Supplement for

Council

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OXFORD CITY COUNCIL

On **Thursday 3 September 2026** At **5.00 pm**

Supplement - Reports for Agenda Items 4 and 5

Contents

and 4 within the report, totalling £410,000.

The report will be published as a supplement to the agenda.

The agenda, reports and any additional supplements can be found together with this supplement on the committee meeting webpage.

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OXFORD CITY COUNCIL

To:	**Council**
Date:	3 September 2026
Report of:	Alistair Rush, Group Finance Director (S151 Officer)
	Emma Jackman, Director or Legal Services (Monitoring Officer)
Title of Report:	Housing Revenue Account (HRA) Budget 2026 – 2027

Summary and recommendations	
Decision being taken:	Approve the use of reserves in 2026 – 2027 to balance the Housing Revenue Account (HRA) budget.
Key decision:	Yes.
Cabinet Member:	Councillor Ed Turner, Deputy Leader (Statutory), and Cabinet Member for Finance and Asset Management
Corporate Priority:	Well Run Council
Policy Framework:	Well Run Council

Recommendation(s): That Council resolves to:
1. **Approve the use of £3.5 million of Housing Revenue Account (HRA) reserves in 2026 – 2027 and approve the amended budget for the HRA for the financial year.**

Information Exempt From Publication	
State in here what information is to be exempt from publication – where it is, attach it as an appendix and name the appendix as you describe It here	Not applicable

Introduction and background

1. A review of the Housing Revenue Account (HRA) budget has identified that the figures approved in February 2026 ahead of the 2026 – 2027 financial year included a technical error, which means that the budget for 2026 – 2027 was not balanced when approved. This report sets out recommended actions to return the budget to a balanced position.

Background

2. The HRA is a ring-fenced service which manages the council's housing stock and related services in accordance with the requirements of the Local Government and Housing Act 1989 and associated statutory guidance. The requirements include the need to set a balanced budget for each financial year and to review that position from time to time to ensure that the budget remains balanced (Local Government and Housing Act 1989).
3. A review of the 2026 – 2027 HRA budget has identified that a technical error was made when calculating the rental income for this financial year. The estimated income is calculated with reference to the Rent Standard set by the Government, which for 2026 – 2027 was the equivalent of uplifting rents by the Consumer Price Index (CPI) + 1%.
4. The budget approved by Full Council in February 2026 as part of the Council's Medium Term Financial Strategy (Agenda item - Medium Term Financial Strategy 2026/27 to 2029/30 and 2025/26 Budget | Oxford City Council) was underpinned by a financial model that calculated the rental income arising from the change to the Rental Standard when applied to the council's housing stock. This financial model had not been updated for the relevant CPI rate, instead the rate relevant to the previous financial year was left unchanged. This meant that the CPI rate applied to calculating the rental income budget was incorrect and the rental income budget was over-estimated.
5. The impact of this over-estimation in 2026 – 2027 is that rental income is anticipated to be £3.848 million less than when the budget was approved in February 2026. This means that rather than delivering a surplus in 2026 – 2027 as reported when the budget was set, there would be a deficit of £2.030 million. The council is therefore required to make adjustments to ensure that the budget is in a balanced position in accordance with the requirements of the Local Government and Housing Act 1989.
6. Additional checks and balances have been identified to prevent technical issues such as this recurring in future. These will include but not be limited to, reconciliations between the calculation of rents set with the rental income budget, additional oversight and quality assurance processes to validate the financial model. Consideration will be given to including an annual review of the model by an independent housing finance expert and/or as part of the internal audit programme. Audit and Governance Committee will be given an update on these changes.

Council House Rents

7. It is important to state that the calculation of the rents to be charged to tenants for 2026 - 2027 was completed correctly when the budget was approved by Full Council in February. This means that tenants have not been over-charged and have not been impacted by the issue identified or the measures taken to resolve it.

