

Financial Decisions – Various Savings

Budget Equality Impact Assessment (EqIA)

This is an Equality Impact Assessment of the various saving in 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 savings that are part of the budget is the means by which we show ‘due regard’.

Key Issues and Recommendation

1. Infrastructure Support to Voluntary Sector S12

Infrastructure support exists to support the voluntary, community and social enterprise sector to achieve its aims. Strengthening infrastructure support is considered important to ensuring there is a strong sector in Milton Keynes.

Frontline voluntary and community organisations are often argued to need capacity building support of various kinds. In the context of resource scarcity, can this be a priority for the Council? This decision initiates a rethinking of the ways in which such support might be delivered. Alternatives might be ‘demand-led’ capacity building, where frontline organisations choose and purchase the support they require from a range of providers.

In the equality sector, the Diversity & Equality Partnership has independently supported and brought together equality groups for the last 2 years. Therefore, the recommendation is to continue with this decision (green).

2. Mental Health S14 & S149

Section 75 is a formal partnership where mental health social workers work in NHS teams. The plan is to review MKC contribution to section 75 Mental Health services with CNWL, ensuring MKC budget funds social care aspects of the joint service only. Whilst mental health is a protected characteristic, there is a commitment in this proposal to no impact on provision.

This should ensure that the council meets its duties with the possibility that more people will receive an assessment. Therefore, the recommendation is to continue with this decision (green).

3. Learning Disability Review S18

Learning Disability Commissioning lead review of eligible support needs across Day Services and Community Support. Includes exploration of Shared Lives Service as an alternative cost effective means of service delivery.

Shared Lives is an alternative to home care and care homes for disabled adults and older people. Shared Lives carers are recruited, vetted, trained and supported by local Shared Lives schemes, who have to be registered with the government's care regulator.

In Shared Lives, a Shared Lives carer and someone who needs support get to know each other and, if they both feel that they will be able to form a long-term bond, they share family and community life. This can mean that the individual becomes a regular daytime or overnight visitor to the Shared Lives carer's household, or it means that the individual moves in with the Shared Lives carer.

These relationships can be lifelong. Shared Lives carers often say, "She/he is just one of the family." People who use Shared Lives have often lived in many different institutions, and some have been considered too "challenging" to live in an ordinary household, but many find, for the first time, a sense of belonging with the Shared Lives carer. They will go to family events like weddings with the Shared Lives carer and get to know the Shared Lives carers' friends and neighbours.

Shared Lives is used by people with learning disabilities, people with mental health problems, older people, care leavers, disabled children becoming young adults, parents with learning disabilities and their children.

In 2010, England's care inspectors gave 38% of Shared Lives schemes the top rating of excellent (three star): double the percentages for other forms of regulated care. When people labelled 'challenging' have moved from care homes or 'assessment and referral units' into Shared Lives households, annual savings of up to £50,000 per person have been realised. The average saving is £13,000 per person.

Care inspectors, CQC, logged 3,473 safeguarding alerts and 39,115 safeguarding concerns related to social care provision in England 2011/12. Of those, 109 concerns and just one alert arose from Shared Lives.

Shared Lives has a proven record of accomplishment of improved service and savings. Therefore, the recommendation is to continue with this decision (green).

4. ASC Service Budgets

S150

Planned 12 month review of all aspects of Adult Services, looking at new models of service delivery, and robust preventative services as a mechanism to manage current and future demand. The review will focus resources on those of greatest need. Therefore, the recommendation is to continue with this decision (green).

5. Connexions

S38 a & b

See also appendix 1

Connexions:MK is a free and confidential service for young people in Milton Keynes aged 16-19* who are not in employment, education or training. Our skilled and

experienced Progression Advisers are here to help young people make decisions and take action.

Through the Community based work, they offer:

- A drop in service - no booking needed
- Professional advice on job search - where to look, how to apply and practical support with applications
- Information and advice on applying for apprenticeships
- Use of our IT facilities for independent job search including free internet access
- A matching service for jobs

Where Connexions is retained as a branding it is a local decision and that there is considerable local divergence around branding and delivery. In many parts of the country Connexions no longer exists. Government guidance stated that "There will be no expectation that local authorities should provide universal careers services once the new careers service is established." The new career service referred to is the National Careers Service which was established on 1 April 2012.

Principally, Connexions offered an impartial, client-centred, careers, information and guidance service. The staff were known as Connexions Personal Advisers, and were trained to offer confidential advice and practical help relating to a wide range of issues. The concern was that the result was a professional that was a 'jack of all trades, master of none', with many ex-career guidance professionals in particular concerned that the increased remit of their role has been detrimental to their expertise and knowledge in matters of career guidance.

