

# The City of Edinburgh Council

10.00am, Thursday, 18 February 2021

## Council Revenue Budget Framework (2021-22) – Integrated Impact Assessments

Executive/routine  
Wards  
Council Commitments

### 1. Recommendations

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1.1 It is recommended that members of Council:

- 1.1.1 pay due regard to the potential equality, rights, sustainability, environmental and economic impacts associated with the revenue budget 2021-2026 proposals for 2021/2022, and the recommendations to mitigate potential negative impacts; and consider the cumulative equality, rights, sustainability, environmental and economic impacts across all revenue budget options.

**Andrew Kerr**

Chief Executive

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## Council Revenue Budget Framework (2021/22) – Integrated Impact Assessments

### 2. Executive Summary

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- 2.1 This report presents a summary of the main equality, rights, environmental and economic impacts of the 2021/22 budget proposals and identifies recommendations for mitigating potential negative impacts alongside an assessment of cumulative impacts.

### 3. Background

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- 3.1 As well as meeting the requirements of the Equality Act 2010, human and children's rights conventions, Fairer Scotland Duty 2018 and the Climate Change (Scotland) Act 2009, Integrated Impact Assessments (IIA) enable the Council to assess the potential impact of budget proposals and service redesign on people who share protected characteristics in the City. They also enable the development of mitigating actions where necessary.
- 3.2 The three-year Council Business Plan: Our Future Council, Our Future City brings together our strategic priorities into a single plan responding to the need for change. This was considered along with the Draft Revenue Budget Framework 2021/26 by Finance and Resources Committee on 2 February 2021. This report presents a summary of equality, diversity, human rights, carbon, climate change, sustainable development, health, inequality, poverty and economic impacts of the proposals with associated savings for 2021/22 and of associated mitigating actions where necessary. These findings should inform the budget decision at full Council on 18 February 2021.
- 3.3 The Council's approach to the integrated impact assessment process is aligned to the wider Equality Diversity and Rights Framework 2017 – 2021. In addition to an equality, diversity and rights assessment, it includes an assessment of poverty, health inequality and environmental impacts. (Environmental impact is an all-encompassing term referring to carbon emissions, climate change adaptation and sustainable development).
- 3.4 An IIA of the anticipated or potential impact of each individual proposal has been undertaken by relevant lead officers and signed off by relevant Heads of Service.

The Council's policy and change teams have supported officers across departments to complete IIAs with:

- 3.4.1 five IIA training sessions delivered in 2020, open to any Council, NHS and West and Midlothian Council staff. In response to the Covid-19 pandemic, IIA training was delivered remotely, as staff were advised to work from home wherever possible, following advice from the Scottish and UK Governments
- 3.4.2 a bespoke IIA budget training session offered to identified proposal sponsors on 22 December 2020
- 3.4.3 written guidance, supporting information and examples made available on the Orb and the Council website.
- 3.5 An Equality, Diversity and Rights (EDR) Advisors Network is in place and EDR advisors have been trained to support relevant service areas on equality, diversity and rights and to assist with carrying out IIAs.
- 3.6 Due to the essential restrictions to limit the spread of Covid-19, the Council's options for engaging with residents on the budget during 2020 were severely limited. Unlike in previous years, there was no potential for face-to-face engagement or the distribution of written material, therefore all engagement was online. This approach identified that a minority of Edinburgh residents who are not online (generally older people and those on lower incomes) would be less likely to be able to participate in this engagement. In order to mitigate this impact, Strategy and Communications drew on findings and insights from other areas of work including, the Capital Residents Survey, the Edinburgh Poverty Commission and the 2019 Budget Engagement.
- 3.7 Any relevant feedback from the engagement activity is provided to proposal sponsors for consideration in the impact assessment process and in further development of the proposal.
- 3.8 The findings are summarised below and are published on the Council website. Due regard of such assessments should be given by elected members when making budget decisions. [www.edinburgh.gov.uk/impactassessments](http://www.edinburgh.gov.uk/impactassessments).

