

# EQUALITY IMPACT ASSESSMENT

Cease neighbourhood based community work support  
and cease the non-statutory functions with the  
Neighbourhood Development and Support Unit

Reference: EIA000350



 **RESET**

 **RESHAPE**

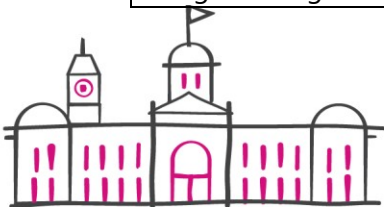
 **RESTART**

**EIA Form – About your EIA**

Reference number	EIA000350
Date Submitted	05/02/2024
Subject of the EIA	Cease neighbourhood based community work support and cease the non-statutory functions with the Neighbourhood Development and Support Unit
Brief description of the policy, service or function covered by the EIA	Currently within the Neighbourhood Development and Support Unit (NDSU) the Community Support and Development function currently have a two Constituency place based overview function plus a thematic lead on programmes within the Council's commitment on Localisation - "Working Together in Birmingham's Neighbourhoods" policy statement such as the development of Neighbourhood Councils and Neighbourhood Planning, Community Asset Transfer and Assets of Community Value, Community Capacity Building , External Funding, Ward Action Planning , Neighbourhood Action etc. The proposed reduction in this community support and development function means that the area based support would cease and only the statutory functions would continue, that is support for Neighbourhood Planning and Neighbourhood Councils, Community Asset Transfer and Assets of Community Value. The important intervention and prevention work around community capacity building and infrastructure support, external funding and neighbourhood action would not continue. This is a Year 2 budget reduction proposal. Although the reduction in this work will have a general negative impact across neighbourhoods and community groups it doesn't necessarily impact disproportionately on any one protected characteristic.
Equality Assessment is in support of...	["Amended function", "Amended service"]
How frequently will you review impact and mitigation measures identified in this EIA?	Annually
Due date of the first review	2025-01-22

**Directorate, Division & Service Area**

Which directorate(s) are responsible for this EIA?	["City Operations"]
Division	Neighbourhoods
Service area	Neighbourhood Development and Support Unit
Budget Saving	Yes



**Officers**

Responsible officer	Karen Cheney
Accountable officer	Chris Jordan

**Data Sources**

Data sources	["Ward profiles and Ward Action Plans, Working Together in Birmingham's Neighbourhoods Policy Statement - 2019", "Relevant reports/strategies", "Relevant research"]
Data source details	Ward Profiles and Ward Action Plans, Working Together in Birmingham's Neighbourhoods Policy Paper - 2019

**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

**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	



How will you mitigate against any negative impact to the sex characteristic?	N/A
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### Protected Characteristic - Gender Reassignment

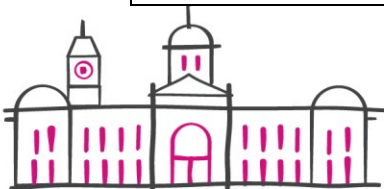
Does this proposal impact people who are proposing to undergo, undergoing or have undergone a process to reassign one's sex as per the Equality Act 2010?	No
Please describe the impact to the gender reassignment characteristic	N/A
How will you mitigate against any negative impact to the gender reassignment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

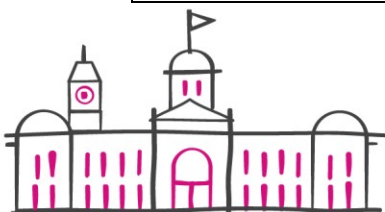
Does this proposal impact people due to their race as per the Equality Act 2010?	No
What ethnic groups would be impacted by this proposal?	N/A
Please describe the impact to the ethnicity and race characteristic	N/A
How will you mitigate against any negative impact to the ethnicity and race characteristic?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

How will you ensure any adverse impact and mitigation measures are monitored?	Whilst it is recognised that the proposed reduction in service delivery around community support and development will have a general negative impact across the city it doesn't impact disproportionately to any one protected characteristic but rather around deprivation. As this is a Year 2 budget reduction proposal the NDSU will be exploring mitigations over the next 6-12 months as well as informally engaging with residents and key community stakeholders around concerns, impacts - utilising ward forum meetings (which NDSU also co-ordinate) and other opportunities to meet with community infrastructure organisation such as PINCh (which NDSU co-ordinate), meetings with community anchor organisations etc.
Please enter the email address for the officer responsible for monitoring impact and mitigation	NDSU@birmingham.gov.uk

