

EQUALITY IMPACT SCREENING

Draft Budget 2026/27

Council: Ledbury Town Council

Date of Decision: 19 February 2026

Lead Officer: Angela Price – Town Clerk

1. Purpose of this Screening

This document records the Council's consideration of its duties under **Section 149 Equality Act 2010 (Public Sector Equality Duty)** when setting the 2025/26 budget.

The Council has had due regard to the need to:

- Eliminate discrimination, harassment and victimisation
- Advance equality of opportunity
- Foster good relations between persons who share protected characteristics and those who do not

2. Scope of Assessment

This screening considers whether the draft budget proposals:

- Reduce or withdraw services
- Increase fees or charges
- Change access to facilities
- Alter grant allocation arrangements
- Restructure staffing

Protected characteristics considered:

- Age
 - Disability
 - Sex
 - Race
 - Religion or belief
 - Sexual orientation
 - Gender reassignment
 - Pregnancy/maternity
 - Marriage/civil partnership
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3. Summary of Key Budget Areas Reviewed

3.1. Services & Community Grants

Potential Equality Impact:

Community grants may disproportionately affect groups serving:

- Older residents
- Disabled people
- Youth
- Minority communities
- Women's groups

Assessment:

Grant criteria remain open, transparent and accessible. No protected group is excluded from applying. Funding reductions (if any) are proportionate and not targeted at specific protected groups.

Mitigation:

- Maintain clear eligibility criteria
- Ensure application process is accessible
- Encourage applications from underrepresented groups

Risk Level: Medium (due to potential indirect impact if funding reduced)

3.2 Recreation Grounds & Open Spaces**Potential Equality Impact:**

- Disabled access to paths and equipment
- Safe usage for women and older people
- Youth provision (age equality)

Assessment:

Budget maintains routine maintenance and accessibility standards. No facility closures proposed.

Mitigation:

- Continue compliance with accessibility requirements
- Monitor usage and complaints

Risk Level: Low

3.3 Public Toilets**Potential Equality Impact:**

- Disabled users
- Older people
- Pregnant women
- Families with young children
- Women (safety considerations)

Assessment:

No closure proposed. Cleaning and maintenance provision retained. No reduction in opening hours proposed (if applicable).

Mitigation:

- Ensure continued accessibility compliance
- Monitor user feedback

Risk Level: Low–Medium (if future cost pressures arise)

3.4 Cemetery & Closed Churchyard

Potential Equality Impact:

- Disabled and elderly visitor access
- Fee increases affecting lower-income residents

Assessment:

Any proposed fee increases are modest and applied uniformly. No discrimination between faith groups.

Mitigation:

- Maintain accessibility standards
- Apply fees consistently

Risk Level: Low

3.5 Council Properties / Market House / Community Spaces

Potential Equality Impact:

- Affordability for smaller community groups
- Access for minority or protected groups

Assessment:

Charging policy remains consistent and transparent. Concessions remain available where applicable.

Mitigation:

- Review concession policy annually
- Ensure booking processes are accessible

Risk Level: Low

3.6 Staffing & Salaries

Potential Equality Impact:

- Disproportionate restructuring impact
- Equal pay compliance
- Flexible working arrangements

Assessment:

No restructuring proposed within this budget. Staffing costs reflect contractual obligations and lawful pay practices.

Mitigation:

- Continue compliance with employment law
- Monitor workforce equality where appropriate

Risk Level: Low

4. Cumulative Impact Consideration

Members considered whether multiple minor budget pressures could cumulatively disadvantage particular groups.

Conclusion:

No significant service reductions or withdrawals are proposed. The budget largely maintains existing service levels. No evidence of disproportionate cumulative impact on protected groups has been identified.

5. Consultation & Evidence Considered

- Usage data where available
- Demographic profile of the parish
- Previous service feedback
- Grant allocation history

6. Conclusion

Having had due regard to the Public Sector Equality Duty under Section 149 of the Equality Act 2010, the Council is satisfied that:

- The draft budget does not give rise to unlawful discrimination.
- No protected group is disproportionately disadvantaged.
- Equality of opportunity is maintained within available resources.

Where potential impacts exist, mitigation measures have been identified.

7. Monitoring

Equality implications will be kept under review during the financial year, particularly in relation to:

- Grant allocation outcomes
- Facility access issues
- Any mid-year service adjustments