## **4. Main report**

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- 4.1 The incorporation of equality, rights, economic and carbon impact assessments as an integral part of the budget development process reflects both good practice and compliance with relevant legal duties. This activity enables the Council to identify and address any unintended consequences of specific proposals on specific groups of service users including those most vulnerable, and on climate change and partnership and prevention activity, increasing the effectiveness of the mitigating actions.
- 4.2 It is inevitable that the need to deliver total savings of £21m in 2021/22 will have some impact on the organisation and its services. This saving, whilst significant, should be considered in the broader context which is that the Council has an overall

budget of around £1 billion that can also continue to make significant impact on and improvement to equality, rights, economic and carbon.

- 4.3 The budget framework also includes an additional £22m in respect of current service pressures, including £10m specifically in homelessness services and a further £12m of investment in a number of other frontline service areas including waste and cleansing, community access to schools and parks and greenspace. Following the announcement of the provisional Local Government Finance Settlement on 28 January, it is estimated that an additional £14.2m of grant funding is also available for investment in key priorities.

### **Budget proposals**

- 4.4 Where budget proposals represent a continuation of savings identified in 2020/21, individual IIAs, the cumulative IIA and IIA statements were completed and published as part of the 2020/21 budget process. No further assessment is required as part of the 2021/22 budget process. Those assessments can be accessed on the Council website at [www.edinburgh.gov.uk/impactassessments](http://www.edinburgh.gov.uk/impactassessments)
- 4.5 Of the remaining proposals, integrated impact statements have been completed for those considered as having no relevant impact on equality, economy and the environment, or where or it is not possible to assess impact at this early stage in the development of the proposal and an IIA is planned at a later date. All IIAs and statements for 2021/22 can be accessed on the Council website at [www.edinburgh.gov.uk/impactassessments](http://www.edinburgh.gov.uk/impactassessments)
- 4.6 Four of the budget proposals being considered for approval by Council on 18 February 2021 have been assessed as requiring an IIA. To comply with statutory obligations due regard has been given to the equality, environmental and economic impacts of these budget proposals through the IIA assessment process. A further cumulative impact assessment has been carried out to identify any small impacts which, when taken together, could have a cumulative effect on a particular issue or population group.
- 4.7 The cumulative impact assessment is based on the information provided in the individual budget proposal IIAs. If there are any changes to the budget proposals further to decisions made at Council meeting on 18 February 2021, the IIA will be updated accordingly and if appropriate shared with a relevant Committee if required.
- 4.8 Where change proposals are in early stages of development, there may be a requirement to do further iterations of the IIA. The IIAs are listed for ease below:
- 4.8.1 Rental of Council Assets for 5G Nodes
  - 4.8.2 Digital Print, Mail and Scanning Strategy Development
  - 4.8.3 Garden Waste Collection Service – Full Cost Recovery
  - 4.8.4 Parking Action Plan: the introduction of Sunday parking controls