HRA 2026 – 2027 Outturn Forecast

8. As part of the regular budget monitoring an outturn forecast has been produced as at the end of Quarter 1 of 2026 – 2027. This forecast, excluding the impact of the over-estimation of rental income, indicates that there are further budget pressures, linked to the establishment of the waking watch service, mitigating the risks associated with tower block safety issues and potential pressures in relation to housing stock damp and mould.

9. Work is on-going and will continue throughout the year to offset any emerging pressures with efficiency savings, whilst in the longer-term investments in housing stock improvements are anticipated to reduce the on-going need for expenditure on maintenance.

Housing Revenue Account Reserves

10. The HRA has an annual budget and, additionally, reserves that are held to mitigate the risk of, amongst other matters, expenditure exceeding income in a financial year. These reserves are at a sufficient level to deal with the issue that has been identified and draw down of useable reserves to balance the budget would be an appropriate short-term use of these reserves. This would, by definition, be a one-off use of reserves in order to rectify the over-estimation of rental income in 2026 - 2027.

11. In order to rectify the issue identified, reserves totalling £3.5 million will need to be drawn down, representing the net movement between the original budgeted surplus of £1.47 million and the revised position that reflects a deficit for the year of £2.030 million. This approach also supports the opportunity to identify sustainable efficiency savings for the longer-term.

12. In the longer-term, consideration will need to be given to restoring HRA useable reserves to their current level, which the draft 2025 – 2026 Statement of Accounts values at £7.809 million. This will be part of the financial planning for the HRA Business Plan. It should be noted that each year, there are fluctuations in expectations around interest rates, the cost of delivering services and investment works, and inflation, and therefore renewing the HRA’s Business Plan is a normal and expected part of Council budget planning.

Alternative Options Considered

13. The alternative option would be to identify the equivalent value of savings. This was discounted on the basis that in order to achieve this, since four months of the financial year have passed, there would be a need to identify the annual equivalent of £4.67 million efficiencies. The use of reserves also provides the opportunity to review the options for efficiencies that are sustainable and allow for appropriate consideration of all the implications arising.

Implications of Local Government Reorganisation

14. There are no implications arising from Local Government Reorganisation in relation to this matter.

Other implications

15. None.

Financial implications

16. Due to the reason for the report this is issued by the S151 Officer (Group Finance Director) under s114 (2) Local Government and Finance Act 1989 (LGFA89). Provided that the recommendation is approved as set out in the report the S151 Officer is of the view that the expenditure this financial year will no longer actually likely to exceed available resources and therefore there would be no deficiency that led to the restrictions required under s114 (5) of the LGFA89 on spending.
17. The Council remains in a sound financial position overall and with the amendment to the budget proposed this will address the error in the HRA budget setting and introduce measures to ensure that the shortfall is addressed in the short term. Accordingly, with approval of the recommendation the statutory officers consider that the duties are discharged and issues remedied.
18. The remaining financial implications arising from this report are reflected within the recommendation and the body of the report.

Legal issues

19. Due to the fact that the current approved HRA budget has the technical miscalculation the Council has not met its statutory requirement to set a balanced budget under the Local Government and Finance Act 1992. As such this report is issued under s5(2) of the Local Government and Housing Act 1985 (LGHA85). Provided that the decision is taken in line with the recommendation the issue will be remedied and the unlawful action will no longer be ongoing.
20. Without approval of the recommendation the Council would open itself to a report under s114 of the Local Government and Finance Act 1989 which will result in a restriction on expenditure, and the Council will remain in breach of the requirement upon it to set a balanced budget under the Local Government and Finance Act 1992. Approval of the recommendation will ensure that the Council is able to meet its statutory obligations and provide a balanced budget, avoiding the need for spending controls.

Level of risk

21. The risks are reflected within the body of the report.

Equalities impact

22. The impact of the recommended decision has an impact upon the financial reserves of the HRA whilst maintaining the delivery of services to tenants in 2026 - 2027. The use of reserves is in line with their purpose of mitigating the impact of unforeseen events and as such does not have any equalities impact.

