

Budget Amendments EqIA

3 February 2015

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This is an Equality Impact Assessment of the changes to the budget. Under equality legislation, the Council has a legal duty to pay 'due regard' to the need to:

- eliminate unlawful discrimination, harassment and victimisation;
- advance equality of opportunity between different groups; and
- foster good relations between different groups.

The duty to pay 'due regard' is required to be demonstrated in the decision making and the implementation process. Assessing the potential equality impact of proposed projects that are part of the programme is the means by which we show 'due regard'.

1. The Decision

The EqIA to the proposed budget 18 February 2015 found the following:

An Equality Impact Assessment was conducted on all 143 savings proposals of which 28 were considered as being 'significant' and 'relevant' to equality. Similar decisions have been brought together to produce 22 in depth assessments. These assessments are likely to recommend that:

- In eight (7 green) areas savings can continue as there is potential to improve the advancement equality of opportunity.
- In seven (7 green-amber) areas adjustments are made to remove barriers identified by the EqIA or to better promote equality. Proposed adjustments will remove the barriers will be identified.
- In seven (7 amber) areas to continue despite having identified some potential for an adverse impact or a possible missed opportunity to promote equality. In this case, the justification is included in the EqIA and is in line with the duty to have 'due regard' and reasons are provided. Consideration has been made to whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact.
- There is no (0 red) areas where a recommendation is likely to be given to rethink the decision where the impact is critical for equality for one or more protected groups.

2. Proposed Amendments

The proposed amendments and an assessment of their impact is as follows:

	Areas	Ref.	Assessment
1	Information and Advice	S11	This service was to be provided transitional funding. The extra

	Areas	Ref.	Assessment
			funding makes it less likely that people will be without independent advice.
2	Floating Support Service.	S13	This service was at amber. The extra support will meet the needs of those most in need and provide further adjustments. The effectiveness of the service is still unclear.
3	Preventative Services	S29	Long term these service require community support. However the extra support will ensure that services can transition without some of the likely impacts
4	Supported Housing	S31	There was a concern about the likely impacts of these services these adjustments will considerable lessen the likely impact on the most vulnerable and advance equality of opportunity.
5	C & YP commissioned contracts	S40 & S47	Adjustments had been made, these changes add to these and ensures that it is unlikely to have an adverse effect.
6	Children Centres, Connexions and Library	S171	The cultural review has an increased ability to consider adjustments to ensure to reduce the likely impact
7.	Review of terms and conditions	S141	More savings are expected from this review. It is essential that the needs and rights of people with a disability and other protected groups are not impinged.
8.	Bus subsidies	S87 S88 S89 S90	Further substantial adjustments will make it unlikely that any particular
9.	Others not in the original budget	S173/174	Further savings in the senior management and agency costs are not relevant to equality
10.	Other changes	S65-67	These changes were not significant in terms of the overall budget, but represent changes that were significant for so small groups. This change will advance equality.

Based on the following:

	EqlA Completed	Ref.	Recommendation
1	Information and Advice	S11	Transitional funding provided
2	Infrastructure Support to Voluntary Sector	S12	Green
3	Floating Support Service.	S13	<i>Amber > Green-Amber</i>
4	Mental Health Review	S14 & S149	Green
5	Learning Disability Review	S18	Green
6	Taxicard	S28	Amber
7	Preventative Services	S29	<i>Green > Green</i>
8	Handy Person Service	S147	Green-Amber
9	ASC Service Budgets	S150	Green
10	Supported Housing	S31	<i>Amber > Green-Amber</i>
11	Eliminate the use of B&B	S32	Green
12	Connexions	S38 a & b	<i>Amber > Green-Amber</i>
13	C & YP commissioned contracts	S40 & S47	<i>Green-Amber > Green</i>
14	Children's Centres	S45	<i>Amber > Green-Amber</i>
15	Commissioned C & YP Community Engagement Activity	S46	Green-Amber
16	Denominational transport.	S49	Green
17	Ethnic Minority Achievement.	S54	Green-Amber
18	Library Service	S81 S82 S85, S154 S155 S156 S157 S158 S159 S160 S161	<i>Amber > Green-Amber</i>
19	Community Transport & Fleet	S86	Green-Amber
20	Bus fares and subsidies	S87 S88 S89 S90	<i>Amber > Green Amber</i>
21	Rationalisation of Play Areas	S104	Green-Amber
22	Review of employee terms and conditions	S141	<i>Green-Amber > Green-Amber</i>

3. Recommendation

15.1 An Equality Impact Assessment was conducted on all original savings proposals of which 28 were considered as being 'significant' and 'relevant' to equality. Similar decisions have been brought together to produce 21 in depth assessments. After further amendments and adjustments after 18th February these assessments recommend that:

- In eight (8 green) areas, it is recommended that savings continue as there is a potential to improve the advancement equality of opportunity or at least it is unlikely to have a significant impact.
- In twelve (12 green-amber) areas, adjustments have been/are being made to remove barriers identified by the EqIA or to better promote equality. Proposed adjustments will remove the barriers will be identified.
- In one (1 amber) area, it is recommended to continue despite having identified some potential for an adverse impact or a possible missed opportunity to promote equality. In this case, the justification is included in the EqIA and is in line with the duty to have 'due regard' and reasons are provided. Consideration has been made to whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact.
- There is no (0 red) areas where a recommendation is likely to be given to rethink the decision where the impact is critical for equality for one or more protected groups.