### **Cumulative Impacts**

- 4.9 Details of the cumulative assessment are provided in Appendix 1. Key findings suggest that the cumulative impact was limited across all proposals. Where a particular group was identified as being impacted, it usually applied to only one or two proposals in total. The cumulative impact analysis provides further detail but in the round key findings suggest that the greatest impact of these proposals will be felt on people with disabilities and older people, in addition to other vulnerable groups, such as those from low incomes and experiencing poverty.
- 4.10 The negative equality, health, wellbeing, or human rights impacts identified were generally concerned with some groups' ability to access digital or online systems, and with changes to parking controls potentially affecting some groups' ability to travel to certain areas on Sundays, with a risk of social isolation as a result. However, there were also positive impacts identified in that parking restrictions on public transport routes would reduce delays and improve the reliability of public transport for those who rely on it. Equally, the flexibility afforded by online service offers was identified as positive for some groups, along with a facility to allow the nomination of someone to register on behalf of those who are unable to do so themselves.
- 4.11 Negative socio-economic impacts identified were mainly associated with charges (in relation to Sunday parking and garden waste collection); however, IIAs noted that exemption schemes would limit this for vulnerable groups. Negative sustainability impacts identified were also associated with these charges – in relation to displacement of parking or lowering uptake of garden waste services. However, positive impacts were also anticipated in the form of lower emissions from increased use of public transport and reductions in tonnages of green waste.
- 4.12 In addition, positive impacts were identified in some of the proposals that would:
- 4.12.1 increase health and wellbeing for all populations;
  - 4.12.2 maximise income to invest in Council priorities, including poverty, sustainability and wellbeing which will benefit vulnerable groups; and
  - 4.12.3 reduce greenhouse gas emissions and the need to travel and promote sustainable forms for transport. This will help meet the Council's 2030 Net Zero target and secure a more sustainable future for citizens.
- 4.13 In carrying out IIAs, relevant lead officers for budget proposals are also obliged to consider mitigating actions to reduce any negative impact from proposals, and details of these are provided in the individual IIAs.
- 4.14 If any other impacts on equality and rights are identified as part of further consultation processes, proposal Sponsors will revise their IIAs as appropriate, with these revised IIAs also being made publicly available. Should these impacts be significant, the Cumulative IIA will be updated accordingly and if appropriate shared with a relevant committee.

## **5. Next Steps**

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- 5.1 Due regard to the equality, rights, environment and economic impacts has been given to each of the budget proposals.
- 5.2 The potential equality and rights impacts are taken into account when budget decisions are being made, and recommendations for mitigating negative impacts are implemented and reported on.
- 5.3 The potential carbon emissions, climate change adaptation and sustainable development impacts are taken into account when budget decisions are being made.
- 5.4 The potential cumulative (both annual and incremental) impacts are taken into account, and mitigating actions are identified when each year's budget decisions are being made.
- 5.5 Senior managers across all Service Areas take responsibility and ownership for compliance with Council systems put in place to ensure that statutory duties are met.

## **6. Financial impact**

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- 6.1 This report identifies the potential risks in relation to equality, rights, environment and economy. The Council could be the subject of a legal challenge if these risks are not considered and addressed. Other financial risks relate to savings derived from preventative services which may result in increased demand on other crisis intervention services.

## **7. Stakeholder/Community Impact**

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- 7.1 Undertaking Integrated Impact Assessments that include assessment of impact on equality is intended to ensure that any negative impacts, including cumulative impacts, for protected characteristic groups set by the Equality Act 2010 are reduced.
- 7.2 It also ensures that the Equality Act 2010 public sector equality duty is met with regard to (i) eliminating unlawful discrimination, victimisation and harassment; (ii) advancing equality of opportunity and (iii) fostering good relations, and that any infringements on human and children's rights are minimised.
- 7.3 Carbon impact assessments have enabled consideration of the public body duties under the Climate Change (Scotland) Act 2009. The findings of these assessments will also help to achieve a sustainable Edinburgh with regard to progressing climate change, social justice and community wellbeing objectives
- 7.4 Budget sponsors are required to have utilised a range of evidence gathering, including public involvement where appropriate to draw up proposals and consider their impact.
- 7.5 An on-line budget engagement process has also taken place.

- 7.6 The cumulative impact assessment is based on the information provided in the proposal templates and from the budget engagement feedback and other wider recent consultation and engagement activity.
- 7.7 Further engagement may be undertaken as appropriate on the detail of the proposals and any relevant feedback will be passed on to Budget Sponsors in order for IIAs to be updated and proposals amended accordingly.