Carbon and Environmental Considerations

23. There are no carbon or environmental considerations arising from the recommendation or the contents of the report.

Report author	Alistair Rush
Job title	Group Finance Director
Service area or department	Financial Services
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Background Papers:

List the background documents and, if possible, link to them.

All background papers must be listed in accordance with the Local Government (Access to Information) Act and The Local Authorities (Executive Arrangements) (Meetings and Access to Information) (England) Regulations 2012. This includes, any material which discloses facts or matters on which the report or an important part of it is based and which have been relied on in the preparation of the report Each document must be listed and a copy of each document made available to members and the public on request, (or they should be directed where to find it if it is already published on the Council's website). All confidential, exempt, copyrighted and published works are EXCLUDED from this requirement.

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OXFORD CITY COUNCIL

To:	**Council**
Date:	3 September 2026
Report of:	Alistair Rush, Group Finance Director
Title of Report:	Additional Funding for Community Improvement Measures

Summary and recommendations	
Decision being taken:	Council is asked to approve the proposed draw down of reserves to support the delivery of additional community improvement, democratic transparency and youth employment during 2026 - 2027.
Key decision:	No
Cabinet Member:	Councillor Ed Turner, Deputy Leader (Statutory), and Cabinet Member for Finance and Asset Management
Corporate Priority:	Well-Run Council.
Policy Framework:	Well-Run Council

Recommendation(s): That Council resolves to:

1. **Approve the allocation of funding from reserves for the bringing forward of the recommended investments set out in sections 2, 3 and 4 within the report, totalling £410,000.**

Information Exempt From Publication	
State in here what information is to be exempt from publication – where it is, attach it as an appendix and name the appendix as you describe It here	Not Applicable

Introduction and background

1. Oxford City Council, as a well-run council, has committed to deliver the maximum benefit for all Oxford's residents, businesses and communities within the resources available. In this context, opportunities to support further investment in these communities has been identified. These opportunities represent tangible benefits at a relatively low level of investment. The priorities include those which were prioritised at the formation of the new administration following the 2026 local elections, and other important initiatives subsequently identified by the administration.

Community Investments

2. A number of investments have been identified to support the improvement of community infrastructure and information as follows:
    a. *Public Toilets (£40,000) -* A stock condition survey is being finalised into the council's public toilets which will support a longer-term plan for their maintenance and improvement, in the meantime it is proposed to invest £40,000 during 2026 – 2027 to support their renovation and to deter anti-social behaviour.
    b. *Notice Boards (£60,000)* – investment in the maintenance of notice boards supports the enjoyment of public spaces by residents and visitors and supports the council in making a positive impression. This will complement the current work being undertaken to complete a comprehensive mapping of all the notice boards provided by the council.
    c. *Summertown United Reform Church Community Centre (£50,000)* – this will support the conversion of the building into a community resource which will subsequently facilitate further benefits and opportunities for the community.
    d. *Port Meadow (£5,000)* – in recognition of Port Meadow being one of the largest open spaces in the north of city alongside being part of a Site of Special Scientific Interest (SSSI), a Scheduled Ancient Monument and a Special Area of Conservation (SAC) under the European Habitats Directive, there are opportunities to enhance appreciation of its unique natural assets and important contributions to conservation and nature conservation via the provision of public information points.
    e. *Streetscene (£115,000)* – This would add to existing resources with which to enhance the appearance and practicality of street facilities around the city, whether this was in relation to pavement and road improvements, planters or maintaining and enhancing the public realm for example from additional cleaning, improving waste management, improved public hygiene etc., and will also provide the facility to provide a small number of additional bus shelters where there is a pressing need and they are not covered in the new bus shelter contract.
    f. *Targeted free swimming lessons (£40,000 – spread over two years)* – this will provide some free lessons on a targeted basis at city pools, as well as some instructor support at free swimming sessions. Given the importance of improving water safety, this is being prioritised by the administration.

g. *Blackbird Leys Bowls Club* – This would represent undertaking a feasibility study into options for any potential future investment, as such there is an existing capital programme budget to fund such studies, which could be utilised at the appropriate time.

