

Thurrock Council

Community Equality Impact Assessment

Service area and lead officer

Name of service	Click or tap here to enter text.
CEIA Lead Officer	Karen Ind
CEIA Lead Officer job title	Management Accountant
CEIA Lead Officer email address	

Subject of this assessment

What specific policy, strategy, function or service is the subject of this assessment?
Medium Term Financial Strategy
Borough-wide or location-specific?
<input type="checkbox"/> Borough-wide <input type="checkbox"/> Location-specific – please state locations below.
Click or tap here to enter text.
Why is this policy, strategy, function or service development or review needed?

There are four direct and indirect financial drivers for the MTFS:

- **the virtually unprecedented financial position the Council faces,**
- **Government Directions and Related Reports,**
- **the changes to the Council's operating model and approach,**
- **the need to improve the financial management of the Council.**

The Council's original Medium-Term Financial Strategy (MTFS) 2023/24 to 2025/26 was presented to Cabinet on 22 February 2023, and subsequently approved by Full Council on 1 March 2023.

The Strategy presented in February 2024 resets the MTFS for the period 2024/25 to 2028/29, as part of the budget setting process and provides a 10 year estimate of the Council's position back to 2018/19 (consolidated value). Thus allowing for the period since the impact of the Council's financial investments.

1. Engagement, consultation and supporting information

- 1.1. What steps you have taken, or do you plan to take, to engage or consult (where applicable) the whole community or specific groups affected by this development or review? **This is a vital step.**

Steps you have taken, or plan to take, to engage or consult

An extraordinary Corporate Overview and Scrutiny meeting took place in November 2023 where budget proposals were considered and feedback received from members. A borough-wide public engagement exercise was launched on 29 November 2023 and closed on 7 January 2024 capturing feedback on proposals in support of council's budget from 2024/25.

The budget engagement was published on council's engagement portal with several in-person events held across the engagement period. Staff were encouraged to take part in the engagement using internal communications channels and a separate engagement group was established across a wide range of services.

Separate consultations were also completed in respect of proposals for charges in Adult Social Care and changes to the provision of SEND transport.

Individual Community Equality Impact Assessments (CEIAs) have been completed for specific proposals that inform the MTFS. These have been published where applicable and have informed decision-making.

- 1.2. What data or intelligence sources have you used to inform your assessment of the impact? How have these helped you understand who will be affected by the development or review?

Sources of data or intelligence, and how they have been used

The MTFS is an overarching framework relating to financial resources and priorities at a very high level. At the high level it assists in identifying resource demands but does not directly provide services itself. These are provided by departments who apply the resources provided.

Proposals arising from budget reductions or efficiencies connected with the MTFS have been identified by services that have separately drawn together data and intelligence to inform CEIAs, a number of which have been published. Data sources include the Census 2021, NOMIS data, Joint Strategic Needs Assessments and engagement data held by council and individual services.

Published CEIAs can be found here:

[Agenda for Corporate Overview and Scrutiny Committee on Tuesday, 28th November, 2023, 7.00 pm | Thurrock Council](#)

[Agenda for Cabinet on Wednesday, 10th January, 2024, 7.00 pm | Thurrock Council](#)

A cumulative CEIA will be completed across all savings and efficiencies with oversight from council's Improving Equality Outcomes Board and Senior Leadership Team.

2. Community and workforce impact

- 2.1. What impacts will this development or review have on communities, workforce and the health and wellbeing of local residents?

Communities and groups	Positive	Neutral	Negative	Summary of positive and negative impacts	How will positives be maximised, and negatives minimised or eliminated?
Local communities in general	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	There are a range of positive and negative impacts across all communities arising from proposals that inform the MTFS, these are set out in individual CEIAs completed by the originating services and departments.	CEIAs will be monitored individually and the cumulative impact of the budget will be overseen by the Improving Equality Outcomes Board and Senior Leadership Team. Plans will be put in place by services and council overall to mitigate wherever possible any later discovered disproportionate impact for this protected group.
Age	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	There are a range of positive and negative impacts across all communities arising from proposals that inform the MTFS, these are set out in individual CEIAs completed by the originating services and departments.	CEIAs will be monitored individually and the cumulative impact of the budget will be overseen by the Improving Equality Outcomes Board and Senior Leadership Team. Plans will be put in place by services and council overall to mitigate wherever possible any later discovered disproportionate impact for this protected group.

