

Thurrock Council

Community Equality Impact Assessment

Service area and lead officer

Name of service	Finance
CEIA Lead Officer	Laura Roberts
CEIA Lead Officer job title	Finance
CEIA Lead Officer email address	

Subject of this assessment

What specific policy, strategy, function or service is the subject of this assessment?
Treasury Management Strategy 2024/25
Borough-wide or location-specific?
<input checked="" 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?
<p>The Council is required to approve a Treasury Management Strategy before the start of each financial year. This is in accordance with the Chartered Institute of Public Accountancy's Code of Practice on Treasury Management 2021.</p> <p>The Council's Treasury Management Strategy sets out the parameters for the Council's planned treasury activity during 2024/25 under which the Treasury Team will manage activity. The strategy also reflects the Council's proposed Capital Programme 2024/25 to 2028/29 as set out in a separate report on council's Capital Programme.</p> <p>Treasury Management is a key component in the way in which Thurrock Council manages its finances. It is a costly area of activity that is affected significantly by external factors such as interest rate changes, spending and income patterns (cash availability), and the wider economy. It is essential therefore that this area is carefully monitored, risks are recognised and managed, activity is controlled, and performance is reported to Members to ensure proper scrutiny and challenge. This strategy therefore sets out the parameters around which this will take place.</p>

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

The TMS is a statutory requirement

- 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 Treasury Management 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.

Proposals arising from budget reductions or efficiencies connected with the Treasury Management Strategy are identified by services that separately draw together data and intelligence to inform CEIAs, a number of which have been published.

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 Treasury Management Strategy, 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 impacts for the whole community.
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 Treasury Management Strategy, 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 Treasury Management Strategy, 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 Treasury Management Strategy, 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 Treasury Management Strategy, 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?
<p>Health and wellbeing of residents</p> <p>Please also see: WHIASU Population Groups Checklist.pdf phwwhocc.co.uk</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>There are a range of positive impacts relating to the health and wellbeing of communities arising from proposals that inform the Treasury Management Strategy, these are set out in individual proposals completed by the originating services and departments.</p>	<p>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.</p>
<p>Socio-economic outcomes</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<p>There are a range of positive and negative impacts across all communities arising from proposals that inform the Treasury Management Strategy, these are set out in individual CEIAs completed by the originating services and departments.</p>	<p>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.</p>

Communities and groups	Positive	Neutral	Negative	Summary of positive and negative impacts	How will positives be maximised, and negatives minimised or eliminated?
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.
Unpaid carers	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	There are no known disproportionate negative or positive impacts relating to carers.	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 and reviewed in line with quarterly budget monitoring cycle	Click or tap here to enter text.	Click or tap here to enter text.
The strategy has been prepared considering the statutory guidance and rules currently applicable. Any changes to these or to wider economic circumstances may require a revision to be made to the strategy.	Click or tap here to enter text.	Click or tap here to enter text.

A revised Treasury Management Strategy will be prepared and submitted to Full Council where the Chief Finance Officer considers that circumstances have changed sufficiently to require a variation to any of the provisions of this strategy.	Click or tap here to enter text.	Click or tap here to enter text.
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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
<p>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.</p> <p>Any impacts arising from budget reductions or efficiencies connected with the Treasury Management Strategy are identified by departments and included within their own CEIAs.</p> <p>The purpose of the M Treasury Management Strategy is to give financial expression to other Council Strategy for the period 2024/25. The Treasury Management Strategy 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 Treasury Management Strategy is prepared annually and covers the period 2024/2025. It links decisions on resource allocation with decisions on policy priorities as set out in other Council Strategy.</p>

5. Sign off

5.1. This Community Equality Impact Assessment must be authorised by the relevant project sponsor, strategic lead, 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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