Hull City Council

Equality Impact Analysis Screening Tool 2025

The purpose of carrying out this equality impact analysis is to provide evidence that you have paid 'due regard' to the different protected characteristics when making your decision upon the policy, service, or function. It is also a tool that will enable you to meet the 3 aims of the general equality duty:

1. **Eliminating unlawful discrimination**
2. **Advancing equality of opportunity**
3. **Fostering good relations**

Title of policy, project, service, function, or strategy?
General Fund Revenue Budget 2026/27 and Medium-Term Financial Plan 2026/27 to 2028/29

Directorate:	Corporate Resources
Service:	Finance
Lead Officer:	David Bell/Tracy Parker
Date:	27.01.2026

Section 1. Introduction and Context
What is the aim of the policy, project, service, function, or strategy?
The General Fund Revenue Budget 2026/27 and Medium-Term Financial Plan 2026/27 to 2028/29 Report aims to provide the financial allocations available to the Council for the next financial year (2026/27) based on the following • Local Government Financial Settlement • 2025/26 Financial Outturn • Business Planning processes • Leadership priorities • Value for Money and associated efficiency and savings plans
What outcomes will be achieved with the new or changing policy/service?
A balanced financial budget for the Council for 2026/27 and an overview of the Medium-Term Financial position for the next 3 years.
Are there any associated/ linked policies, services, or procedures? If yes, please detail: Yes☒No☐
The budget forms the overarching financial policy for the Council and therefore provides the outline for future service financial delivery aligned to Business Plans.

Section 2. Please use this part of the screening tool identify any positive or negative impacts on the different protected characteristics. Please ensure that you refer to any research or data you have used to identify these impacts.

Please tick at least one option per protected characteristic. Think about barriers people may experience in accessing services, how the policy is likely to affect the promotion of equality, knowledge of customer experiences to date. You may need to think about sub-groups within categories e.g. older people, younger people, people with hearing impairment etc.

	Potential Positive Impact	Potential Negative Impact	No Disproportionate Impact	Additional Information (include reference to any consultation or research here)
Age	☐	☐	☒	**Summary of Consultation** The Council regularly seeks the views of residents and partners on the priorities for investment, service provision and improvement through a variety of means to enable participation in the development of the budget. This includes using the People's Panel, which has now run over fifteen years alongside individual consultations which focus on specific changes to service provision. This year's Council's Budget report will be considered by Overview and Scrutiny Management Committee on the 13 February 2026 ahead of the final decisions by Cabinet on the 23 February 2026 and Council on the 26 February 2026. Formal comments from the public and stakeholders on the proposals were also invited to be submitted by the 16 February 2026 (8 working days before the final decision).
Disability	☐	☐	☒	
Sex	☐	☐	☒	
Gender Reassignment	☐	☐	☒	
Marriage or Civil Partnership	☐	☐	☒	
Pregnancy or Maternity	☐	☐	☒	
Race	☐	☐	☒	
Religion or Belief	☐	☐	☒	
Sexual Orientation	☐	☐	☒	
Non-Statutory - Socio-economic	☐	☐	☒	

				In addition, the consultation meetings have also taken place with representatives of the City's business community, voluntary sector and young people. In summary the engagements a shared understanding of the difficult financial environment in which the Council is operating and outlined the Council's desire to work together for the overall benefit and prosperity of the Hull within the constraints placed on it financially. Businesses and the voluntary, community, and social sectors were informed of the key budget proposals and invited to provide feedback. In addition, representatives of young people have provided continuous feedback on their concerns and priorities for throughout the financial year. The main aim being to raise awareness of the Council's financial proposals, priorities for investment, improvements, and savings, together with the potential impacts relevant to their areas of interest. The Assistant Director of Finance also provided an overview of the Council's budgetary position to the voluntary, community and social enterprise sectors at their Assembly Meeting held on the 15 January 26. This was attended by a broad range of organisations from across the sector, which provided feedback on the following areas: • The specific financial pressures faced by the Council within the Medium Term

				Financial Plan and alignment of total funding model following Fair Funding 2.0 • Acknowledgement that all parts of public sector are facing the similar financial pressures and Hull is not alone in such challenges • The funding settlement confirmed for the next 3 years and the opportunity this creates for longer term planning for VCSE • The merit in continuing the dialogue with VCSE with the Council as services are shaped across the city • Alignment of funding to reflect all communities within the city The Leader, Director of Finance and other officers met with a range of representatives from the business sector on 12 February 26. The background and context to the Council's budgets were discussed with particular emphasis placed on the following: • The Council's planned capital investment programme • Updates on Business Rates following Government policy changes • A shared view of the importance of a thriving economy • Updates on devolution and the Mayoral Combined Authority Consultation regarding the General Fund Revenue Budget 2026/27 and Medium Term Financial Plan

				2026/27 to 2028/29 has been undertaken with the VCSE Assembly, Business Sector and various CYP forums throughout the year. Consultation MTFP 26-27 Consultation VCSE v2 MTFP 26-27 Consultation Business See Appendix A(i) within the report for full consultation details. Appendices\Appendix A (i) - Consultation.docx Additional Tenants Forum for HRA budget engagement details. Consultation\HRA Budget 26-27 consultation v3.pptx HRA Budget 26-27 consultation v3.pptx

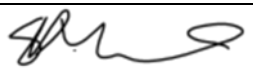
Who Does the policy or decision impact?			
	Yes	No	Indirectly
Service Users	☐	☐	☒
Carers of Family	☐	☐	☒

General Public	☐	☐	☒
Staff	☐	☐	☒
Partner Organisation	☐	☐	☒

Should a full EIA be completed for this policy, project, service, function, or strategy?	
Yes ☐	No☒
Please explain the reason for this decision. *Please use the box below to identify whether or not the policy, function or service has specific relevance to equality and will therefore need to undergo a full Equality Analysis*	
The General Fund Revenue Budget 2026/27 and Medium-Term Financial Plan 2026/27 to 2028/29 Report provides the financial allocation and operating budgetary framework which services will look to deliver. For proposals contained within the Budget Report and Medium-Term Financial plan leading to potential changes in services design and delivery, service managers will continue to consider 'due regard' for equality and demonstrate this via individual Equality Impact Analysis assessments.	

Section 3. Quality assurance and publishing
Please ensure that screening tool has been quality assured by a member of the Equality Team and agreed a full Equality Analysis is not required.

Senior Officer	Tracy Parker	Date:	02.02.2026

Equality Officer	Simon Heard 	Date:	02/02/2026