## **8. Background reading/external references**

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- 8.1 The City of Edinburgh Council Equality, Diversity and Rights Framework 2017 – 2021 [www.edinburgh.gov.uk/downloads/download/13224/equality-and-rights-documents](http://www.edinburgh.gov.uk/downloads/download/13224/equality-and-rights-documents)
- 8.2 [Public Bodies Climate Change Duties Report 2019/20](#)
- 8.3 Budget Engagement Report [Budget Insights 2020](#)
- 8.4 [Council Revenue Budget Framework – Integrated Impact Assessment 2020/21](#)

## **9. Appendices**

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- 9.1 Appendix 1 – Integrated Impact Assessment on Cumulative Impact of 2021/22 Budget Proposals

# Appendix 1 Integrated Impact Assessment

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## Summary Report Template

Each of the numbered sections below must be completed

Interim report		Final report	x
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### 1. Title of proposal

Cumulative Integrated Impact Assessment on Budget Proposals 2021/22

### 2. What will change as a result of this proposal?

The revenue savings proposals aim to provide efficiencies and savings and allow the Council to continue to meet its statutory responsibilities, thereby maximising the level of investment available for priority services.

### 3. Briefly describe public involvement in this proposal to date and planned

Due to the essential restrictions to limit the spread of Covid-19, the Council's options for engaging with residents on the budget during 2020 were severely limited. Unlike in previous years, there was no potential for face-to-face engagement, therefore all engagement was online. This approach identified that a minority of Edinburgh residents who are not online (generally older people and those on lower incomes) would be less likely to be able to participate in this engagement. In order to mitigate this impact, Strategy and Communications included findings and insights from other areas of work including, the Capital Residents Survey, the Edinburgh Poverty Commission and the 2019 Budget Engagement.

The online survey was promoted through Council Social media channels, the consultation hub and was sent to community councils, tenants and resident associations, Council partners, member of the Equality and Rights Network, and to parents (through School newsletters).

Each directorate also has a number of relevant and recently conducted service specific consultations to draw on and the Council has a robust managing change policy that is followed internally.

### 4. Is the proposal considered strategic under the [Fairer Scotland Duty](#)?

The overall Revenue Budget Framework is considered strategic under the Fairer Scotland Duty, insofar as individual budget proposals may be found to have a cumulative socio-economic impact. Socio-economic impacts are considered in each IIA.

5. **Date of IIA** 20 and 27 January 2021

6. **Who was present at the IIA? Identify facilitator, Lead Officer, report writer and any partnership representative present and main stakeholder (e.g. NHS, Council)**

<b>Name</b>	<b>Job Title</b>	<b>Date of IIA training</b>
Ruth Baxendale	Senior Policy and Insight Officer	IIA trainer
Sarah Bryson (20/1/21)	Planning and Commissioning Officer	IIA trainer
Gareth Dixon	Senior Policy and Insight Officer	17 December 2019
Ciaran McDonald (20/1/21)	Senior Policy and Insight Officer	17 December 2019
Fraser Rowson	Principal Accountant – Corporate Accounts, Resources	5 September 2018 and 23 January 2019
Fiona McLeod	Senior Policy and Insight Officer	
Emma Baker	Change Manager	

7. **Evidence available at the time of the IIA**

<b>Evidence</b>	<b>Available – detail source</b>	<b>Comments: what does the evidence tell you with regard to different groups who may be affected?</b>
Data on populations in need		N/A for cumulative IIA. The purpose of the cumulative IIA is to consider whether any impacts arise as a result of the <i>cumulative effect</i> of smaller impacts identified within individual IIAs. These individual IIAs have considered the appropriate evidence in relation to the corresponding budget proposal.
Data on service uptake/access		As above - N/A for cumulative IIA
Data on socio-economic disadvantage e.g. low income, low wealth, material deprivation, area deprivation.		As above - N/A for cumulative IIA