A web site, Connexions Direct, offers information on various topics of potential interest to young people in England. Connexions also offered one-to-one support by telephone, SMS, and instant messaging

The redesign of commissioned services is likely to lead to a better targeting of services to vulnerable young people. Therefore, the recommendation is to continue with this decision (green).

6. C & YP commissioned contracts

S40 & S47

See also appendix 3

Commissioning is about delivering outcomes for children, young people and their families. The Commissioning Support Programme has defined commissioning as "the process for deciding how to use the total resource available for children, young people and their parents and carers in order to improve outcomes in the most efficient, effective, equitable and sustainable way."

Central to commissioning is the active involvement of children and young people in the discussion of these outcomes and in the decisions that commissioners make to achieve them. Underpinning this approach is Article 12 of the UN Convention on the

Rights of the Child and the 'Duty to Involve' local people in decisions. This is the principle of 'no decision about me, without me'.

In partnership with children & young people information about alternatives services will be provided. Adjustments are being made to remove barriers identified by the EqlA or to better promote equality. Proposed adjustments will remove the barriers will be identified.

7. Commissioned C & YP Community Engagement Activity S46

See also appendix 2

The Commissioned Children and Young People Engagement Activities provides a range of activities and supports for children and young people with a focus on early intervention and support engagement in mainstream activities and community life. The activities are aimed at increasing resilience and the development of skills that provide children and young people with opportunities to actively engage in their lives and their communities. In partnership with other children & young people partners; engagement will be refocused. Adjustments are being made to remove barriers identified by the EqlA or to better promote equality. Proposed adjustments will remove the barriers will be identified.

8. Denominational transport. S49

This decision brings denominational transportation in line with all other school transportation. This decision ensures that some people with not suffer indirect discrimination. Therefore, the recommendation is to continue with this decision (green).

9. Ethnic Minority Achievement. S54

Enabling every child to fulfil his or her potential is at the heart of our drive to raise school standards. Over the last six years, we have matched challenging targets with extra resources. Our reforms are intended to benefit every child and every young person in every school. There is encouraging evidence that many minority ethnic pupils have benefited significantly from our focus on standards. The first ever census data on minority ethnic achievement confirms that Chinese and Indian young people achieve better than average GCSE results. But it also shows a long tail of underachievement for many Black and Pakistani pupils in particular.

So there is no room for complacency. For these pupils, the achievement gaps remain unacceptably wide. They make it harder for them to go on to university or to access good jobs. And they increase the chances that those who miss out will disengage not only from education, but wider society. The loss of some resource in EMA is mitigated by creating a commissioning budget for use by the linked improvement partner from other resources. Proposed adjustments will remove the barriers will be identified.

10. Community Transport & Fleet**S86**

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. Proposed adjustments will remove the barriers will be identified.

11. Rationalisation of Play Areas**S104**

Using the standard from the Local Plan the accessibility (both physical locality) and “play value” of play areas will improve, however the number of play equipment items will decrease. Proposed adjustments will remove the barriers will be identified.

12. Review of employee terms and conditions**S141**

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. Proposed adjustments will remove the barriers will be identified.

Appendix 1

Decision Title: Not seek to extend the Connexions contract, but explore provision of those services under S38b.

Date: 06/02/2015	Author: Peter Wong
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A. Answer the following

<p>a) Is this a “key decision” as defined by the Forward Plan (see here for a wider definition), a major planning decision or one that affects a sizeable number of staff? (Significant)</p> <p>By sizeable we mean a decision that is a general change for all staff even if it effects only some, a decision that would affect over 50 people or a decision that is specifically about a protected characteristic</p>	Yes
<p>b) Does the decision affect people with one or more of the equality protected characteristics? (Relevant)</p> <p>Protected Characteristics are: Age, Disability, Gender Reassignment, Pregnancy and Maternity, Race, Religion and Belief, Gender, and /or Sexual Orientation. Locally we have added Deprived / Socio Economic Disadvantage Groups</p>	Yes

B. The Assessment Please refer to the explanatory notes on page 4

1. How will the decision be made and who will be involved?
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The proposal not to extend/renew the contract for the services is contained within the Council's budget proposals for 2015/16. As a result the decision will be made by

2. What is the aim of this decision and what changes will occur?
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The aim of the decision is to