Democratic Transparency

3. The Scrutiny Committee has cross-party membership and carries out a ‘check and balance’ and ‘critical friend’ function to the Cabinet by reviewing policies, decisions and key issues affecting residents. In this way its work provides public assurance that the Cabinet is carrying out its business effectively, providing value for money and taking the best decisions it can to improve public services and the quality of life for the residents of Oxford. To support these roles and responsibilities, a dedicated Scrutiny Officer (£50,000) would provide capacity to undertake research and analysis as directed by the committee. This could potentially be an apprentice role that could attract funding from the growth and skills levy and support a response to the current challenges for those currently not in education, employment or training.

Youth Employment

4. In recognition of the challenges faced by those not in education, employment or training, as highlighted by the recently published Young People and Work: Interim Report (Young people and work: interim report - GOV.UK), whilst also recognising the period of significant change that local government and Oxford is embarking upon with Local Government Reorganisation, an additional apprentice role (£50,000) is proposed to be established, which could potentially also attract funding from the growth and skills levy.

Alternative Options Considered

5. The alternative would be to not make these investments, which total £410,000.

Implications of Local Government Reorganisation

6. There are no immediate implications for local government reorganisation, since these represent investments on a one-off basis. In the event that the Greater Oxford successor authority wished to extend or continue with these investments, this could be considered when the budget for 2028 – 2029 was being developed and set.

Financial implications

7. If all the recommendations were to be approved, the total investment would be £410,000. The investment would be on a one-off basis but would potentially incur costs across both 2026 – 2027 and 2027 – 2028, recognising that it may be pragmatic to anticipate the investments being made across a twelve month period. In the case of free swimming lessons, this is explicitly to run until the end of the next financial year.

8. Funding for these investments would come primarily from reserves, specifically

   a. Community Services Carry Forward Reserve - £115,000

   b. Risk Reserve - £295,000

It should be noted that the Council's reserve provision is expected to improve by £924k owing to a better-than-expected outturn at the end of the 2025/26 financial year, with these monies being allocated to the Risk Reserve.

Taking account of this, the General Fund Risk Reserve balance at 31 March 2026 is expected to stand at £8.421 million of which two-thirds (£5.594 million) is currently budgeted to be utilised in the Medium Term Financial Plan (MTFP) during the period 2026/27 to 2029/30. The Risk Reserve is held to fund and mitigate future risks that may arise and forms part of expected total General Fund Earmarked Reserves of £62.808 million at 31 March 2026.

Legal issues

9. Whilst the report is seeking to allocate finances to support the proposed investments within the report it should be noted that they will each, if implemented, be subject to further potential decisions under executive powers to implement. This may be by officers or cabinet depending on the individual item and value. Further some may require compliance with other processes such as procurement in order to implement. The decision before Council is to allocate funding only.

10. It should also be noted that these investments pertain to the cost of the item in question, as such there will be officer capacity needed to bring these forward in the manner set out above.

    (EJ/91313/25.8.26)

Level of risk

11. If the recommendations are approved, the risk will lie in the implementation of the investments and ensuring that they deliver benefits to residents of Oxford. This risk could potentially be mitigated by requiring the Development Board to oversee their implementation where the investments are capital in their nature. By definition of the funding sources for these investments there is a reduction in the level of reserves held by the council, which represents an opportunity cost in recognition that reserves can only be used once.

Equalities impact

12. The nature of the recommended investments is such that the benefits would be available to all residents and visitors to the city in relation to the community investments, whilst the potential apprentice roles would be recruited to in an equalities' compliant manner. There will be an EQIA in respect of each decision taken to implement as the work progresses.

Report author	Alistair Rush
Job title	Group Finance Director
Service area or department	Financial Services
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Background Papers:
List the background documents and, if possible, link to them. All background papers must be listed in accordance with the Local Government (Access to Information) Act and The Local Authorities (Executive Arrangements) (Meetings and Access to Information) (England) Regulations 2012. This includes, any material which discloses facts or matters on which the report or an important part of it is based and which have been relied on in the preparation of the report Each document must be listed and a copy of each document made available to members and the public on request, (or they should be directed where to find it if it is already published on the Council's website). All confidential, exempt, copyrighted and published works are EXCLUDED from this requirement.
1 Not Applicable 2 3 4

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Why do an Equalities Impact Assessment (EqIA)?