Evidence	Available – detail source	Comments: what does the evidence tell you with regard to different groups who may be affected?
Data on equality outcomes		As above - N/A for cumulative IIA
Research/literature evidence		As above - N/A for cumulative IIA
Public/patient/client experience information		As above - N/A for cumulative IIA
Evidence of inclusive engagement of people who use the service and involvement findings	Yes – the budget engagement process and wider consultation evidence	<p>Budget Insights 2020 reported to Finance and Resources Committee 2 February 2021 identified the following services most appreciated by residents during the pandemic:</p> <ul style="list-style-type: none"> <li>• Keeping essential services running</li> <li>• Refuse collection</li> <li>• Schools</li> <li>• Communications</li> <li>• Suspend parking charges</li> </ul> <p>The services most missed by residents during the pandemic:</p> <ul style="list-style-type: none"> <li>• Gyms/pools/leisure centres</li> <li>• Libraries</li> <li>• Recycling centres</li> <li>• Social care (disabilities, dementia)</li> <li>• Garden waste</li> </ul> <p>Priorities identified included:</p> <p>The provision of schools and nurseries;</p> <p>The provision of support and services to people experiencing homelessness, living in poverty, or without working from home options during the pandemic.</p> <p>Helping local businesses to recover and helping new businesses</p> <p>Residents were supportive of measures to help meet the Council's 2030 Net Zero target, including more microgeneration and a reduction of vehicles in the city.</p>

<b>Evidence</b>	<b>Available – detail source</b>	<b>Comments: what does the evidence tell you with regard to different groups who may be affected?</b>
Evidence of unmet need		As above - N/A for cumulative IIA
Good practice guidelines		The Council's Consultation framework
Carbon emissions generated/reduced data		As above - N/A for cumulative IIA
Environmental data		As above - N/A for cumulative IIA
Risk from cumulative impacts		Information on the impacts identified for each proposal provided by respective budget proposal lead officers have been used to undertake this cumulative impact assessment.
Other (please specify)		As above - N/A for cumulative IIA
Additional evidence required		As above - N/A for cumulative IIA

All evidence and data relevant to specific budget proposals are listed in corresponding IIAs. All budget proposal IIAs received were used as the basis for this Cumulative Integrated Impact Assessment.

The team received four IIAs.

- Rental of Council Assets for 5G Nodes
- Digital Print, Mail and Scanning Strategy
- Parking Action Plan: the introduction of Sunday parking controls
- Garden Waste Collection Service – Full Cost Recovery

**8. In summary, what impacts were identified, and which groups will they affect?**

<b>Equality, Health and Wellbeing and Human Rights</b>	<b>Affected populations</b>
<b>Positive</b>	
The Council proposals seek to ensure as far as possible that all citizens can positively benefit from change proposals,	

<p>This is based on the premise that change can mean different provision rather than less provision and that reconfiguring services is one way in which the Council can see to protect front line capacity.</p>	
<p>Specific groups where a positive impact was identified include people with disabilities and older people:</p> <ul style="list-style-type: none"> <li>• The introduction of Sunday parking controls will enhance access for people with disabilities as this will improve their parking opportunities over general traffic. There will also be benefits for people with disabilities and older people who rely on public transport, as parking restrictions on main routes will reduce delays and improve reliability of public transport.</li> <li>• The Garden Waste Collection Service offers a flexible registration system to allow people to register for those who are unable access the system themselves</li> <li>• People on low income will benefit from the exemption scheme for the Garden Waste Collection Service. Edinburgh is currently the only Scottish Council with a chargeable service which operates an exemption scheme.</li> </ul> <p>There was a cumulative benefit of increased health and wellbeing identified for people with chronic health conditions, all residents and staff as follows:</p> <ul style="list-style-type: none"> <li>• the introduction of Sunday parking controls will encourage more use of public transport and reduce the attractiveness of car travel to the city centre. Conditions will be enhanced for pedestrians, cyclists and public transport users.</li> <li>• The digital print, mail and scanning strategy will improve the physical wellbeing of staff by reduced heavy lifting</li> </ul> <p>The proposal to rent Council assets to support the rollout of a 5G network will improve access to connectivity, increase digital participation.</p>	<p>People with disabilities and older people Disabled persons' blue badge holders Disabled National Entitlement Card holders and older people with mobility impairment</p> <p>People with disabilities</p> <p>People with low income or material wealth</p> <p>People with chronic health conditions and all residents</p> <p>Business Support and staff service users</p> <p>All citizens, businesses and visitors to the geographical areas covered</p>

