

Summary of Equality Analyses supporting budget proposals 2014/15

Appendix 16

Outlined below is a summary of Equality Analyses which support specific budget proposals for 2014/15 and which have a direct equalities impact either for staff and/or service users

Department for Place

Department	Proposal (figures relate to 2014/15 savings proposals – unless stated)	Analysis findings
PEOPLE		
PEOPLE	Delaware & Priory (£540,000)	Full Equality Analysis carried out. Extensive consultation undertaken with residents, relatives, carers and wider community. Current service provides for long term care for older people, some with high levels of physical frailty and dementia. Needs of residents have, therefore, been assessed throughout consideration of proposals to provide alternative service provision - including a new partnership to develop a dedicated dementia facility and phased closure of Priory House. Issue considered by 19 November Cabinet.
PEOPLE	Review of Avro & Viking day centres for people with a learning disability (£200,000)	Consultation running until 12 January 2014 to review current provision for 154 adults with learning disabilities at the Avro Centre and 36 service users with profound and multiple needs at the Viking Centre. Review undertaken with a view to make permanent the successful pilot, Project 49, to provide a new model of care for Avro service users to promote independence and new activities in more accessible and suitable locations. It is recognised that particular care will be needed to support Viking clients if an alternative location becomes required, particularly during any transition period in service provision. A full Equality Analysis to be undertaken.

Department	Proposal (figures relate to 2014/15 savings proposals – unless stated)	Analysis findings
PEOPLE	Review of charging for adult social care (£150,000)	Proposals are subject to an extensive consultation with service users, their families, providers, advocacy services and voluntary support organisations (runs from 11 November to 19 January). A full Equality Analysis will be undertaken on the potential impact. Proposals to revise the charges users pay towards non-residential services are most likely to impact on older people with income and savings above Government specified thresholds. Revisions to transport costs will affect people of all ages attending day services, however, an increase to £1 per journey may impact on younger people with learning disabilities more than elderly users as they tend to make more journeys and undertake more activities during the day.
PEOPLE	Re-provision of Saxon Lodge and development of former Shelford residential care site (£250,000)	An enhanced service will be provided for the 8 existing Saxon Lodge residents, in addition to accommodation for 16 adults with learning disabilities and 4 respite care beds, providing better supported independent living and a more suitably located service.
PEOPLE	Reduction in Council contribution to Success for All Children Group joint commissioning budget (£40,000)	Savings may result in some potential lost opportunities in relation to initiatives to support vulnerable children, although these are likely to be of limited impact and compensated for by other developments.
PEOPLE	Targeted Youth Service (150,000)	Strategy to develop alternative provision to meet the needs of hard to reach, vulnerable children and young people, with closure of Focus Youth Centre and development of independent youth groups. Potentially some loss of service by current users in not taking up alternative provisions.

Department	Proposal (figures relate to 2014/15 savings proposals – unless stated)	Analysis findings
PEOPLE	Advisory Teacher Team (£110,000)	Loss of resource to support improving school standards, with potential impact on vulnerable schools mitigated by other support mechanisms, including direct support.
PEOPLE	Supporting People (£100,000)	Savings have been achieved from the amalgamation of contracts relating to mental health provision that has enabled an enhanced service with, for example, additional units for clients and improved accessibility to buildings. Re-tendered contracts for clients with learning disabilities are also leading to an improved service, with, for example, an increased and enhanced outreach element so that provision will increase over the life of the contract. In the life of both contracts Supporting People service have secured sites where new developments can be built to better meet future needs and provide fully accessible and DDA compliant services. Client profiles are included in reports to Core Strategy Group and show the client group reflects the demographic make-up of the Southend population.
PEOPLE	Continuing Care 16+ - staying Put Costs (£100,000 budget pressure)	Funding will provide support to children in foster care as they move into adulthood, for those aged 18-21. This follows revisions to the Care Planning Placement regulations.
	Learning disabilities (£450,000 budget pressure)	To fund the community support costs for young vulnerable adults with a learning disability who will reach the age of 18 and will require the support of adult social care to ensure they have positive outcomes in their lives.
	Older People (£550,000 budget pressure)	Will provide additional support to for care for Older People, providing direct payments to help reduce social isolation and improve quality of life.

Department	Proposal (figures relate to 2014/15 savings proposals – unless stated)	Analysis findings
PLACE		
PLACE	Libraries Review (£126,000)	<p>Equality implications considered throughout process. A full Equality Analysis has been undertaken – considered by Cultural Advisory Working Party in October 13 and Cabinet in November 13. Equality implications were also considered as part of other options looked at by the Working Party and Cabinet. Extensive consultations have been undertaken, including two major exercises, a specific children’s survey along with a demographic profile of the catchment areas for each branch. Most significant impact highlighted has been the need for current service users of Friars Library to travel to new site in Delaware Road, which may impact on those with mobility difficulties and young children/parents from the nearby primary school and nursery.</p> <p>The impact will be mitigated by additional resources:</p> <ul style="list-style-type: none"> • £710,000 capital funding for the selection and relocation of the Eastern library hub in Delaware Road and to improve the branch network which will enhance the accessibility of the service for current and new users of the service. • £40,000 to assist the library service in moving to a new operating model and • Capital funding (£50,000) to install wifi across branch libraries. <p>An Equality Analysis will also be undertaken as part of related staffing restructure.</p>
PLACE	Museum Service (£30,000)	<p>Management re-organisation and merger of library and museum services, to provide greater capacity for both services, will require a full Equality Analysis to be undertaken, with equality needs and impact for staff and customers taken into consideration.</p>
PLACE	Highways staffing restructure (£200,000) and Highways Structural Maintenance (£100k)	<p>Largely staffing implications, with some impact on overall capacity of service. Some reduction in repair and replacement of street furniture with potentially some minor impact on ability to improve the quality of the public realm, which may impact on people with disabilities. This is mitigated by £6.7m in the capital programme to</p>

Department	Proposal (figures relate to 2014/15 savings proposals – unless stated)	Analysis findings
		maximise public safety on the borough's roads and footways, including improving the street environment for residents with disabilities.
PLACE	Leisure Management Contract (£150,000)	Changes will not result in a perceived impact on service
CORPORATE SERVICES		
	Contact Centre (£150,000)	Changes relating to the Customer Service Centre, including continuing move for customers to self-serve, may require a review of current customer standards, that could result in longer waiting times for customers for phone and face to face visits. The customer profile shows a higher proportion of older people, women and those with disabilities than the Southend population as a whole. However, redesign of the service centre enables greater continuing staff support for customers in front of the counter in accessing services on-line, particularly those less comfortable with using on-line technology. This includes training customers to be able to access services on-line at any time and is complemented by moves to enable phone customers to resolve enquiries by specialist staff.
	Bereavement Services (£75,000)	Management restructure and rationalisation of reception facilities, likely to have minimal impact on customers.
PUBLIC HEALTH		
PUBLIC HEALTH	Budget pressures: (number of budget pressures met from Government's increased allocation in Public Health funding 2014/15).	Supporting budget pressures from additional Public Health funding will enable continuing work to tackle health inequalities, including: - Reducing number of falls among older people, particularly women who make up a higher proportion of older people.

Department	Proposal (figures relate to 2014/15 savings proposals – unless stated)	Analysis findings
		<ul style="list-style-type: none"> - Smoking cessation in relation to pregnant women, children & young people and ethnic minorities. - Alcohol misuse prevention in relation to young people and elements of older population. - Promoting the Public Health Responsibility Deal to encourage business and partners to help promote healthy lifestyles.