15.2 The table below reflects the areas where savings may provide opportunities to advance equality with no significant adverse impact on people with protected characteristics.

Table 1: Summary of the areas where it is recommended to continue without adjustments

Area of Work	Assessment
Infrastructure Support to Voluntary Sector	The Diversity & Equality Partnership has independently supported the local equality groups for the last 2 years.
Bed & Breakfast	Permanent housing is the best solution to tackling the problems of homelessness.
Connexions	The redesign of commissioned services is likely to lead to a better targeting of services to vulnerable young people.
Mental Health	This should ensure that the Council meets its duties with the possibility that more people will receive an assessment

Area of Work	Assessment
Infrastructure Support to Voluntary Sector	The Diversity & Equality Partnership has independently supported the local equality groups for the last 2 years.
Learning Disability Review	Shared Lives has a proven record of accomplishment of improved service and savings.
ASC Service Budgets	Services may be reshaped, however will be delivered in line with eligibility criteria.
Denominational Transport	This decision ensures that some people will not suffer indirect discrimination.
Children & Young People commissioned contracts	In partnership with other children & young people partners information about alternative services will be provided. Further adjustments in the amendments to provide extra support to young people

Table 2 contains Budget proposals where adjustments have been made or being considered to remove barriers identified by the EqIA or to better promote equality. The proposed adjustments will remove the barriers identified.

Table 2: Summary of adjustments being made

Area of Work	Adjustment Made/Being Made
Handy Person Service	A review of the alternatives will be conducted to ensure that reasonable services are in place after the contract ends.
Commissioned Children & Young People Community Engagement Activity	In partnership with other children & young people partners; engagement will be refocused.
Ethnic Minority Achievement.	The loss of some resource in EMA is mitigated by creating a commissioning budget for use by the linked improvement partner from other resources
Community Transport & Fleet	With the service now in-house opportunities to rationalise and improve transport options are being taken. A consultation is planned regarding membership of Community Transport which will include safeguards for existing members
Rationalisation	Using the standard from the Local Plan the accessibility (both physical locality) and “play value” of play areas will improve,

Area of Work	Adjustment Made/Being Made
of Play Areas	however the number of play equipment items will decrease.
Review of employee terms and conditions	The policy change attached to this savings will be consulted upon and agreed through the normal channels, care will be taken to make reasonable adjust in any policy or procedure for staff with a disability, age and/or issues arising from another protected characteristic. Further regard to our equality duty will accompany the decision at the appropriate time.
Floating Support Service	<p>This service helps people keep their tenancies, such as people who have a mental illness. It is less likely that the amended decision will adversely impact some people who use the service. It could be argued that if someone presents as homeless due to the lack of support in future this might decrease the savings accomplished. Any increase of those who unable to keep their tenancies will need to monitored.</p> <p>In the amendment, a new commission will protect those people at risk of adverse impact.</p>
Preventative services	<p>It is likely that this decision will adversely affect some people who use these services. Loneliness can lead to deterioration in the health and well-being in older people. Effective interventions can alleviate the risks. There are no easy routes to promoting equality of opportunity, but consideration should be given to the evidence that effective interventions have a number of common elements including, offering social activity and/or support within a group format. Further adjustments are being considered to provide wider assessments of needs for users of these services.</p> <p>In the amendment time to address the issues outlined in the EqIA will ensure that effective interventions and services continue</p>
Supported Housing	Some young people who have supported housing through these projects may be adversely impacted. They may lose some of the support they have received. Some of these projects could continue using funds from elsewhere and/or reviewing their operations and income generation with a view to becoming more sustainable. This includes using the transitional funding provided by the Council. In the amendment funds are provide to ensure services reach a sustainable point and that effective cost reductions can occur.
Children's	As part of the Community and Cultural Services Review,

Area of Work	Adjustment Made/Being Made
Centres	potential alternative ways to deliver Children’s Centres are to be explored. Were a decision to be taken to reduce the breadth and depth of Children’s Centre provision, it is likely there would be an adverse impact on some disadvantaged children and families. An equalities impact assessment will be completed to inform the specific recommendations developed as part of the review. Amendments have provided the ability for the review to reach sustainable options.
Library Service	As part of the Community and Cultural Services Review, potential alternative ways to deliver libraries are to be explored. Were a decision to be taken to reduce the breadth and depth of Library service provision, this may have an adverse impact on those who presently access this service in its traditional form. An equalities impact assessment will be completed to inform the specific recommendations developed as part of the review. Amendments have provided the ability for the review to reach sustainable options.
Bus Fares and Subsidies	<p>This decision may adversely impact some younger people. However, those who require transport for such purposes as education should be eligible for support, which some may not be taking up, because of the low fare regime.</p> <p>Most of the savings reduction have been reinstated in the amendment.</p>

Table 3 outlines those areas where the recommendation is to continue, despite having identified some potential for adverse impact or missed opportunities to promote equality. In these cases, the justification is included in the EqIA and is in line with the duty to have ‘due regard’ and reasons are provided.

Table 3: Summary of the justification for accepting a potential adverse impact

Area of Work	Cabinet should have due regard to:
Taxicard	Elderly or disabled people, with mild mobility needs may be adversely impacted, by not being able to access preventative projects. However, alternatives means of transport (public and private) are increasing and access to these is broadening, therefore the potential impact may not be severe.