

Summary of the Equality Impact Assessment of Leicestershire County Council's Medium-Term Financial Strategy 2025-29

Equalities implications of the budget proposals

The assessment of the Medium-Term Financial Strategy 2025-29 has been completed to:

- enable decision makers to make decisions on an informed basis which is a necessary component of procedural fairness
- inform decision makers of the potential for equality impacts from the budget changes
- consider the cumulative equality impacts from all changes across all Departments
- provide some background context of the local evidence of cumulative impacts over time from public sector budget cuts

Equalities issues

The Council complies with equalities legislation and decision makers must be cognisant of the Public Sector Equality Duty¹. Specifically, the Council must have due regard to the need to eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by the Equalities Act 2010. Regard should also be had to the need to advance equality of opportunity between persons with protected characteristics² and persons who do not share those characteristics. Decision makers should also have regard to the need to foster good relations between persons who share a relevant protected characteristic and persons who do not share it. The Council decided in 2024 to include care leavers in the group of people with protected characteristics.

The Census data from 2020 showed that 16.5% of Leicestershire's population have a minority ethnic identity, 20.8% are aged 65 and over, 8.4% had a religion other than Christianity, 16.6% considered themselves disabled, and 2.4% are lesbian, gay, or have another sexual identity.

The Leicestershire Community Insight Survey of residents for 2024 found that 88.8% of people agree that Leicestershire is a place where people of different backgrounds get on well, and 78.9% of residents agree that Leicestershire County Council treats all types

¹ Per Section 149 of the Equality Act 2010

² The protected characteristics are age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; sexual orientation.

of people fairly. Whilst these figures are high, there has been a decrease from previous years when the survey was conducted. 32% of people report being affected by service changes. This figure is higher for those with disabilities.

The County Council also chooses to look at the impact on other communities of interest. These include:

- People serving within the armed forces or ex-armed forces
- Gypsy and Traveller communities
- Asylum seeker and refugee communities
- Migrant workers and other new arrivals
- Looked after children
- Deprived or disadvantaged communities
- Carers

Assessment Findings

The Council continues to be committed to having due regard for equalities objectives across its work and this assessment does not remove the requirement to conduct Equality Impact Assessments (EIAs) on the Council's policies, projects and programmes. Each proposal within the MTFs will need to be subject to a separate EIA, to identify the potential impacts on people with protected characteristics and appropriate mitigations.

Many of the proposals in the MTFs 2025-29 were agreed as part of the previous MTFs, and others are amendments to existing plans that have already been agreed.

There are several areas where there are opportunities for positive benefits for people with protected characteristics from the additional investment the County Council is making. There is growth in funding for the following services:

- Older people community and residential social care
- Adult learning disabilities
- Adult mental health
- Physical disabilities
- Child social care

- Children with special educational needs
- Transport for social care and children with special educational needs.
- Unaccompanied asylum-seeking children

However, due to the rising number and increasing complexity of eligible cases, there is a risk that this investment will not keep up with demand, impacting on the outcomes for people with protected characteristics who use these services.

Overall, the assessment finds that the Council’s budget proposals risk a greater impact on older people, children, and disabled people more than people without these characteristics. This is as expected given the nature of the services provided by the Council.

Proposed savings with potential significant equalities implications.

Proposal Reference	Title	Department	Proposal Description	Protected Characteristic
CF3 Eff	Defining CFS For the Future Programme - Phase 2 - Social Care Workforce Strategy (Recruitment and Retention)	CFS	Recruitment and retention strategies for the social care workforce	age, disability, and race
AC1 Inc	Increased income from fairer charging and removal of subsidy/aligning increases	A&C	Increasing charges for adult social care services	age, disability, and socio-economic status
AC2 Eff	Implementation of digital assistive technology to service users	A&C	Introducing digital assistive technology	age, disability, and gender
AC3 Eff	Review of Mental Health pathway and placements	A&C	Reviewing mental health services and placements	disability, age and race

AC5 Eff	Improve consistency in hourly rates for Direct Payments and promote use of personal assistants	A&C	Improving consistency in direct payments and promoting personal assistants	disability, age, and socio-economic status
AC6 Eff	Transforming Commissioning (Extra Care)	A&C	Transforming commissioning for extra care services to improve service provision for elderly individuals and those with complex needs.	age, disability, and socio-economic status
AC7 Eff	Transforming Commissioning (Alternatives to homecare)	A&C	Developing alternatives to homecare by providing more flexible care options for adults with varying needs.	age, disability, and socio-economic status
AC10 Eff	Review in-house supported living and short breaks provision	A&C	Reviewing in-house supported living and short breaks by influencing the availability of care options for people with disabilities and elderly individuals.	disability, age, and socio-economic status
AC12 Eff	Review of 1:1 support in residential care	A&C	Reviewing 1:1 support in residential care by potentially reducing or improving support for individuals with higher care needs.	disability, age, and gender
AC14 Inc	Review of Fees & Charges	A&C	Reviewing fees and charges by altering the affordability and accessibility of care services for vulnerable individuals.	age, disability, and socio-economic
PH2 Eff	Quit Ready - Development of a Pharmacy Community Based Service Model	PH	Developing a community-based pharmacy service by improving access to health support, especially for older individuals and those with disabilities.	age, disability, and socio-economic status
ET1 Eff	Assisted Transport Programme	E&T - HT	Reducing the Assisted Transport Programme	disability, age, and socio-economic status
ET2 SR	Review application of subsidised bus policy, post Covid	E&T - HT	Reviewing subsidised bus services	age, disability, and socio-economic status

ET3 Inc/SR	Review approach to Park and Ride	E&T - HT	Reviewing the Park and Ride service	age, disability, and socio-economic status
ET6 Inc	Fees and Charges Uplift	E&T - HT	Increasing fees and charges	age, disability, and socio-economic status
ET7 Inc	Review of fees & charges across targeted services	E&T - HT	Reviewing fees and charges for targeted services	age, disability, and socio-economic status
ET14 Inc	Fees and Charges Uplift	E&T - EW	Increasing fees and charges	Socio-economic status
CR2 Eff	Customer Programme (Cross cutting)	Corporate Resources	Improving customer services	age, disability, race, and socio-economic status
	Dedicated Schools Grant			
	Transforming SEND & Inclusion in Leicestershire (TSIL) Programme defined opportunities		Reducing the Dedicated Schools Grant deficit through the TSIL Programme	disability, age, and socio-economic status

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