



**Budget Proposals 2024/25
Equality and Safety
Cumulative Impact Assessment**

November 2023

Equality and Safety Cumulative Impact Assessment

Introduction

1. Southampton City Council, in line with its statutory responsibilities, undertakes Equality and Safety Impact Assessments (ESIAs). ESIAs provide a systematic way of assessing the impact of policies, strategies, programmes, projects, services or functions on different equality groups - and on poverty and community safety. During the council's annual budget cycle, ESIAs are completed for all proposals identified as requiring them to inform decision making.
2. This document draws into one place a summary of all the ESIAs for the 2024/25 February budget proposals. This assessment focuses on service-based proposals identified as having a direct impact on customers/residents and which will impact on the budget position for the council for the 2023/24 financial year.
3. It is important to fully understand the impact of the budget proposals on equality groups (identified in paragraph 11) and on community safety, poverty and health and wellbeing. The council, working with others, will need to take action to mitigate the collective impact of any such proposals. Mitigating actions could include re-shaping services to target more efficiently and to reduce the potential of disproportionate impacts on equalities groups, community safety, poverty and health and wellbeing.

Context

4. Over recent years, Southampton City Council has had to change significantly in response to ongoing changes in the city's profile, trends in customer behaviour, national and local policies and the impact of the Covid-19 pandemic and cost of living crisis. This has been accompanied by ongoing challenges in the shape of rising demand in adults and children's social care.
5. The Covid-19 pandemic has left an impact on the city and its residents which is shown in increased pressures on adult social care, looked after children and waiting list backlogs across public services. Southampton City Council played a critical role in helping to lead the local response to the pandemic. It continues to support residents, communities and businesses with the recovery.
6. The cost of living crisis is now impacting on residents in the city. It refers to a decline in 'real' income (adjusted for inflation) experienced in the UK since late 2021. The consumer price index (CPI) inflation rate rose by 6.7% in the 12 months to August 2023, down from 6.8% in July 2023. Due to high inflation rate the Bank of England have increased interest rates to 5.25% August 2023 up from 1.25% in August 2022. Although rising costs will affect all, it is expected that more deprived households are experiencing poorer outcomes.
7. It is against this backdrop that decisions are being made about increasing fees and charges across a range of services due to rising costs faced by Southampton City Council whilst recognising the deep impact the cost of living crisis is having on residents. The council is providing support in partnership with other providers, and has put together an [online Cost of Living guide](#) to what is available from the community and Government.

8. This Cumulative Impact Assessment covers the budget proposals for the financial year 2023/24 which are being reported to Cabinet in November 2023 and will be proposed subject to the outcome of the consultation to Full Council in February 2024.
9. This Cumulative Impact Assessment also includes other consultations that have taken place across the council services that may not directly impact the budget but collectively could have a cumulative impact on our identified protected characteristic groups, those additional consultations are
 - [City Centre On & Off-Street Tariff Changes - \(City Centre\) \(Amendment 2\) Order 2023 & \(Off-Street Parking Places\) \(Amendment 1\) Order 2023](#)
 - [Simplify the Itchen Bridge tariff](#)
 - Adult Social Care Charging Policy
 - Holcroft House
 - School Travel Service Policy

