

EYFS nursery outsourcing and staff pension protections budget paper

SECTION	SUMMARY OF SAVINGS PROPOSALS	TOTAL

Equality Impact assessments

Under Section 149 of the Equality Act 2010, the Council has a duty when exercising its functions to have 'due regard' to the need to eliminate discrimination and other conduct prohibited under the Act, and promote equality of opportunity and foster good relations between those who share a 'protected characteristic' and those who do not. This is the public sector equality duty.

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

The purpose of the duty is to assess whether a proposed decision disproportionately affects people with a protected characteristic. In other words, the indirect discriminatory effects of a proposed decision. Before the Council exercises its fees and charging powers, the impact on individuals or groups of individuals who share a protected characteristic must be carefully considered and properly factored into the decision making process using the Council's Equality Impact Assessment process.

We have assessed the proposed efficiency savings for 2025/26 to ensure that none of the protected characteristic groups have the potential to be disproportionately adversely affected.

All areas undertaking efficiency savings also undertakes an impact assessment to ensure due regard is paid to our legal obligations, with mitigations being considered if there is potential to disproportionately adversely affect a protected characteristic group.

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