

Cumulative Equalities Impact Assessment – Budget 2019/20 (November 2018)

This assessment will be updated as a result of consultation responses and as proposals develop.

All proposals will be subject to individual equality impact assessments.

Protected characteristic / additional characteristic monitored by NYCC	Local context and related factors	Potential adverse impacts of budget savings proposals and steps taken to minimise impact
Age	<p>North Yorkshire has a lower proportion of young people than the national average – 26.4% under 25 compared to 31.3% nationally.¹ In 2016 1.7% of 16 – 17 year olds were identified as NEET (Not in Employment, Education or Training). The percentage across the UK who were NEET was 4.3%². Nationally the unemployment rate for 16-24 year olds is high. The unemployment rate for people aged 16 and over for the UK was 4.3%, for the period August to October 2017.²</p> <p>23.9% of the county's adult population is over the age of 65. This is higher than the national percentage (18.0%) and every year the population of older people increases, and with it the demand for the care and support which the council provides. By 2020 25% of our total</p>	<p>Older people</p> <p>Proposals to review the staffing structure of parts of the service that deals with care and support for adults may impact more upon older people as they are more often service users. Actual impacts, if any, will be dependent upon details of any specific changes to staffing structures which will be developed further and subject to individual equality impact assessment.</p> <p>Similarly, proposals to require people who are assessed as having sufficient personal finances to pay a fair charge for the total cost of care support and/or transport relating to social care, are also more likely to impact on older people due to the greater likelihood that they will have care needs. As people age they are more likely to develop a long term condition or disability which requires care and support.</p> <p>Work to prevent or delay reliance on social care by supporting people to live more independently and fostering community provision may provide positive impacts for older people. Our Stronger Communities team has been set up specifically to support communities to take on a greater role in the provision of services, and has as one of its priorities support for older and more vulnerable people to remain involved and active within their community. In addition, our Living Well Co-</p>

¹ Office for National Statistics Population Estimates mid-2017

² GOV.uk end 2016

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	<p>population will be aged 65+ and 3.3% aged 85+.</p>	<p>ordinators work with individuals (and their carers) who are on the cusp of becoming regular users of health and social care services by helping them access activities in their local community, reducing loneliness and isolation, and supporting them to find their own solutions to their health and wellbeing goals.</p> <p>Similarly, continuing to replace Elderly Persons Homes with Extra Care Housing where people can live independently whilst being in a supportive community could produce positive impacts for older people.</p> <p>Younger people</p> <p>Proposals which may have specific impacts for younger people include:</p> <ul style="list-style-type: none"> • Proposals to review the way that we meet the needs of children and young people with SEND and those at risk of exclusion. These have been subject to consultation and draft equality impact assessments produced which provide more detail. • Proposals to continue to ask for financial contributions towards post 19 SEN (Special Educational Needs) home to school transport in line with mainstream pupils • Review arrangements for supporting accommodation for some young people. Impacts will depend upon whether a different type of service is delivered and the details of such a service. <p>Working age people</p> <p>The proposed rise in the council tax may have a larger adverse impact upon these residents due to the effect of inflation in relation to wage growth as this category of</p>

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		<p>residents is not protected from inflation in the same way that older people are due to uprating of state pensions.</p> <p>Any potential impacts on staff as a result of staff restructuring to facilitate service changes will be carefully monitored. We will ensure that all relevant human resources policies and procedures are adhered to and that our duty under the Equality Act 2010 is met.</p>
Disability	North Yorkshire has the same proportion of people with a disability or long term limiting illness (17.5%) as the national average. ³	<p>Proposals to review the staffing structure of parts of the service that deals with care and support for adults may impact more upon people with a disability as they are more often service users. Actual impacts, if any, will be dependent upon details of any specific changes to staffing structures which will be developed further and subject to individual equality impact assessment.</p> <p>Similarly, proposals to require people who are assessed as having sufficient personal finances to pay a fair charge for the total cost of care support and/or transport relating to social care, are also more likely to impact on people with a disability due to the greater likelihood that they will have care needs.</p> <p>Work to prevent or delay reliance on social care by supporting people to live more independently and fostering community provision may provide positive impacts for people with disabilities. Our Stronger Communities team has been set up specifically to support communities to take on a greater role in the provision of services, and has as one of its priorities support for more vulnerable people to remain involved and active within their community. In addition, our Living Well Co-ordinators work with individuals (and their carers) who are on the cusp of becoming regular users of health and social care services by helping them access activities in</p>