1. Equalities Impact Assessment (EqIA) is part of Oxford City Council's **Public Sector Equality Duty (PSED) (Equality Act 2010).**

   The General PSED enables Oxford City Council to:

   a. **identify and remove discrimination,**

   b. **identify ways to advance equality of opportunity,**

   c. **foster good relations.**

2. An EqIA must be done before making any decision(s) that may have an impact on people and/or services that people use and depend on.

3. An EqIA form is one of many tools that can simplify and structure your equalities assessment.

4. We are passionate about equalities, and we highly recommend that Corporate Management Team (CMT) reports and all projects must attach an EqIA.

A good EqIA has the following attributes:

1. **Comprehensively considers the 9 protected characteristics.**

1. Age	**6. Race & Ethnicity**
2. Disability	**7. Religion or Belief**
3. Gender Reassignment	**8. Sex**
4. Marriage & Civil Partnership	**9. Sexual Orientation**
5. Pregnancy & Maternity	NEW- **Socio-economic inequalities (voluntary adoption)**
	NEW- **Sanctuary seeking status leading to intersecting inequalities (voluntary adoption)**

2. It has **considered equality of treatment** towards service users, residents, employees, partners, council suppliers & contractors, and Council Members
3. Sufficiently considered **potential and real impact** of proposal or policy on service users, residents, employees, partners, council suppliers & contractors, and Council Members.
4. **Systematically recorded and reported** any potential and real impact of your proposal or policy on service users, residents, employees, partners, council suppliers & contractors, and Council Members
5. **Collected, recorded, & reported sufficient information and data** on how your policy or proposal will have an impact.
6. Offers **mitigations or adjustments** if a PSED has been impacted.

16	**7.** Provides clear **justifications** for your decisions. **8.** It is written in **plain English** with simple short sentence structures.

Section 1: General overview of the activity under consideration

1.	**Name of activity being assessed.**	Allocation of funding in 2026-27 from General Fund budgeted reserves to investments totalling £410,000 in support of the delivery of additional community improvement, democratic transparency and youth employment	2.	**The implementation date of the activity under consideration:**	2026-27 for all investment projects except free swimming lessons to be run until the end of 2027-28.
3.	**Directorate/Department(s):**	Corporate Services	4.	**Service Area(s):**	Financial Services
5.	**Who is (are) the assessment lead(s):** **Please provide:** -Name -Email address	Alistair Rush, Group Finance Director Clare Paterson, Strategic Finance Manager	6.	**Contact details, in case there are queries:** **Please provide:** -Name -Email address	Alistair Rush, Group Finance Director Clare Paterson, Strategic Finance Manager
7.	**Is this a new or ongoing EqIA?**	New EqIA	8.	If this is an extension of a previous EqIA, please indicate where the previous EqIA is located and share the link to the said EqIA.	No
9.	**Date this EqIA started:**	July 2026			
10.	**Will this EqIA be attached to Corporate Management Team (CMT) reports/updates, which will be published online?**	Yes	11.	**Give a date (tentative or otherwise) when this assessment will be taken to the CMT.**	August 2026

Section 2: About the activity, change, or policy that is being assessed.

