openings, suggest that longer daytime opening and occasional evening opening should happen and it would support the City of Culture bid.</li> <li>• Vital to increase co-operation with Impressions, the Peace Museum and the National Media Museum.</li> <li>• Support decision to restore separate leadership for Libraries and Museums, as they have very distinct identities.</li> </ul> <p><b>Libraries:</b></p> <ul style="list-style-type: none"> <li>• Important meeting places and sources of information. They are safe indoor spaces which should be celebrated, with paid staff developing activities for local people.</li> <li>• Is Bradford's vision for libraries sufficiently creative and inclusive?</li> <li>• Build on the success of the Local Studies Library.</li> <li>• Good that hub libraries have regained normal opening hours.</li> <li>• Concerned about the limited opening and reliance on volunteers in branch libraries.</li> </ul> <p><b>Theatres:</b></p> <ul style="list-style-type: none"> <li>• Alhambra Studio underused. Suggest more shared publicity between Bradford Theatres, Theatre in the Mill, Bradford Playhouse, Bingley Little Theatre, Keighley Playhouse etc.</li> </ul>
Climate change	<ul style="list-style-type: none"> <li>• Would like to see the details of the proposals and would like schemes that support active and public travel/transport</li> </ul>
Management and increase in pay	<p>The following comments were made:</p> <ul style="list-style-type: none"> <li>• Reduce management costs</li> <li>• Pay increase should not be applied across all pay grades – those on lowest pay will need the increase but not others</li> <li>• Review current pay grades</li> <li>• Reward those in the care sector</li> </ul>
Disabilities and work	Provide more opportunities for work for people with disabilities

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

Theme	Comments
General	<p>West and North Yorkshire Chamber of Commerce considered the proposals neutral in terms of Bradford District's businesses.</p> <p>It was acknowledged at an online consultation event that much was dictated by government and that the local authority was facing a difficult and challenging time</p>
City of Culture	Youth Services stated that the proposed spend would provide some good opportunities for young people to be creative and innovative

	A comment made at an online event was that more should not be allocated to support the culture bid than to addressing the climate emergency.
Climate emergency	A comment at an online event was that there had been little movement made by the Council so far to get to net zero. More was needed in the plans and more detail of the work being undertaken.
Use of reserves	Comment from a participant at an online consultation event was that more clarity is required about the use of reserves
Funding for activities in the community and for the VCS	Participants at the online consultation for Anchor Court residents and Manningham Housing Association suggested that funding should be made available for community activities and more funding should be available to support the VCS. Activities in community settings reduced health issues and also mental health issues through addressing isolation.
Innovation	Participants at the online consultation for Anchor Court residents and Manningham Housing Association commented that innovation shouldn't always be part of a commission – as sometimes maintaining what already exists and works is the best value for money and for supporting people.