- address the significant financial challenges over the medium term, requiring all services to identify ways to reduce costs and
- facilitate the restructuring of youth service provision as part of the wider Community & Cultural Services Review

As a result of the decision the existing Connexions services (Targeted information, advice and guidance services for young people) will no longer be provided by an external supplier (Prospects Services Ltd). Until such time as the recommendations from the Community and Cultural Review are implemented services will be delivered

3. Who is affected by this area of work and/or the changes?

- Service users
- The external supplier and their staff
- Partner agencies

4(a) Thinking positively, which groups of people benefit (or could potentially benefit) from this decision? (Place an and provide information & evidence)

Protected Characteristic (as defined in the Equality Act)	YES	NO	UNCLEAR	Information and evidence Hyperlinks, References and Notes
Age	√			The Community & Cultural Services Review will inform enhancements to existing youth support services
Disability	√			Delivery of services in-house will increase the council's capacity to deliver the SEND reforms
Race		X		
Gender or Gender Reassignment		X		
Sexual Orientation		X		
Religion/Belief		X		
Pregnancy and Maternity		X		

Deprived / Socio Economic Disadvantage Groups	√			Furtherer integration of existing youth support services and Early Help services has the potential to deliver more focused targeted support for those who are amongst the most disadvantaged and vulnerable
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(b) Summarise how equality of opportunity is advanced, or/and how good community relations are fostered, by the decision?

The services specifically target those who are amongst the most vulnerable in the community and have potential to increase the breadth of support available to those experiencing difficulty in continuing in education and training or finding suitable work.

5(a) Being sensitive to the issues that some people may face, which groups of people will (or could potentially) experience adverse effects following this decision?

Protected Characteristic (as defined in the Equality Act)	YES	NO	UNCLEAR	Information and evidence Hyperlinks, References and Notes
Age		X		
Disability		X		
Race		X		
Gender or Gender Reassignment		X		
Sexual Orientation		X		
Religion/Belief		X		
Pregnancy and Maternity		X		

Deprived / Socio Economic Disadvantage Groups	√			Some individuals and families in more deprived and/or disadvantaged parts of the community may find it difficult to engage in their communities and access council services without the support currently provided. However, the council has arrangements in place to target its services to those most in need.
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6(a) What types of engagement and/or consultation are relevant to the decision?

Protected Characteristic (as defined in the Equality Act)	YES	NO	UNCLEAR	Information and evidence Hyperlinks, References and Notes
Age	√			The Community & Cultural Services Review will need to take account of the views of young people in order to present credible proposals for future service development
Disability	√			As above
Race		X		
Gender or Gender Reassignment		X		
Sexual Orientation		X		
Religion/Belief		X		
Pregnancy and Maternity		X		
Deprived / Socio Economic Disadvantage Groups	√			As above

(b) For planning purposes, list areas where more information is needed.

None

7. How are people likely to be affected (positive and negative) by this decision?
(Identify the range of options and the effects of each)

The Connexions service is well-established locally and has a good track record for assisting young people into learning and work. The service has strong brand recognition amongst among young people and is a referral destination for a number of associated partner agencies. There is however little of any substance to suggest that any of this is at risk given the arrangements that have been put in place from

8. Address the impact (Mark with an)

A No major change needed	X
B. Continue with the decision despite having identified some potential for adverse impact or missed opportunities	
C. Adjust or amend the decision	
D Stop the decision	

(b) Explain the rationale for what you marked above with details of any mitigating activity

Arrangements are in place to ensure that services are maintained at existing levels.

9. Outline the next steps (add an action plan if necessary) and when and how will this policy or decision be reviewed (Include any mitigating work)

The Community & Cultural Services review that is currently being undertaken will inform the development of more integrated youth support services. In the interim existing services will continue to be delivered by staff who will TUPE to the council in April 2015.

Appendix 2

Decision Title: Cease to commission Community Engagement Activity (beyond planned 6 month extension)	
Date: 06/02/2015	Author: Peter Wong

A. Answer the following

<p>c) Is this a “key decision” as defined by the Forward Plan (see here for a wider definition), a major planning decision or one that affects a sizeable number of staff? (Significant)</p> <p>By sizeable we mean a decision that is a general change for all staff even if it effects only some, a decision that would affect over 50 people or a decision that is specifically about a protected characteristic</p>	Yes
<p>d) Does the decision affect people with one or more of the equality protected characteristics? (Relevant)</p> <p>Protected Characteristics are: Age, Disability, Gender Reassignment, Pregnancy and Maternity, Race, Religion and Belief, Gender, and /or Sexual Orientation. Locally we have added Deprived / Socio Economic Disadvantage Groups</p>	Yes

