

BIRMINGHAM CITY COUNCIL

Introduction

The Council in its annual budget-setting process is required to have due regard to

These mitigation plans will be implemented and monitored as part of the EIA process.

This document draws into one place, a summary of the service-based Equality Impact Assessments for the 2020+ budget proposals that show potential adverse impacts. In addition to service-based proposals, there are a range of budget proposals which are efficiencies and do not have any disproportionate impact for people with protected characteristics as defined in the Equalities Act 2010.

It's important to note that the Equality Impact Assessment is not a one-off task, instead it is an ongoing process that evolves as the budget proposals evolve over time. All EIAs are recorded on the council's important to n

inequality which places increased demands on already pressurised services. As such, we are redesigning our services to better meet the needs of our citizens and

Summary of Cumulative Equality of Impact

This cumulative equality assessment has been developed by considering city demographics as mentioned above, relevant data sources, and feedback from service user and resident consultations. The assessment identifies the equality impact of a single saving decision or a series of decisions that potentially has a negative or positive impact on one or more protected characteristic.

The summary analysis of budget proposals impacting on residents set out in this document highlights the potential impact on protected characteristics, as identified from service specific EIAs. The initial analysis of the budget proposals shows a number of key common factors and design principles

Summary of Cumulative Equality Impact key findings

The EIA process and public consultation have been based on identifying whether service delivery impacts are likely to be different for a person because of their protected characteristics.

The EIAs were considered where groups may be impacted by more than one service change across the council. A summary analysis of the EIAs in relation to the nine protected characteristics:

- Age
- Disability
- Gender reassignment

Based on 2016 ONS projections, in Birmingham between 2018 and 2022 the number of

Birmingham's population is made up of 50.5% females and 49.5% males¹.

There are no local estimates of the number of trans people living in Birmingham however nationally there are estimated to be between 200,000-500,000 trans people in the UK.

Surveys in the UK by Stonewall and other organisations have shown that trans people experience significant discrimination and inequalities, for example one survey 41% of trans men and women reported having experienced hate crime because of their gender identity in the last 12 months⁴.

Potential equality impact:

Across the Budget proposals the initial

Marriage/Civil Partnership

The Equality Act says you must not be discriminated against in employment because you are married or in a civil partnership.

In the Equality Act marriage and civil partnership means someone who is legally married or in a civil partnership. Marriage can either be between a man and a woman, or between partners of the same sex. Civil partnership is between partners of the same sex or opposite sex.

People do not have this characteristic if they are:

- single
- living with someone as a couple neither married nor civil partners
- engaged to be married but not married
- divorced or a person whose civil partnership has been dissolved

In the 2011 Census there were 163,204 people in the city who were married and 803 who were registered with a same-sex civil partnership⁵.

Potential equality impact:

Across the Budget proposals the initial impact assessments have not highlighted any negative or positive impacts on individuals in relation to marriage or civil partnership.

⁵ 2011 Census DC1101EW ([NOMIS](#))

Around 17,500 women become pregnancy in Birmingham each year.

Potential equality impact:

Across the Budget proposals the initial impact assessments have not highlighted any negative or positive impacts on individuals in relation to pregnancy and maternity.

The Government estimates 5-7% of the population of England and Wales is lesbian, gay or bisexual (LGB). In 2018, the adult population (aged 18+) in Birmingham was 852,986, so the government's 5-

Birmingham is a super-diverse

In the 2011 Census 98,181 citizens reported a disability or long term health problem that limited their day-to-day activities a lot, and a further 99,720 reported a similar condition that limited these activities a little.

One in four adults in the West Midlands has a mental health issue. Particular groups of people are at greater risk of mental illness, including people from ethnic minority communities, lesbian, gay, bisexual and transgender (LGBT) people. Many people with a physical health condition also have a mental health condition.

In Birmingham around 1% of supported working age adults with a learning disability are in in paid employment compared to the England average of 5.8%, this relates to just 21 in 2,166 people¹.

Potential equality impact:

Across the proposals there are risks that the shift to digital citizen engagement may disadvantage disabled service users, having difficulties with ~~vision~~ vision, hearing

Council-wide mitigating action

The Council is committed to minimising and preventing negative impacts on specific protected equality groups. The council will take the following mitigating actions:

Undertake regular monitoring and analysis to evaluate trends and identify actions, and as part of the equality impact assessment process. We will continue to engage and consult service users/stakeholders to garner their views and ideas to meet our corporate priorities.

Service managers must ensure ongoing monitoring of the impact of services changes, to identify any unanticipated impact at an early stage.

Any impacts identified through monitoring should be used to inform next year's budget setting process.

Where required a full EIA will need to be completed to include issues highlighted in the consultation process.

Continued engagement with service-users, residents and relevant partners to identify ways in which services can be improved to better meet needs.