Legal Framework – Equalities

10. The Public Sector Equality Duty, section 149 of the Equality Act, came into effect on 5th April 2011 and places a duty on all public bodies and others carrying out public functions.
11. The Public Sector Equality Duty (the Equality Duty) replaced three previous public sector equality duties – for race, disability and gender, and broadened the breadth of protected characteristics to include:
 - Age
 - Disability
 - Gender reassignment
 - Marriage and civil partnership, but only in respect of the requirements to have due regard to the need to eliminate discrimination.
 - Pregnancy and maternity
 - Race – ethnic or national origins, colour or nationality
 - Religion or Belief – including lack of belief
 - Sex
 - Sexual orientation.
12. The Act was designed to ensure public bodies consider the needs of all individuals in their day to day work, including: shaping policy, delivering services and employment of employees. It requires public bodies, such as local councils not to discriminate against any person on the basis of a protected characteristic such as disability. The legislation strengthened existing provisions about discrimination to also include associative and perceptive discrimination as well as direct and indirect discrimination.
13. Direct discrimination occurs when a rule, policy or practice offers less favourable treatment to a group and indirect discrimination occurs by introducing a rule, policy or practice that applies to everyone but particularly disadvantages people who have a protected characteristic. Direct discrimination will always be unlawful. Indirect discrimination will not be unlawful if it can be justified, for instance it can be shown that the rule, policy or practice was intended to meet a legitimate objective in a fair, balanced and reasonable way.

14. In considering whether or not any indirect discrimination is justified, the council must consider whether or not there is any other way to meet their objective that is not discriminatory or is less likely to disadvantage those with protected characteristics. This may well mean setting out clearly whether or not consideration has been given to other ways of achieving these objectives.
15. The Equality Duty does not impose a legal requirement to conduct an Equality and Safety Impact Assessment, rather it requires public bodies to demonstrate their consideration of the Equality Duty and the conscious thought of the Equality Duty as part of the process of decision-making. This entails an understanding of the potential effect the organisation's activities could have on different people and a record of how decisions were reached. Producing an Equality and Safety Impact Assessment post decision making is non-compliant with the Public Sector Equality Duty. For this reason the council requires adherence to the existing impact assessment framework.

Legal Framework - Community Safety

16. Community Safety is a broad term. It refers to the protection of local communities from the threat and consequence of criminal and anti-social behaviour by achieving reductions in relation to both crime and the fear of crime.
17. Section 17 of the Crime and Disorder Act 1998, as amended by the Police and Justice Act 2006, requires responsible authorities to consider crime and disorder, including antisocial behaviour and other behaviour adversely affecting the local environment; and the misuse of drugs, alcohol and other substances in the exercise of all their duties, activities and decision-making. This means consideration must be given to the likely impact on crime and disorder in the development of any policies, strategies and service delivery. This responsibility affects all employees of the council.

Other considerations

18. In line with the [Southampton Health and Wellbeing Strategy 2017-2025](#) the council has committed to ensuring that health inequalities are taken into account in policy development, commissioning and service delivery. This means that consideration will be given to impacts on health and wellbeing in the ESIA's.
19. In March 2023 Full Council passed a motion that Southampton City Council will treat care experience in a similar manner to a protected characteristic so that future services and policies made and adopted by the Council should be assessed through equality impact assessments, which have been updated to include consideration of care experienced to determine the impact of changes on people with care experience, alongside those who share a Protected Characteristic.
20. The council's approach on assessing the impact of its policies, proposals and decisions, is designed to demonstrate that it has acted over and above its statutory duties. This is reflected in including poverty in the ESIA, as the council is committed to addressing the impact on poverty for people in work and unemployed and for other low-income households.
21. The ESIA's also consider any other significant impacts that exist in relation to the proposal and decision.

Scope and our approach

22. This assessment identifies those proposals as well as those in the budget where there is a risk that changes resulting from individual proposals, may have, when considered together, negative impacts on particular groups.
23. It is important to note this is an ongoing process. As individual budget proposals are developed and implemented, they will be subject to further assessment. This assessment also describes mitigating actions that will need to be considered.
24. This Cumulative Impact Assessment reflects the latest assessment of impacts of the relevant budget proposals.