Communities and groups	Positive	Neutral	Negative	Summary of positive and negative impacts	How will positives be maximised, and negatives minimised or eliminated?
Disability	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	There are a range of positive and negative impacts across all communities arising from proposals that inform the MTFS, these are set out in individual CEIAs completed by the originating services and departments.	CEIAs will be monitored individually and the cumulative impact of the budget will be overseen by the Improving Equality Outcomes Board and Senior Leadership Team. Plans will be put in place by services and council overall to mitigate wherever possible any later discovered disproportionate impact for this protected group.
Gender reassignment	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	There are no presently known disproportionate negative or positive impacts relating to the characteristic of gender reassignment.	CEIAs will be monitored individually and the cumulative impact of the budget will be overseen by the Improving Equality Outcomes Board and Senior Leadership Team. Plans will be put in place by services and council overall to mitigate wherever possible any later discovered disproportionate impact for this protected group.

Communities and groups	Positive	Neutral	Negative	Summary of positive and negative impacts	How will positives be maximised, and negatives minimised or eliminated?
Marriage and civil partnership	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	There are no presently known disproportionate negative or positive impacts relating to the characteristic of marriage and civil partnership.	CEIAs will be monitored individually and the cumulative impact of the budget will be overseen by the Improving Equality Outcomes Board and Senior Leadership Team. Plans will be put in place by services and council overall to mitigate wherever possible any later discovered disproportionate impact for this protected group.
Pregnancy and maternity	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	There are no presently known disproportionate negative or positive impacts relating to the characteristic of pregnancy and maternity.	CEIAs will be monitored individually and the cumulative impact of the budget will be overseen by the Improving Equality Outcomes Board and Senior Leadership Team. Plans will be put in place by services and council overall to mitigate wherever possible any later discovered disproportionate impact for this protected group.

Communities and groups	Positive	Neutral	Negative	Summary of positive and negative impacts	How will positives be maximised, and negatives minimised or eliminated?
Race	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	There are no presently known disproportionate negative or positive impacts relating to the characteristic of race.	CEIAs will be monitored individually and the cumulative impact of the budget will be overseen by the Improving Equality Outcomes Board and Senior Leadership Team. Plans will be put in place by services and council overall to mitigate wherever possible any later discovered disproportionate impact for this protected group.
Religion or belief	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	There are no presently known disproportionate negative or positive impacts relating to the characteristic of religion or belief.	CEIAs will be monitored individually and the cumulative impact of the budget will be overseen by the Improving Equality Outcomes Board and Senior Leadership Team. Plans will be put in place by services and council overall to mitigate wherever possible any later discovered disproportionate impact for this protected group.

Communities and groups	Positive	Neutral	Negative	Summary of positive and negative impacts	How will positives be maximised, and negatives minimised or eliminated?
Sex	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	There are no presently known disproportionate negative or positive impacts relating to the characteristic of sex.	CEIAs will be monitored individually and the cumulative impact of the budget will be overseen by the Improving Equality Outcomes Board and Senior Leadership Team. Plans will be put in place by services and council overall to mitigate wherever possible any later discovered disproportionate impact for this protected group.
Sexual orientation	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	There are no presently known disproportionate negative or positive impacts relating to the characteristic of sexual orientation.	CEIAs will be monitored individually and the cumulative impact of the budget will be overseen by the Improving Equality Outcomes Board and Senior Leadership Team. Plans will be put in place by services and council overall to mitigate wherever possible any later discovered disproportionate impact for this protected group.