B. The Assessment Please refer to the explanatory notes on page 4

2. How will the decision be made and who will be involved?
The proposal not to extend/renew the contract for the services is contained within the Council’s budget proposals for 2015/16. As a result the decision will be made by
2. What is the aim of this decision and what changes will occur?
The aim of the decision is to address the significant financial challenges over the medium term, requiring all services to identify ways to reduce costs.
As a result of the decision the existing Community Engagement & Empowerment Services will no longer be provided by an external supplier (Community Action MK). <u>Community engagement will however continue to feature in council services</u>
3. Who is affected by this area of work and/or the changes?

- Service users
- The external supplier and their staff
- Partner agencies

4(a) Thinking positively, which groups of people benefit (or could potentially benefit) from this decision? (Place an and provide information & evidence)

Protected Characteristic (as defined in the Equality Act)	YES	NO	UNCLEAR	Information and evidence Hyperlinks, References and Notes
Age		X		
Disability		X		
Race		X		
Gender or Gender Reassignment		X		
Sexual Orientation		X		
Religion/Belief		X		
Pregnancy and Maternity		X		
Deprived / Socio Economic Disadvantage Groups	√			Regeneration and ISSC services targets support to those who are amongst the most disadvantaged and vulnerable

(b) Summarise how equality of opportunity is advanced, or/and how good community relations are fostered, by the decision?

The services specifically target those who are amongst the most vulnerable in the community and have potential to increase the breadth of support available to those experiencing parenting difficulties.

5(a) Being sensitive to the issues that some people may face, which groups of people will (or could potentially) experience adverse effects following this decision?

Protected Characteristic (as defined in the Equality Act)	YES	NO	UNCLEAR	Information and evidence Hyperlinks, References and Notes
Age		X		
Disability		X		

Race		X		
Gender or Gender Reassignment		X		
Sexual Orientation		X		
Religion/Belief		X		
Pregnancy and Maternity		X		
Deprived / Socio Economic Disadvantage Groups	√			Some individuals and families in more deprived and/or disadvantaged parts of the community may find it difficult to engage in their communities and access council services without the support currently provided. However, the council has arrangements in place to target its services to those most in need.

6(a) What types of engagement and/or consultation are relevant to the decision?

Protected Characteristic (as defined in the Equality Act)	YES	NO	UNCLEAR	Information and evidence Hyperlinks, References and Notes
Age		X		
Disability		X		
Race		X		
Gender or Gender Reassignment		X		
Sexual Orientation		X		
Religion/Belief		X		
Pregnancy and Maternity		X		
Deprived / Socio Economic Disadvantage Groups		X		

(b) For planning purposes, list areas where more information is needed.

None

7. How are people likely to be affected (positive and negative) by this decision?
(Identify the range of options and the effects of each)

The Community Engagement & Empowerment Services are well-established in the communities in which they operate and there are many individuals and groups that attribute their development to the support provided to them. There is however no evidence to suggest that the service is accessed in significant numbers by those who are considered to be amongst the most disadvantaged. Those that do often require and receive help and advice from more specialist support agencies.

8. Address the impact (Mark with an)

A No major change needed	X
B. Continue with the decision despite having identified some potential for adverse impact or missed opportunities	
C. Adjust or amend the decision	
D Stop the decision	

(b) Explain the rationale for what you marked above with details of any mitigating activity

Since the services were commissioned in 2012 there has been significant development in the way in which early help services for children and families are provided. Similarly, strategies for regeneration and environment and waste have also evolved to the extent that the current services are no longer considered to be a significant priority.

9. Outline the next steps (add an action plan if necessary) and when and how will this policy or decision be reviewed (Include any mitigating work)

ISSC is currently being restructured and reviewing a range of services that it provides in order to improve efficiency and cost effectiveness. Regeneration and Environment & Waste are also either in the process of putting in place alternative arrangements for community engagement or have already done so.