City Profile

25. The most recent data available for the population of Southampton is from the Office of National Statistics (ONS) Census which took place on 21 March 2021. In Southampton, the population size has increased by 5.1%, from around 236,882 in 2011 to 248,922 in 2021. This is lower than the overall increase for England of 6.6%. Southampton ranked 70th for total population size out of 309 local authority areas in 2021. This is the same position it held a decade ago in 2011.
26. Although the overall population has increased, there are variations by age group within the city:
 - There was a decrease of 10.5% in the under 5 years population between 2011 (15,407) and 2021 (13,795) which is reflective of decreasing birth rates locally and nationally,
 - The population aged 5 to 14 has increased by 20.9% to 28,288,
 - The population aged 15 to 24 has decreased by 9.4% which reflects the reduced student residency in the city during the pandemic
 - The number of people aged 65 to 84 has increased by 13.7% reflecting the aging population.
27. The number of households in Southampton increased from 98,254 in 2011 to 102,294 in Census 2021, an increase of 4.1%. Further detailed census data relating to protected characteristics will be issued by the ONS between now and summer 2023.
28. Data in the Southampton City Council Statement of Accounts 2022 show:
 - 6,920 (3.8%) working age residents are claiming Job Seekers Allowance or work-related Universal Credit as of May 2022.
 - There are 109,210 properties in the city with 48.8% owner occupied, 21.9% private rented and 29.3% social rented (figure for properties comes from VOA) details of tenure is from Census 2021)
 - The council provide 16,352 council houses as of April 2022
29. The Indices of Multiple Deprivation (IMD) provide another range of data about the city. This focuses on the geographical profile of poverty but there is also a link between equality strands and risk factors for poverty. The most recent IMD was published in 2019 and is largely based on data from 2015/16. This indicates that, since the last IMD published in 2015, Southampton has become relatively less deprived compared to other places in the country. Of the 317 local authorities in England, Southampton is

now ranked 55th most deprived, compared to 54th in IMD 2015 where 1 is the most deprived.

**Table1:
Budget Proposals: Impact By Protected Characteristics, Community Safety, Health and Wellbeing and Poverty.**

Description of Proposal	Age	Disability	Gender Reassignment	Marriage & Civil Partnership	Pregnancy & Maternity	Race	Religion & Belief	Sex	Sexual Orientation	Community Safety	Poverty	Care Experienced	Health & Wellbeing	Other
Adult Social Care Charging Policy	X	X									X			
Holcroft House	X	X									X		X	X
School Travel Service Policy	X	X												
City Centre On and Off-Street Changes		X									X			
Removal of the off-peak classification from the Itchen Bridge toll											X			
Additional Council Tax premium for properties empty more than 12 months - legislation dependent														X
Introduce additional Council Tax premium for second homes - legislation dependent														x
HRA – Landlord Controlled Heating											X		X	
HRA – Rental increases											X	X	X	

Age

30. People in later life may be more likely to use some council services and so may be more vulnerable than the general population to reductions or changes in those services. This vulnerability will be worsened for those living on low incomes. Some older people may feel the impact of several proposals.
31. The cost of living crisis is also impacting on specific age groups disproportionately with proposals related to price increases having a further cumulative impact. Mosaic groups have been analysed in terms of this impact with the following being the top 3 in Southampton most vulnerable to rising costs:
- Family Basics – families with limited resources who budget to make ends meet. Predominantly 26-35/36-45 year olds. 31% have 2 children, most of which are 5-11yrs old. They have low discretionary income
 - Municipal Tenants – mainly 46-55/56-65 year olds. Renting high density housing from social landlords. They are often single and on low household incomes. 84% do not have children
 - Vintage Value – over 66 years old with a household income lower than £15,000 and often living in fuel poverty.
32. The proposals relating Adult Social Care Charging Policy and Holcroft House have an impact on age.
33. **Adult Social Care charging policy** Southampton City Council is proposing to make changes to the charging policy affecting 2,654 customers with one or more current package of care, the main changes are:
- Overhaul of the process for managing people's disability-related expenses
 - Changing the way we charge for care which is cancelled
 - Clarifying the timing of charges when care first starts
 - Changing the method for calculating the cost of non-residential care, from an average rate to the actual cost
 - Introducing charges for transport
 - Increasing the administration charges for processing deferred payment loans
 - Changing the rate used for the "Minimum Income Guarantee" for new customers aged between 60 and state pension age
 - Improvements to the general structure and accessibility of the ASC Charging policy document
34. We have identified the following impacts:
- the age breakdown for adult social care customers is 44% aged 18-64 and 56% aged 65 and over.
 - Older people may be unable to access the new charging policy online.
 - Change 7 (Changing the rate used for the "Minimum Income Guarantee" for new customers aged between 60 and state pension age) will directly impact new customers aged 60 to pension age.
35. We have identified the following mitigating actions:
- Hard copies of the policy will be available on request and the initial letters sent to customers will include a phone number and email address to use for requesting hard copies.