12.	**Type of activity being considered:** Check the most appropriate.	☐	☐ Decommissioning	☐ Commissioning	☐	
		X ☐	x☐ Others. Please specify: Budget funding allocation for investments in services to communities.			
13.	**Which priority area(s) [within Oxford City Council's Corporate strategy (2024-2028)] does this activity fulfil?** Please check as needed.	☐ Good, affordable homes	☐ Strong, fair economy	☐ Thriving Communities	☐ Zero Carbon Oxford	x☐ Well run council
14.	**Which priority area(s) within [Oxford City Council's Equality, Diversity & Inclusion Strategy (2022)] does this activity fulfil?** Please check as needed.	x☐ Responsive services and customer care.	☐ Diverse and engaged workforce.	☐ Leadership & organisational commitment.	x☐ Understanding and working with our communities.	
15.	**Outline the aims, objectives, & priorities of the activity being considered.**	The funding allocation is to support a number of investments for the improvement of community infrastructure and information, democratic transparency and youth employment				

16.	**Please outline the consequences of not implementing this activity.** **For example,** -Existing activity does not fulfill Corporate Objectives, -existing activity is discriminatory and not fulfilling Council's PSED, … to name a few.	By not making funding available for these one-off investments, the investment projects would not be able to proceed and therefore benefits arising to residents and visitors to Oxford city from the investment projects would not be realised.

Section 3: Understanding service users, residents, staff and any other impacted parties.

17.	**Have you undertaken any consultations in the form of surveys, interviews, and/or focus groups?** **Please provide details—** -when, -how many, and -the approach taken.	No, this activity is concerned with the allocation of budget funding. If and when projects proceed there will be an EqIA undertaken for each one.
18.	**List information and data used to understand who your residents or staff are and how they will be impacted.** **These could be-** -third-party research, -census data, -legislation, -articles, -reports, -briefs.	Information from Member briefings, media/news reports, stock condition survey, community requests/feedback has been used to determine, quantify and prioritise the investments identified for the additional budget funding allocation requested.

19.	**If you have not done any consultations or collected data & information, are you planning to do so in the future?** **Please list the details –** -when, -with whom, and -how long will you collect the relevant data.	No, this activity is concerned with the allocation of budget funding. If and when projects proceed there will be an EqIA undertaken for each one.

Section 4: Impact analysis.

20.	**Who does the activity impact?** **Check as needed.** The impact may be positive, negative or unknown.	**Service Users**	Yes x☐	**No**	Don't Know ☐
		Members of staff	**Yes** x☐	No ☐	Don't Know ☐
		General public	**Yes** x☐	No ☐	Don't Know ☐
		Partner / Community Organisation	Yes x☐	**No** ☐	Don't Know ☐
		City Councillors	Yes x☐	**No** ☐	Don't Know ☐
		Council suppliers and contractors	Yes x ☐	No	Don't Know ☐

21.	Does the activity impact positively or negatively on any protected characteristics as stated within Equality (Act 2010)?					
Protected Characteristic	**Positive**	**Negative**	**Neutral**	**Don't know**	**Data/information/evidence supporting your assessment**	**Analysis & insight** **Mitigations**
Age	x	☐		☐	The nature of the recommended investments is such that the benefits would be available to all residents and visitors to the city in relation to the community investments The investments in free swimming lessons and youth employment specifically are expected to have a positive impact on young people	
Disability **(Visible and invisible)**	x	☐	☐	☐	The nature of the recommended investments is such that the benefits would be available to all residents and visitors to the city in relation to the community investments	

Gender re-assignment	x	☐		☐	The nature of the recommended investments is such that the benefits would be available to all residents and visitors to the city in relation to the community investments	
Marriage & Civil Partnership	x☐	☐		☐	The nature of the recommended investments is such that the benefits would be available to all residents and visitors to the city in relation to the community investments	
Race, Ethnicity and/or Citizenship	x	☐	☐	☐	The nature of the recommended investments is such that the benefits would be available to all residents and visitors to the city in relation to the community investments	
Pregnancy & Maternity	x☐	☐		☐	The nature of the recommended investments is such that the benefits would be available to all residents and visitors to the city in relation to the community investments	

Religion or Belief	x	☐		☐	The nature of the recommended investments is such that the benefits would be available to all residents and visitors to the city in relation to the community investments	
Sex	x			☐	The nature of the recommended investments is such that the benefits would be available to all residents and visitors to the city in relation to the community investments	
Sexual Orientation	x☐	☐		☐	The nature of the recommended investments is such that the benefits would be available to all residents and visitors to the city in relation to the community investments	

