

EQUALITY IMPACT ASSESSMENT

Budget Savings - 154 Resilience Team Stop Payments to
Local Resilience Forum and Volunteers

Reference: EIA000300

Date: 26/01/2024



 **RESET**

 **RESHAPE**

 **RESTART**

EIA Form – About your EIA

Reference number	EIA000300
Date Submitted	26/01/2024
Subject of the EIA	Budget Savings - 154 Resilience Team Stop Payments to Local Resilience Forum and Volunteers
Brief description of the policy, service or function covered by the EIA	<p>The directorate has been given a savings target totalling £34.6 million for 2024/25 and 2025/26. In order to make these significant savings the directorate have had to review all their service areas / functions, including its service delivery model, with a view to operating with smaller teams / functions to meet the savings target. The Resilience Team has been given a target of £185k savings in 2024/25 and £256k in 2025/26 (covered in a separate EIA) as well as a further £25k from 2024/25 onwards which is covered by this EIA. In order to help deliver the additional £25k the service will need to stop non-statutory payments to the local resilience forum, which is a regional partnership forum for organisations working on emergency planning to share information and practice on emergency response strategies. Stopping the payment to the forum will not have any operational impact to the work of the Resilience Team or any impact on citizens. It is also proposed to stop non-statutory supplementary payments to staff emergency volunteers. The service had already implemented a change in the operating model by extending the pool of volunteers available to respond to emergencies and to help transition from a small cohort to a larger group. There are no implications on staff roles as a result of this saving. Any impact on citizens as a result of this proposal would be minimal and generic, and not towards any specific groups or protected characteristics. There are mitigations in place for any reduction in staff volunteers that may result from the cessation of non-statutory payments which will not significantly change the risk of available volunteer resource to assist in an emergency response. This risk has already been mitigated within plans through HR for redeployment and through the voluntary sector. Any actual impact, if any, of the proposal on citizens will only be known once the proposal is put into operation. The service will therefore undertake a review of the EIA at the end of 2024/25 to identify and monitor any impact.</p>
Equality Assessment is in support of...	["Amended policy"]



How frequently will you review impact and mitigation measures identified in this EIA?	Not required
Due date of the first review	2025-03-31

Directorate, Division & Service Area

Which directorate(s) are responsible for this EIA?	["City Operations"]
Division	Community Safety and Resilience
Service area	Resilience
Budget Saving	Yes

Officers

Responsible officer	Michael Enderby
Accountable officer	Waqar Ahmed

Data Sources

Data sources	
Data source details	N/A

Protected Characteristics

Protected Characteristic – Age

Does this proposal impact people due to their age as per the Equality Act 2010?	No
What age groups are impacted by your proposal?	N/A
Please describe the impact to the age characteristic	N/A
How will you mitigate against any negative impact to the age characteristic?	N/A

Protected Characteristic – Disability

Does this proposal impact those people with a disability as per the Equality Act 2010?	No
Please describe the impact to the disability characteristic	N/A



How will you mitigate against any negative impact to the disability characteristic?	N/A
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Protected Characteristic – Sex

Does this proposal impact citizens based on their sex as per the Equality Act 2010?	No
What sexes will be impacted by this proposal?	N/A
Please describe the impact to the sex characteristic	N/A
How will you mitigate against any negative impact to the sex characteristic?	N/A

Protected Characteristic - Gender Reassignment

Does this proposal impact people who are proposing to undergo, undergoing or have undergone a process to reassign one's sex as per the Equality Act 2010?	No
Please describe the impact to the gender reassignment characteristic	N/A
How will you mitigate against any negative impact to the gender reassignment characteristic?	N/A

Protected Characteristic - Marriage and Civil Partnership

Does this proposal impact people who are married or in a civil partnership as per the Equality Act 2010?	No
What legal marital or registered civil partnership status will be impacted by this proposal?	N/A
Please describe the impact to the marriage and civil partnership characteristic	N/A
How will you mitigate against any negative impact to the marriage and civil partnership characteristic?	N/A



Protected Characteristic - Pregnancy and Maternity

Does this proposal impact people covered by the Equality Act 2010 under the protected characteristic of pregnancy and maternity?	No
Please describe the impact to the pregnancy and maternity characteristic	N/A
How will you mitigate against any negative impact to the pregnancy and maternity characteristic?	N/A

Protected Characteristic - Ethnicity and Race

Does this proposal impact people due to their race as per the Equality Act 2010?	No
What ethnic groups would be impacted by this proposal?	N/A
Please describe the impact to the ethnicity and race characteristic	N/A
How will you mitigate against any negative impact to the ethnicity and race characteristic?	N/A

Protected Characteristic - Religion or Beliefs

Does this proposal impact people's religion or beliefs as per the Equality Act 2010?	No
What religions could be impacted by this proposal?	N/A
Please describe the impact to the religion or beliefs characteristic	N/A
How will you mitigate against any negative impact to the religion or beliefs characteristic?	N/A



Protected Characteristic - Sexual Orientation

Does this proposal impact people's sexual orientation as per the Equality Act 2010?	No
What sexual orientations may be impacted by this proposal?	N/A
Please describe the impact to the sexual orientation characteristic	N/A
How will you mitigate against any negative impact to the sexual orientation characteristic?	N/A

Monitoring

How will you ensure any adverse impact and mitigation measures are monitored?	Impact on citizens as a result of this proposal is assessed as being minimal and generic and not towards any specific groups or protected characteristics. Any actual impact, if any, of the proposal on citizens as a result of a reduction in staff volunteers will only be known once the proposal is put into operation. The service already has mitigations in place by moving to a new operating model which extends the volunteer pool beyond Birmingham City Council staff. However, the service understands that any impact however minimal will only be understood once the saving has been delivered and will therefore undertake a review of the EIA at the end of 2024/25 to identify and monitor any impact.
Officer responsible for monitoring impact and mitigation	Michael Enderby