- Customers who find their charges unaffordable can consider claiming disability-related expenses (DREs), or appealing the outcome of their financial assessment.
- The Care Act requires that the council does not charge anyone more than they can afford, and in applying the proposed changes to the policy, this principle does not change.

36. **Holcroft House:** The decision was made by Cabinet on 19th September to close Holcroft House a 34 bedroom residential home providing short and long term care for adults living with dementia. There are currently 14 long term residents and 4 temporary residents. A Fire Safety Assessment (FSA) has identified a number of issues that will need addressing at Holcroft House whereby residents will need to relocate during the works over a period of 18 months. Funds were initially identified for the initial work but costs have since increased exponentially and additional work identified in relation to asbestos bringing the current estimations to over £1m, with potential for that to increase.

37. We have identified the following impact:

- The greatest impact will be on those older service users who have been using Holcroft for many years, all of the residents are over 65.

38. We have identified the following mitigating actions:

- Needs assessments and reviews will take place for all residents prior to any changes. Through this process information on alternatives will be made available. Where changes need to be made, a gradual approach will be taken to support those who will be most affected.
- Advocacy services are in place to help support the individuals and ensure that the move is in their best interest.
- Individual transition plans will be produced and updated. Where necessary other professionals and agencies will be called upon to support the individual to minimise any impact.
- There is adequate residential and non-residential provision in or near the boundary of the city.

39. **School Travel Service and Post-16 Travel Service Policy 2024-25**, the proposed changes to the policy are:

- Wording amended to ensure terminology is consistent and more accurately reflects the service offer. This is in line with the service's rebrand from 'Home to School Travel' to 'School Travel Service'.
- Addition of a clear hierarchy of travel support options.
- Additional information on the appeals process.
- Requirement for parents who wish to apply for travel support to list their nearest suitable school on their school application form.

40. We have identified the following impact:

- This School Travel Service policy impacts children of compulsory school age, post-16 students and adult learners (up to age 25 where they are continuing on a course started before their 19th birthday). Travel support will be provided in line with statutory duties.

41. We have identified the following mitigating actions:

- No change to policy or provision.

Disability

42. According to the Equality Act 2010, a person has a disability if he or she has a physical or mental impairment which has a long term adverse effect on that person's ability to carry out day to day activities. People with a disability may be impacted more by some of the proposals compared to those without a disability, with mitigating actions proposed to help address this.
43. People with a disability can face additional living costs. Research by the charity Scope shows life costs £583 more on average a month if you are disabled. For 24% of families with disabled children extra costs can amount to £1,000 a month. Any proposal which increases costs therefore have the potential to have a more acute impact on a person with a disability.
44. **Holcroft House.** We have identified the following impact:
- All residents have a cognitive impairment and a number also have a physical impairment.
 - The proposal may have either a positive or negative impact depending on the individual and the extent to which they prefer current models of service.
 - Those with physical disabilities may experience a larger impact due to some of the alternative options not having the equipment to be able to support appropriately and being able to accommodate in private sector, however, this will be no different to our internal homes.
45. We have identified the following mitigating action:
- Any proposed move will be considered carefully taking into account the persons best interests and their and their families' wishes and feelings. Any move will ensure that the individual's assessed eligible needs for care and support are met, including ensuring they have appropriate equipment.
 - There is adequate residential provision in or near the boundary of the city. Residents and their carers will be supported to identify the most appropriate alternative option which meets their physical needs.
46. **Adult Social Care Charging Policy.** We have identified the following impact:
- 60.4% of adult social care customers are claiming a disability benefit (disability living allowance, attendance allowance or personal independence payments)
 - The overhaul of the process for disability-related benefits (change 1) is therefore relevant to most of our customers.
 - Disabled people are most likely to require council-arranged transport and will therefore be affected by plans to start charging the cost of transport (see change 5). However, disabled customers who are only paying a contribution towards the cost of their care, will not be affected by this.
47. We have identified the following mitigating action:
- Many disabled customers claim a mobility component to their disability benefit which is intended to be used to help with the additional cost of transport. In addition, free and low-cost community transport services are available.