Socio-economic inequalities such as: **-** income and factors that impact income. -access to jobs This was voluntarily adopted by Oxford City Council on the 13th of March 2024.	x☐	☐		☐	The nature of the recommended investments is such that the benefits would be available to all residents and visitors to the city in relation to the community investments The apprentice roles would be recruited to in an equalities compliant manner and would offer some access to jobs	
Other (voluntary consideration) **Sanctuary seeking status leading to intersecting inequalities experienced by** **For example:** asylum seeker, refugee, person with insecure immigration status Oxford City Council became a local authority of sanctuary in December 2024, thereby committing	x☐	☐		☐	The nature of the recommended investments is such that the benefits would be available to all residents and visitors to the city in relation to the community investments	

to learn from our experiences, embed inclusive practices and share efforts to create a culture of welcome and safety for all.						
Other **For example:** - Unpaid carers - Prison population - Homeless population -Council suppliers & contractors -Cabinet Members	x☐	☐		☐	The nature of the recommended investments is such that the benefits would be available to all residents and visitors to the city in relation to the community investments The community investments may offer benefit to council suppliers and contractors in the delivery of those investments.	

Section 5: Conclusion(s) of your Full Impact Assessment

22.	**Conclusions.** With the activity being funding allocation from General Fund budgeted reserves, specifically £115,000 from the Community Services Carry Forward Reserve and £295,000 from the Risk Reserve, a positive equality impact is assessed based on the nature of those investments for community

		improvement, democratic transparency and youth employment. The Community Services Reserve is ear marked for contributions to community projects and the Risk Reserve to fund future risks and mitigations. Future consequences of using the reserve funds are that they can only be used once and are no longer available for alternative investments that may arise. For each investment a separate EqIA would be produced.						
	☐	Stop and reconsider the activity.	☐	Adjust activity before beginning the activity and continue to monitor.	☐	No major change(s) or adjustments and continue with activity but continue to monitor.	x☐	No major change(s) or adjustments and continue with the activity. No need to monitor in the future.

23.	**Please explain how you have reached your conclusions above.**		**Benefits of Implementation**: The investment opportunities represent tangible benefits at a relatively low level of investment and include those which were prioritised at the formation of the new council administration following the 2026 local elections, and other important initiatives subsequently identified by the administration. **Promotes Equity**: The benefits would be available to all residents and visitors to Oxford city in relation to the community investments **Enhances Diversity**: **Improves Representation**:

Section 6: Monitoring and review plan.

The responsibility for maintaining a monitoring arrangement of the EqIA action plan lies with the service/team completing the EqIA.
These arrangements must be built into the performance management framework such as KPIs or Risk Registers.

24.	**Who or which team or service area will be responsible for monitoring equalities impact**? **For example-** - team, -directorate, -service area, -Equalities Steering Group,etc.	N/A			
25.	**Who (individual, team, or service area) will be responsible for carrying out the EqIA review?**	N/A			
26.	**How often will the equality impact be reviewed for this activity?** **For example-** -quarterly, -yearly, etc.		**27.**	**Date when the EqIA will be reviewed again.**	N/A

Section 7: Sign-off

Name: Clare Paterson

Job Title: Strategic Finance Manager

Signature:
Clare Paterson

Name: Alistair Rush

Job Title: Group Finance Director

Signature:

Name: Full Name

Job Title: Type here

Signature:

Name: Full Name

Job Title: Type here

Signature:

Name: Full Name

Job Title: Type here

Signature:

Name: Full Name

Job Title: Type here

Signature:

You have now reached the end of the assessment.

Please appended this to any reports and project files for reference.

Suggested list of people to include are:

1) Project lead/manager.
2) Head of service area or team.
3) Person who completed the EqIA.
4) EDI Lead.
5) EDI Specialist.
6) For joint projects, please consider the following:
    1. Other project leads
    2. Other service area and/or team lead/managers.

This is not an exhaustive list.