Communities and groups	Positive	Neutral	Negative	Summary of positive and negative impacts	How will positives be maximised, and negatives minimised or eliminated?
Location-specific impact, if any	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	There are a range of positive and negative impacts across all communities arising from proposals that inform the MTFS, these are set out in individual CEIAs completed by the originating services and departments.	CEIAs will be monitored individually and the cumulative impact of the budget will be overseen by the Improving Equality Outcomes Board and Senior Leadership Team. Plans will be put in place by services and council overall to mitigate wherever possible any later discovered disproportionate impact.
Workforce	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	There are a range of positive and negative impacts across all communities arising from proposals that inform the MTFS, these are set out in individual CEIAs completed by the originating services and departments.	CEIAs will be monitored individually and the cumulative impact of the budget will be overseen by the Improving Equality Outcomes Board and Senior Leadership Team.

Communities and groups	Positive	Neutral	Negative	Summary of positive and negative impacts	How will positives be maximised, and negatives minimised or eliminated?
Health and wellbeing of residents Please also see: WHIASU Population Groups Checklist.pdf (phwwhocc.co.uk)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	There are a range of positive and negative impacts across all communities arising from proposals that inform the MTFS, these are set out in individual CEIAs completed by the originating services and departments.	CEIAs will be monitored individually and the cumulative impact of the budget will be overseen by the Improving Equality Outcomes Board and Senior Leadership Team.
Socio-economic outcomes	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	There are a range of positive and negative impacts across all communities arising from proposals that inform the MTFS, these are set out in individual CEIAs completed by the originating services and departments.	CEIAs will be monitored in accordance with individual action plans and the cumulative impact of the budget will be overseen by the Improving Equality Outcomes Board and Senior Leadership Team.
Veterans and serving members of the armed forces	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	There are no presently known disproportionate negative or positive impacts relating to veterans and serving members of the armed forces.	CEIAs will be monitored in accordance with individual action plans and the cumulative impact of the budget will be overseen by the Improving Equality Outcomes Board and Senior Leadership Team.

Communities and groups	Positive	Neutral	Negative	Summary of positive and negative impacts	How will positives be maximised, and negatives minimised or eliminated?
Unpaid carers	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	There are no known disproportionate negative or positive impacts relating to veterans and serving members of the armed forces.	CEIAs will be monitored in accordance with individual action plans and the cumulative impact of the budget will be overseen by the Improving Equality Outcomes Board and Senior Leadership Team.

3. Monitoring and review

- 3.1. How will you review community and equality impact once the policy, strategy, function or service has been implemented? These actions should be developed using the information gathered in sections 1 and 2 and included in your service area's business plans.

Action	By when	By who
CEIA to be monitored, reviewed and updated where necessary in line with quarterly budget monitoring cycle	July 2024, October 2024, January 2025	Finance Department
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4. Next steps

- 4.1. The information gathered must be used to inform reports presented to Cabinet or overview and scrutiny committees. This will give members a necessary understanding of the impact their decisions will have on different groups and the whole community.

Summarise the implications and customer impact below. This summary should be added to the committee reports template in the Diversity and Equality Implications section for review and sign-off at the consultation stage of the report preparation cycle.

Summary of implications and customer impact

The purpose of the MTFS is to give financial expression to other Council Strategy for the period to 2028/29. The MTFS sets out the Council's high-level funded plan, for achieving its vision and priorities, balancing available financing and spending ambitions. It highlights the financial projections for financing, spending (revenue and capital) and reserves. The MTFS is prepared annually and covers the period 2022/23 to 2026/27. It links decisions on resource allocation with decisions on policy priorities as set out in other Council Strategy.

The strategy is an overarching framework relating to financial resources and priorities at a very high level. At the high level it assists in identifying resource demands but does not directly provide services itself. These are provided by departments who apply the resources provided.

Any impacts arising from budget reductions or efficiencies connected with the MTFS are identified by departments and included within their own CEIAs.

5. Sign off

5.1. This Community Equality Impact Assessment must be authorised by the relevant project sponsor, Head of Service, or Assistant Director. This should not be the CEIA Lead Officer. Officers authorising this assessment are responsible for:

- the accuracy of the information
- making sure actions are undertaken

Name	Role	Date
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