48. **Implementing a standard parking charging period to On street and Off street car parks**, the proposal is to implement a standard parking charge period of Monday to Sunday 8am to 8pm (on-street) and Monday to Sunday 8am to Midnight (off-street), the implementation of increased on-street and off-street parking tariffs, the removal of 10 minute free charging periods (except from St. Marys Road and Compton Walk) and the changing of St. Marys Road P&D Bays to cars only.

49. We have identified the following impact:

- Possible impact on people with mobility issues who do not qualify for a Blue Badge.

50. We have identified the following mitigating actions:

- Range of parking location options and tariffs available across the City Centre. Potential to review.

51. **School Travel Service and Post-16 Travel Service Policy 2024-25**, We have identified the following impact:

- Southampton City Council will provide travel support for all children of compulsory school age who cannot be expected to walk to school or travel independently by reason of their Special Educational Need and/or Disability (SEND), to the nearest most appropriate school based on their needs, in line with the council's statutory duties.
- Travel support for post-16 students and adult learners (up to age 25 where they are continuing on a course started before their 19th birthday) with Special Educational Needs and/or Disabilities will be provided based on assessed need. Students and/or their parents/carers will not be required to contribute towards the cost of this service.
- Where a child lives within walking distance of the nearest qualifying school (or designated school if it is not the nearest) but the route to school relies on parent/carer with a disability accompanying that child for it to be considered safe, and the parent/carer's disability prevents them from doing so, the child will be eligible for school travel free of charge. This will be determined on a case-by-case basis, with medical evidence of the parent's disability requiring confirmation.

52. We have identified the following mitigating actions:

- No change to policy or provision

Poverty

53. **Adult Social Care Charging Policy.** The relative poverty of our customers has been assessed using the ONS Combined Index of Multiple Deprivation (IMD) 2019. The index indicates the level of deprivation in the local area someone lives in, based on multiple factors including income. This is the deprivation profile for Southampton residents overall – figures show the percentage of people living in the most deprived areas, then the slightly less deprived areas etc:

- Top 20% most deprived: 28%
- Next 20%: 35%
- Next 20%: 19%
- Next 20%: 14%
- 20% least deprived: 4%