³ 2011 Census

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		<p>their local community, reducing loneliness and isolation, and supporting them to find their own solutions to their health and wellbeing goals.</p> <p>Any review of arrangements for supported living for adults with learning disabilities would aim to still provide the required support which should minimise any adverse impact, and potential positive impacts may be realised through helping adults with mental health issues to support themselves and avoid residential and nursing placements.</p> <p>All proposals will be subject to individual equality impact assessments.</p> <p>The proposed increase in council tax could have a disproportionate adverse impact upon those with a disability due to the fact that disability benefits have reduced over time as thresholds for support has increased.</p> <p>Any potential impacts on staff as a result of staff restructuring to facilitate service changes will be carefully monitored. We will ensure that all relevant human resources policies and procedures are adhered to and that our duty under the Equality Act 2010 is met.</p>
Sex	At county level the proportion of females is slightly higher (50.7%) than that of males (49.3%) ⁴ . This pattern is reflected across all districts, with the exception of Richmondshire where the large number of predominantly male	The proposed increase to council tax could have a disproportionate adverse impact upon females as women are likely to have lower incomes than men in later life due to working patterns when they were younger, and may therefore be more likely to be impacted by increased costs. They are also disproportionately more likely to be lone parents. For lone parents, even those working full time have a 42% risk of being below Minimum Income Standard ⁶ , up from 28% in 2008/09. Nationally

⁴ Office of National Statistics Mid-2016 population estimates

⁶ Joseph Rowntree Foundation Minimum Income Standard 2017

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	<p>military personnel have the effect of reversing the proportions.</p> <p>There were 13,648 lone parent households in North Yorkshire in 2011⁵, of which 11,958 had a female lone parent (87.6%).</p>	<p>151,000 out of 356,000 people in households headed by lone parents working full time are below the minimum.</p> <p>Any potential impacts on staff as a result of staff restructuring to facilitate service changes will be carefully monitored. We will ensure that all relevant human resources policies and procedures are adhered to and that our duty under the Equality Act 2010 is met.</p>
Race	<p>North Yorkshire has a much lower proportion (2.65%) of Black or Minority Ethnic (BME) citizens than the national average (14.57%)⁷ according to the 2011 census.</p>	<p>There are no anticipated adverse impacts on people with this protected characteristic.</p> <p>Any potential impacts on staff as a result of staff restructuring to facilitate service changes will be carefully monitored. We will ensure that all relevant human resources policies and procedures are adhered to and that our duty under the Equality Act 2010 is met.</p>
Religion or belief	<p>North Yorkshire has higher levels of Christians (69%) than the national average (59%), and lower levels of all other religions than the national average. Percentages of those with no religion or not stating their religion are broadly similar to the national average. (2011 census)</p>	<p>There are no anticipated adverse impacts on people with this protected characteristic.</p> <p>Any potential impacts on staff as a result of staff restructuring to facilitate service changes will be carefully monitored. We will ensure that all relevant human resources policies and procedures are adhered to and that our duty under the Equality Act 2010 is met.</p>
Sexual orientation	<p>The government estimates that 5 – 7% of the population are gay, lesbian or bisexual. We</p>	<p>There are no anticipated adverse impacts on people with this protected characteristic.</p>

⁵ Census 2011

⁷ 2011 census

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	have no evidence to suggest that this is not the case in North Yorkshire.	Any potential impacts on staff as a result of staff restructuring to facilitate service changes will be carefully monitored. We will ensure that all relevant human resources policies and procedures are adhered to and that our duty under the Equality Act 2010 is met.
Gender reassignment	<p>The Gender Identity Research and Education Society (GIRES) suggests that across the UK:</p> <p>1% of employees and service users may be experiencing some degree of gender variance. At some point, about 0.2% may undergo transition (i.e. gender reassignment). Around 0.025% have so far sought medical help and about 0.015% have probably undergone transition. In any year 0.003% may start transition.</p>	<p>There are no anticipated adverse impacts on people with this protected characteristic.</p> <p>Any potential impacts on staff as a result of staff restructuring to facilitate service changes will be carefully monitored. We will ensure that all relevant human resources policies and procedures are adhered to and that our duty under the Equality Act 2010 is met.</p>
Pregnancy or maternity	<p>In 2017 there were 5441 live births in North Yorkshire. The conception rate per 1000 for 15 – 17 year olds was 12.9. This is below the rate for England (18.2). In 2017 4786 live births (88%) were to mothers born in the UK. 654 live births (12%) were to mothers born outside the UK.</p>	<p>There are no anticipated adverse impacts on people with this protected characteristic.</p> <p>Any potential impacts on staff as a result of staff restructuring to facilitate service changes will be carefully monitored. We will ensure that all relevant human resources policies and procedures are adhered to and that our duty under the Equality Act 2010 is met.</p>
Marriage or civil partnerships	<p>A higher percentage of North Yorkshire's population is married or in a civil partnership</p>	<p>There are no anticipated adverse impacts on people with this protected characteristic.</p>