<b>Negative</b>	
<p>Specific groups where a potential negative impact was identified included older people and people with disabilities:</p> <ul style="list-style-type: none"> <li>the introduction of Sunday parking controls may discourage people visiting friends, relatives or attending Sunday services and subsequent social activities within the controlled parking zone or incur an additional charge to their journey. This could result in affected groups becoming isolated and reduce social activity.</li> <li>some people may experience challenges in using digital or online systems, however, as identified above, this service offers a flexible registration system to allow people to register for those who are unable access the system themselves</li> </ul> <p>People who don't have digital access will not benefit directly by the proposal to rent Council assets to support the rollout of a 5G network but ongoing work to mitigate against this is taking place by programmes such as Connecting Scotland and Empowered Learning</p>	<p>Older people and people in the middle years and/or those with mobility impairments who do not qualify for a disabled blue badge. People with religious beliefs</p> <p>People with disabilities</p> <p>All citizens, businesses and visitors to the geographical areas covered</p>

<b>Environment and Sustainability including climate change emissions and impacts</b>	<b>Affected areas</b>
<b>Positive</b>	
<p>Positive impacts were identified to reduce carbon emissions and improve air quality:</p> <ul style="list-style-type: none"> <li>The digital print, mail and scanning strategy development will result in less vehicle journeys and less waste by promoting the retention of documents electronically rather than paper format</li> <li>Active travel and use of public transport will be encouraged by removing free parking opportunities on Sundays</li> <li>The introduction of the charge for Garden Waste Collection service has led to a reduction in tonnages of contaminated garden waste being collected and allowed the Council to continue providing the service and increase the collection frequency.</li> </ul>	<p>Transport / Waste</p>



Negative	
<p>The introduction of Sunday parking controls will incur additional costs for visitors and residents, social or community groups. Carers would also be negatively impacted but this would be mitigated by introducing visitors' permits, in addition, Healthcare workers' Permits are also available.</p>	<p>People on low-incomes, unemployed, people on benefits. Vulnerable families, looked after children and young people. Carers.</p>
<p>The charge for the Garden Waste Collection Service may discourage people from using the service but those on low income will benefit from the exemption scheme.</p>	<p>People with low income or material wealth</p>
<p>As stated previously, people who don't have digital access will not benefit directly by the proposal to rent Council assets to support the rollout of a 5G network but ongoing work to mitigate against this is taking place by programmes such as Connecting Scotland and Empowered Learning</p>	<p>All citizens, businesses and visitors to the geographical areas covered.</p>

**9. Is any part of this policy/ service to be carried out wholly or partly by contractors and if so, how will equality, human rights including children's rights, environmental and sustainability issues be addressed?**

**Rental of Council Assets for 5G Nodes** - The installation of nodes will be carried out by 3rd party Telecoms providers. Their work is governed by the Electronics Communications Code which is regulated nationally by Ofcom. Any issues not addressed by the installation companies can be addressed through Ofcom.

**Digital Print, Mail and Scanning Strategy Development** - Royal Mail has been contracted, through a Scottish Government framework, to fulfil the printing and mailing of documents submitted through the 'hybrid' mail solution. Commitments and compliance with equality, human rights, environmental and sustainability issues formed part of the specification, tender evaluation and subsequent contract management undertaken by the Scottish Government in the award and operation of this framework contract. Similarly, the Council is in the process of tender award to a supplier (TBC) for copier machines again through a Scottish Government framework where the same requirements are expected.

**Parking Action Plan: the introduction of Sunday parking controls** - The enforcement of parking regulations is undertaken by a private contractor, who was appointed following a successful competitive tender process and was subject to an Equalities and Rights Impact Assessment. No negative equality, human rights including children's rights, environmental or sustainability rights impacts have been identified as a result of any work being carried out by a contractor in regards to this proposal.