54. The profile for adult social care customers is similar overall, except for people in residential care. This group has much lower numbers in the most deprived areas and more people in the least deprived areas. Another ONS measure, the Income Deprivation Affecting Older People Index (IDAOPi) was also checked. The results for the Southampton population were:
- Top 20% most deprived: 26%
 - Next 20%: 30%
 - Next 20%: 20%
 - Next 20%: 18%
 - 20% least deprived: 6%
55. Again, the pattern for our customers was similar, with the same exception for people in care homes. This difference between the IMD and IDAOPi profiles suggests that older people are overall slightly less deprived than the population as a whole.
56. The amount we charge for care has a significant effect on people with low incomes. However, all the changes being proposed have been carefully considered to ensure that no one is required to pay more than they can afford. The government-set minimum income guarantee (for people living at home) and personal expenses allowance (for people in care homes) ensure that people are left with sufficient income to cover their reasonable day-to-day living costs.
57. We have identified the following mitigating action:
- Customers who consider that they are being charged more than they can afford, can:
 - Claim disability-related expenses, to reduce their charges.
 - Request an updated financial assessment, if their income/ assets/ expenses have changed.
 - Appeal the outcome of their financial assessment.
 - Request that charges are waived, in exceptional circumstances.
58. **Holcroft House** The impact on this characteristic is the risk of additional costs to families or residents on alternative accommodation.
59. We have identified the following mitigating actions:
- Through the assessment process, we will consider the transport costs and any other costs as part of the care and support plan to move.
 - If families are unable to assist or cannot assist because of the person's needs, the council would look to meet the costs for transitioning across to new provision.
 - Where an individual is self-funding their current placement at Holcroft House, the council will meet statutory duties.
60. **Implementing a standard parking charging period to On street and Off street car parks**, We have identified the following impacts:
- Increase in parking tariffs for general users, City Centre residents and nighttime economy workers.
61. We have identified the following mitigating actions:
- Parking tariff increases are moderate and are reflective of inflation. City Centre residents have access to discounted season tickets. Nighttime economy workers have access to Overnight Season Ticket.
62. **Removal of the off-peak classification from the Itchen Bridge toll**, the proposal is to remove the off peak classification from the Itchen Bridge for vehicles in classes 2 and above who are not eligible for concessions. This will impact all users, whether using a smart card or paying in cash, who are driving cars, small vans and small 4x4.

63. Southampton Residents that receive a concessionary toll through use of a Smart Card will still have access to the discounted toll, but there will no longer be an off peak option. Southampton Residents who do not currently have a Smartcities card would need to apply for one in order to benefit from this discount.
64. The 2nd proposal is to increase the toll for Class 4 vehicles from £25 to £40 and the associated concession from £2 to £3.
65. We have identified the following impacts:
- This proposal may have a negative impact on users who need to travel to across the bridge to work or other reasons.
66. We have identified the following mitigating actions:
- Southampton Residents can access the concessionary toll via the Smart Cities card which still constitutes a significantly reduced rate.
67. **HRA - Rent Increase and Landlord Controlled Heating**, the proposals are
- Landlord Controlled Heating - During 2022/23 the Council's Landlord Controlled Heating Account was impacted by significantly increased energy costs. This resulted in a deficit of £3.6m. Charges were increased from April 2023, which has prevented the deficit from getting any worse, however a recovery plan is required to recover the deficit in a way that minimises impact on tenants. The proposal is to recover over a 5 year period, which will result in a n increase in charge of 6.5% in 2024/25, and an estimated 5% in 2025/6 and 2026/7, which will be subject to review when further energy cost forecasts are received. Taking no action is not sustainable financially.
 - Rental increases - Rent Increase for the 2024/25 financial year. It is necessary to increase rents to ensure a balanced Housing Revenue Account in 2024/25, to be able to continue to maintain homes through repairs and to ensure the capital programme is robust and provide additional capacity to invest to support improving the council's decent homes programme, and to ensure the long term sustainability of the business plan over the next 40 years. The maximum allowable increase under government legislation is 7.7%.
68. We have identified the following impacts:
- All proposals will have an impact on poverty as there are proposed increases in rents and service charges. Tenants and leaseholders will have increased housing and service charge costs.
 - In relation to heating charge increase those paying for the service will be impacted by an increase in charge.

Care Experienced

69. **HRA – Rent increase** we have identified the following impact
- There are 2 care leavers currently who are tenants who will be impacted by the rent increase but who will not be impacted by the service charge and rent increase proposals as they do not receive these services.
70. We have identified the following mitigating actions:
- If they are in receipt of benefits they will not be affected by the increase in rent. If they are not in receipt of benefits they can receive the additional support given from the Welfare Rights team within Housing.