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	(53.7%) than the national average (46.8%). ⁸ (2011 census)	Any potential impacts on staff as a result of staff restructuring to facilitate service changes will be carefully monitored. We will ensure that all relevant human resources policies and procedures are adhered to and that our duty under the Equality Act 2010 is met.
Rural areas	<p>The population in North Yorkshire is generally sparser than the national average (0.76 people per hectare as opposed to 3.89 nationally). In some parts of the county this is lower still (Ryedale 0.36, Richmondshire 0.41)⁶. Distance travelled to access services is further than the national average. The Lower Super Output Area (LSOA) which covers the Dales ward in Ryedale is the most deprived in England for Geographical Barriers to Services.⁹</p> <p>Rurality can also mean higher costs for such things as fuel for heating.</p>	<p>Any restructure of services which aims to physically consolidate service provision in locations of greater population density may impact disproportionately on people living in rural areas. However, our Living Well Co-ordinators work on an individual basis with people (and their carers) who are on the cusp of becoming regular users of health and social care services, including those who live in rural areas, to help them access activities and support them to find their own solutions to their health and wellbeing goals.</p> <p>Dependent on the service, access may be online following our digital by default approach, and this can also be challenging in some rural areas where broadband provision can be variable. The Superfast North Yorkshire programme, however, aims to ensure that 95 per cent of all homes and businesses in the county will have access to superfast broadband by the end of 2021.</p> <p>Actual impacts, if any, will be dependent upon details of any specific changes to staffing and service structures which will be developed further and subject to individual equality impact assessment.</p> <p>There may be some adverse impact on County Council staff living in rural areas where restructures and consequent changes to work locations take place, in that travel to work time may increase and there is disruption to childcare arrangements, for example. Due consideration will be given to the degree of disruption likely to be</p>

⁸ 2011 census

⁹ Index of Multiple Deprivation, Indices of Deprivation 2015

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		caused by a proposed change in location and additional expense and travelling time incurred in circumstances where an alternative offer of employment is made, as per the County Council's redeployment Policy.
People with low income	<p>At local authority level North Yorkshire is among the least deprived in England⁷. Figures for long term unemployment in North Yorkshire (0.1%) are lower than the national average (0.4%)¹⁰. However, North Yorkshire has a number of lower super output areas within the 20% most deprived in England (23 in 2015, rising from 18 in 2010) and three LSOAs in Scarborough town are within the most deprived 1% in England.⁷</p> <p>12,270 people were claiming Department of Work and Pensions benefits in North Yorkshire in November 2016 (7.7% of the working age population), of which 8,960 were out-of-work benefits (5.6%).</p>	<p>People with low incomes will potentially be adversely impacted by a number of the changes to services. They are often also least able to compensate by using other providers or options, in the private sector for example, due to issues of cost.</p> <p>The impact of proposals to require people who are assessed as having sufficient personal finances to pay a fair charge for the total cost of care support and/or transport relating to social care would be dependent on threshold limits set. Proposals will be developed further and will be subject to individual equality impact assessment.</p> <p>Changes in staffing may have an adverse impact on staff on lower incomes due to the possibility of being offered a lower graded post than their current role. In the event of this occurrence, affected staff may, dependent on individual circumstance, be eligible for pay protection in line with the County Council's redeployment policy, to mitigate adverse impacts.</p> <p>The proposed increase to council tax may have a disproportionate adverse impact upon those residents receiving low incomes. For example those on benefits have seen inflation rises which mean that for the first time since the benefits freeze the real value of benefits has started to decline¹¹.</p>

¹⁰ November 2017, ONS

¹¹ Joseph Rowntree Foundation Minimum Income Standard 2017

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Carers	Carers' allowance claimants make up 0.9% of North Yorkshire's population. ¹² This is lower than the average for England (1.3%) but there are variations across the county with the highest percentage being in Scarborough (1.4%). It is likely, however, that these figures do not reflect the true number of people carrying out caring roles in the county as many do not claim allowances.	Carers are likely to be impacted in similar ways to older and younger people and disabled people i.e. the people for whom they are caring, although the impacts may be more indirect. Carers may also have lower incomes as in many cases they will be unable to work due to their caring responsibilities. Some carers will, of course, have protected characteristics themselves, such as young carers.

¹² May 2017, ONS