

Appendix 20: Summary of Equality Analyses supporting budget proposals 2013/14

Listed below is a summary of Equality Analyses which support specific budget proposals 2013/2014 which have a direct equalities impact either for staff and/or services users.

Department	Proposal	Analysis findings
Adult Community Services		
	Domestic Care – Introduction of a means test assessment for a medication visit	<p>No major change required –The evidence shows no potential for discrimination; and that the Council has taken all appropriate opportunities to advance equality and foster good relations between groups.</p> <p>There is a slight risk of minor adverse impact arising from the proposed activity, which can be mitigated by adopting stated actions and suggested discretionary approach.</p>
	Elder people placements	<p>No major change required - The Council will only purchase care where providers are able to meet the quality standard set by the Council. This standard is based on National standards.</p>
	Reduce the high cost (residential) placements for vulnerable adults with enduring Mental Health or Learning Disabilities	<p>No major change required - Evidence shows the changing nature of high cost residential placements are not recognised under current arrangements. This proposal seeks to address this by ensuring contracts are re-negotiated with care providers and where appropriate, people supported to move into independent accommodation which is less expensive.</p>
	Libraries Review	<p>The Council will consider fully the equality impact of potential changes to the service and they will be set out in the Culture Advisory Working Parties draft strategy which will be submitted to Cabinet.</p>
	Reduction of Bowling Green subsidies	<p>No major change required – The analysis demonstrated that the Council’s activity is robust; the evidence shows no potential for discrimination; and that the Council has taken all appropriate opportunities to advance equality and foster good relations between groups.</p> <p>There is a slight risk of minor adverse impact arising from the proposed activity, which can be mitigated by adopting a phased approach.</p>

Children and Learning		
	Changes to 16+ Team staffing – Reduction of one Senior Practitioner post.	No major change required –Current staffing complement shows capacity to continue to provide individual services and prioritise outcomes for vulnerable children to support them into independence and further education and training.
	Family Support Worker redesign – Deletion of 3 vacant posts	No major change required - Deleted posts will be vacant posts - hence no direct impact on exiting staffing arrangements or to level of service provided Improved performance has evidenced continued reduction in the length of time children remain subject to Child Protection Plans and reduction of numbers of Children held on social worker caseloads.
	Change of Team Manager in the Youth Offending Service to a Senior Practitioner.	No major change required - staffing implications which will be managed in accordance which with Council's redundancy and redeployment policies
	Review Early years SEN Delivery Structure	No major change required – Post will be managed in accordance which with Council's redundancy and redeployment policies
	Reduction in the Council contribution to the Success for All Children Group joint commissioning budget	No major change required – However, as this budget is solely used to commission early intervention services for vulnerable children, any reduction may have a negative impact on vulnerable children and young people.
	Developing a sustainable and affordable model for children centre provision	No major change required - The proposed consultation will aim to ensure maximum engagement with Members, parents, carers, providers and the local community in order to develop a fair and robust model. A further Equality Analysis will be conducted as part of the review.
Enterprise, Tourism and Environment		
	Withdrawal of Community Cohesion operational budget and retention of Coordinator role	No major change required — whilst the operational budget supporting community cohesion activities has been offered as a saving, the retention of the coordinator role allows for continued support of cohesion work through targeted interventions in Children and Learning and Policy and Partnerships Team.
	Withdrawal of Domestic Abuse post	No major change required - There is currently not enough evidence to suggest any discrimination or adverse impact in withdrawing this post. Measures put in place to support the

		continuation of this work via the Southend Domestic Abuse Forum will hopefully help to mitigate any adverse impact for identified vulnerable groups.
Support Services		
	Closure of Queensway House and relocation of Club 60	No major change required –The equality analysis identified actions to be taken to militate against any potential disadvantage to Club 60 members.
	Reduction in Facilities Time by 50 per cent	No major change required – There is a slight risk of a minor adverse impact arising from the proposed activity. However, the evidence shows no potential for discrimination and steps have been taken to advance equality of opportunity