**Garden Waste Collection Service – Full Cost Recovery** - Part of the service is delivered by Tiphereth who specifically work with vulnerable young people:  
www.tiphereth.org.uk

**10. Consider how you will communicate information about this policy/ service change to children and young people and those affected by sensory impairment, speech impairment, low level literacy or numeracy, learning difficulties or English as a second language? Please provide a summary of the communications plan.**

Changes will be communicated by the service affected using methods that are considered appropriate to the range of audiences. The Edinburgh (City of Edinburgh Council and Health and Social Care Partnership) British Sign Language (BSL) plan demonstrates commitment to improve services for BSL users with actions across a range of themes and services. The Council’s Interpretation and Translation Service is also available for those who require materials in different languages.

**11. Is the policy likely to result in significant environmental effects, either positive or negative?** If yes, it is likely that a [Strategic Environmental Assessment](#) (SEA) will be required and the impacts identified in the IIA should be included in this.

No proposals were identified as requiring a SEA

**12. Additional Information and Evidence Required**

**If further evidence is required, please note how it will be gathered. If appropriate, mark this report as interim and submit updated final report once further evidence has been gathered.**

IAs for proposals that may be at a formative stage at this point will need to be reviewed in due course on an ongoing basis. Ongoing efficiency work across the Council will also be cognisant of impact on equalities, sustainability and economy.

**13. Specific to this IIA only, what recommended actions have been, or will be, undertaken and by when? (these should be drawn from 7 – 11 above) Please complete:**

<b>Specific actions (as a result of the IIA which may include financial implications, mitigating actions and risks of cumulative impacts)</b>	<b>Who will take them forward (name and job title)</b>	<b>Deadline for progressing</b>	<b>Review date</b>
Consideration should be given as to how these proposals, their impact, and the cumulative impact, relate to proposals presented by the Integration Joint Board	Elected Members	Ongoing	In line with IJB strategic plan timelines

<b>Specific actions (as a result of the IIA which may include financial implications, mitigating actions and risks of cumulative impacts)</b>	<b>Who will take them forward (name and job title)</b>	<b>Deadline for progressing</b>	<b>Review date</b>
Elected members should consider the results of the budget proposal IIAs, including this cumulative IIA.	Elected Members	February 2021	Ongoing
Implementation of the Poverty Commission Proposals will mitigate against some negative impact on people who are experiencing poverty and positively contribute to addressing poverty in the city	Elected Members and Corporate Leadership Team	Ongoing	Ongoing
The three-year Council Business Plan: Our Future Council, Our Future City has three priorities; ending poverty, becoming a sustainable and net zero city and ensuring wellbeing and equalities are enhanced for all. Implementation of this plan will ensure mitigating actions are taken against any negative impacts arising from implementation of the budget proposals. The Change Team will endeavour to ensure equalities is mainstreamed throughout the plan's development, and during implementation, in order to mitigate against any negative impacts identified in this cumulative IIA.	The Change Team	2021-2024	Ongoing
Relevant lead officers for budget proposals should progress any specific actions in individual proposals to mitigate against negative impacts, continue to update their IIAs after further consultation and develop communications plans as appropriate	Relevant lead officers for budget proposals	ongoing	January 2022

- 14. Are there any negative impacts in section 8 for which there are no identified mitigating actions?** No
- 15. How will you monitor how this proposal affects different groups, including people with protected characteristics?**

All relevant service areas should put in place appropriate monitoring for implementation of relevant proposals. This should include how the proposals are affecting different groups who share protected characteristics.

**16. Sign off by Head of Service**

**Name**

**Date**

**17. Publication**

Completed and signed IIAs should be sent to [strategyandbusinessplanning@edinburgh.gov.uk](mailto:strategyandbusinessplanning@edinburgh.gov.uk) to be published on the IIA directory on the Council website [www.edinburgh.gov.uk/impactassessments](http://www.edinburgh.gov.uk/impactassessments)