Appendix 3

Decision Title: The Parenting commission contract will not be re-commissioned when it ends at 31/03/2015	
Date: 06/02/2015	Author: Peter Wong

A. Answer the following

<p>e) Is this a “key decision” as defined by the Forward Plan (see here for a wider definition), a major planning decision or one that affects a sizeable number of staff? (Significant)</p> <p>By sizeable we mean a decision that is a general change for all staff even if it effects only some, a decision that would affect over 50 people or a decision that is specifically about a protected characteristic</p>	Yes
<p>f) Does the decision affect people with one or more of the equality protected characteristics? (Relevant)</p> <p>Protected Characteristics are: Age, Disability, Gender Reassignment, Pregnancy and Maternity, Race, Religion and Belief, Gender, and /or Sexual Orientation. Locally we have added Deprived / Socio Economic Disadvantage Groups</p>	Yes

B. The Assessment Please refer to the explanatory notes on page 4

3. How will the decision be made and who will be involved?
The proposal not to extend/renew the contract for the services is contained within the Council’s budget proposals for 2015/16. As a result the decision will be made by
2. What is the aim of this decision and what changes will occur?
The aim of the decision is to address the significant financial challenges over the medium term, requiring all services to identify ways to reduce costs.
As a result of the decision the existing Parenting, Mentoring and Brief Interventions services will no longer be provided by an external supplier (MK Dons SET). Parenting support will however continue to be provided by the Council’s ISSC
3. Who is affected by this area of work and/or the changes?

- Internal and external individuals and teams providing support to children, young people and their families
- Service users
- The external supplier and their staff

4(a) Thinking positively, which groups of people benefit (or could potentially benefit) from this decision? (Place an and provide information & evidence)

Protected Characteristic (as defined in the Equality Act)	YES	NO	UNCLEAR	Information and evidence Hyperlinks, References and Notes
Age	√			ISSC has well established services that are able to identify and support children, young people and parents experiencing parenting difficulties
Disability	√			Integrated support teams within ISSC have contained within them or have access to specialists with extensive knowledge and expertise in special educational needs and in providing support to children, young people and parents with a disability
Race		X		
Gender or Gender Reassignment		X		
Sexual Orientation		X		
Religion/Belief		X		
Pregnancy and Maternity		X		
Deprived / Socio Economic Disadvantage Groups	√			ISSC targets its support to those who are amongst the most disadvantaged and vulnerable

(b) Summarise how equality of opportunity is advanced, or/and how good community relations are fostered, by the decision?

The services specifically target those who are amongst the most vulnerable in the community and have potential to increase the breadth of support available to those experiencing parenting difficulties.

5(a) Being sensitive to the issues that some people may face, which groups of people will (or could potentially) experience adverse effects following this decision?

Protected Characteristic (as defined in the Equality Act)	YES	NO	UNCLEAR	Information and evidence Hyperlinks, References and Notes
Age	√			Not all children, young people or parents have access to support from equivalent services provided elsewhere
Disability		X		
Race		X		
Gender or Gender Reassignment		X		
Sexual Orientation		X		
Religion/Belief		X		
Pregnancy and Maternity		X		
Deprived / Socio Economic Disadvantage Groups	√			Not all families from deprived and/or disadvantaged parts of the community access services provided directly by ISSC. However, there is no evidence to indicate that significant numbers of families with this protected characteristic access the commissioned services.

6(a) What types of engagement and/or consultation are relevant to the decision?

Protected Characteristic (as defined in the Equality Act)	YES	NO	UNCLEAR	Information and evidence Hyperlinks, References and Notes
Age		X		
Disability		X		
Race		X		
Gender or Gender Reassignment		X		
Sexual Orientation		X		
Religion/Belief		X		
Pregnancy and Maternity		X		
Deprived / Socio Economic Disadvantage Groups		X		

(b) For planning purposes, list areas where more information is needed.

None

7. How are people likely to be affected (positive and negative) by this decision?
(Identify the range of options and the effects of each)

The parenting services developed by the provider are well-established locally and are accessed by parents from all parts of the community. The services are also a referral destination for a number of partner organisations. There is however no evidence to suggest that the service is accessed in significant numbers by those who are considered to be amongst the most disadvantaged. Those that do often require and receive help and advice from specialist support agencies beforehand.

8. Address the impact (Mark with an)

A No major change needed	X
B. Continue with the decision despite having identified some potential for adverse impact or missed opportunities	
C. Adjust or amend the decision	
D Stop the decision	

(b) Explain the rationale for what you marked above with details of any mitigating activity

At the time that the parenting, mentoring and brief intervention services were commissioned Children & Families was restructuring in line with OTP 2. Since then ISSC has developed considerably and through its Children & Family Practices now provides a wider range of services that support children, young people and their families including practical help and advice for parents.

9. Outline the next steps (add an action plan if necessary) and when and how will this policy or decision be reviewed (Include any mitigating work)

ISSC will review its offer to parents and ensure that it targets appropriate support to those with the highest levels of need.