Health and Wellbeing:

69. **Holcroft House** Residents' concerns and levels of anxiety could impact their emotional and physical wellbeing particularly just before and move or immediately afterwards. Relatives of residents may also have concerns relating to finding suitable alternate care and support which could impact their health and wellbeing.

70. We have identified the following mitigating actions:

- Needs assessments and reviews will take place for all residents prior to any changes taking place. Through this process information on alternatives will be made available.
- Individual transition plans will be produced and updated. This plan will include analysing the impact and where necessary other professionals and agencies will be called upon to support the individual to minimise any impact. Families/residents will be supported to review alternative placements and to under their particular needs, circumstances and preferences.

71. HRA – all proposals, we have identified the following impacts:

- In relation to health and wellbeing there may be an impact on households due to a reduction in income for households from the increase in rent, heating and service charge costs.

72. We have identified the following mitigating actions:

- Those on Universal Credit & Housing Benefit will not be affected by the increase in rent and service charges as these two benefits include rent and service charges costs.
- The Government have provided every household in the country with financial help towards their energy costs.

Other Significant Impacts

73. **Holcroft House** - Risk of reduced capacity within City for external Southampton residents requiring residential accommodation.

74. **Additional Council Tax premium for properties empty more than 12 months - legislation dependent and Introduce additional Council Tax premium for second homes - legislation dependent** - Increasing housing supply locally and bringing properties back into the currently short supply of local private rental sector has the potential to benefit a broad spectrum of groups who have protected characteristics. The proposals to introduce the council tax premiums for second homes and properties that have been empty for 12 months or more, could incentivise homeowners to release their properties onto the market, for either sale or rent. If offered for rent, this could help ease local housing pressures. The majority of the properties are in the lower council tax bands (A to C) so could help ease pressures in the private rented sector.

Other Protected Characteristics

75. We have identified no direct impacts for the following:

- Gender reassignment
- Marriage and Civil Partnership
- Pregnancy & Maternity
- Race
- Religion & Belief
- Sex
- Sexual orientation
- Community Safety

Public Consultation

76. A programme of consultation will be undertaken between the between 23 November 2023 and 17 January 2024. Public consultation will be undertaken with residents. Southampton City Council is in a challenging financial position, at a time when demand for certain services such as adult and children's social care continues to increase, and residents face the impact of significant rising costs to everyday living. Therefore, the aim of this consultation is to:

- Communicate clearly and make residents aware of the financial pressures the council is facing.
- Ensure residents understand what is being proposed in the draft 2024/25 budget and are aware of what this will mean for them.
- Enable any resident, business or stakeholder who wishes to comment on the proposals the opportunity to do so, allowing them to raise any impacts the proposals may have.
- Ensure that the results are analysed in a meaningful, timely fashion, so that feedback is taken into account when final decisions are made.
- Provide feedback on the results to the consultation and how these results have influenced the final decision.

77. Every effort will be made to ensure consultation is:

- Inclusive: so that everyone in the city has the opportunity to express their views.
- Informative: so that people have adequate information about the proposals, what different options mean, and a balanced and fair explanation of the potential impacts, particularly the equality and safety impacts.
- Understandable: by ensuring that the language we use to communicate is simple and clear and that efforts are made to reach all stakeholders, for example people who are non-English speakers or disabled people.
- Appropriate: by targeting people who are more likely to be affected and using a more tailored approach to get their feedback, complemented by a general approach to all residents, staff, businesses and partners.
- Meaningful: by ensuring decision makers have the full consultation feedback information so they can make informed decisions.
- Reported: by letting consultees know what we have done with their feedback.

78. The consultation will be based around an online questionnaire and paper copies will also be made available.

79. This Cumulative Impact Assessment will be updated and developed based on the final proposals and detail of individual ESIAs. It will also be informed by the feedback from residents and stakeholders as part of the public budget consultation.