

## Appendix 16: Summary of Equality Analyses supporting budget proposals 2018/19

Outlined below is a summary Equality Analyses (EA) which supports specific budget proposals for 2018/19, which may have a direct equalities impact for equality groups with protected characteristics. The summary outlines, where mitigating action is undertaken to meet the risks of proposals and has been endorsed by the Council's Corporate Management Team. Findings highlight where a full equality analysis will be undertaken to accompany consideration, and implementation, of the proposals. All service restructures that impact on staff are required to be subject to an EA.

Department/ savings no.	Proposal (figures relate to 2018/19 savings proposals – unless stated)	Analysis findings
<b>Chief Executive</b>		
CE6	Wider Channel Shift - £90,000	<p>More extensive use of My Southend for core council services will enable greater self-service by residents at times convenient to them and enable customers to better track progress on their service request. The Council will continue to provide alternative means of reporting for those who do not use new technology, or with no access (mainly the very elderly or socially excluded) until My Southend becomes further established. Staff will continue to provide support to residents visiting the Civic Centre and signpost residents to appropriate support agencies including the community hubs.</p>

<b>11 (investment)</b>	<b>Housing Benefit/Localised Council Tax Scheme Administration Grant - £90,000</b>	<p>The additional resources will mitigate the loss of central government support for this grant. It will help to support the administration of key benefits to some of the most vulnerable residents in the borough, helping to reduce delays in payments and in doing so prevent potential homelessness from non-payment of rent. An equality analysis will be undertaken to assess more specific implications, taking into account the consequences of the introduction of Universal Credit.</p>
<b>People</b>		
<b>PE2</b>	<b>Review of placements - £150,000</b>	<p>The saving reflects the work of the Edge of Care Team in helping prevent children going into care and potentially experiencing a less favourable quality of life as a result. Saving will not result in any loss of service, therefore, there will be no impact in relation to equality groups.</p>
<b>PE3</b>	<b>Troubled families - £100,000</b>	<p>Saving will not result in any loss of service. Implementation of new action plan should result in more income from payment by results.</p>

<p><b>PE4</b></p>	<p><b>Transport review - £50,000</b></p>	<p>Equality Analyses have been undertaken in relation to policy changes for passenger transport provision agreed by Cabinet on 7.11.17, following the transport review. These are for: home to school for pre and post-16 students with special educational needs and disabilities (SEND); Adults with learning disabilities and older adults attending day centres and activities; Looked After Children and Dial-a-Ride.</p> <p>The proposed new travel assistance policy and EAs were informed by the public consultation undertaken from July-October 2017, to obtain views from social workers, foster carers, parents of Looked After Children, transport operators and the wider public. The EAs will continue to be reviewed and updated.</p> <p>A further equality analysis will be undertaken as part of the process to take forward the proposed joint venture delivery vehicle for future transport provision.</p>
<p><b>PE6</b></p>	<p><b>Adult Social Care Transformation programme - £1,500,000</b></p> <p><u>Details of projects</u></p> <ul style="list-style-type: none"> <li>• Care package evaluation using an enablement approach 300K</li> <li>• Review of high cost supported living placements - £100k</li> <li>• Re-ablement in a residential environment 100k</li> <li>• Community Asset based approach/Single Point of Access (SPOA redesign) 250k</li> <li>• Asset based approach/robust front door in LD - £200k</li> <li>• Development of an enablement domiciliary care contract - £200k</li> </ul>	<p>Measures designed to progress the Transforming Care agenda – promoting a more enabling approach, with the emphasis on prevention and maximising independence, for older people, those with long term conditions and those with a learning or sensory disability. A new domiciliary care contract has seen a new model of service provision from May 2017 with more customised provision to clients.</p> <p>Introduction of portals via Liquidlogic will enable people to access relevant information, advice and guidance and take themselves through stage one of a care assessment on-line. There will be a specific impact on those who find use of on-line access more difficult, notably the elderly and those with</p>

	<ul style="list-style-type: none"> <li>• Introduction of Portals via Liquidlogic - £50k</li> <li>• Use of Innovative equipment to enhance independence 150k</li> <li>• Integrated approach to complex cases £150k</li> </ul>	<p>physical and learning disabilities. Alternative access and support to services will continue to be provided for those unable to use on-line systems.</p> <p>A high level generic equality analysis will be undertaken, with specific EAs undertaken on particular projects where required.</p>
<b>PE7</b>	<b>Utilisation of Better Care Fund/Integrated Health - £500,000</b>	The measures promote the localities approach for the borough, aimed at achieving improved outcomes for local people through more integrated health and social care delivery systems. The localities model should enable the delivery of more tailored services to increasingly diverse local populations with differing needs, across the borough.
<b>PE8</b>	<p><b>Procurement plan - £250,000</b></p> <p>Contracts identified are;  LD 18 to 64 - £100K  Care Leavers - £50K  Supporting Housing and floating support (formerly Supporting People) contracts - £100K</p>	Efficiencies aimed at enhancing independence for vulnerable adults through re-modelling of services through contract re-negotiation, re-tendering and enhancing competition. Separate equality analyses will be undertaken for each contract.
<b>PE9</b>	<b>Innovations in Housing - £50,000</b>	Overarching equality analysis required for a refreshed Housing Strategy. More specific equality analyses will be undertaken for revised housing policies, particularly in relation to allocations and homelessness, where issues relating to social deprivation, age, disability, mental health, ethnicity, sexuality

		and gender will be key considerations.
<b>PE10</b>	<b>Children's services transformation - £100,000</b>	Reflects service transformation programme, to move to more joined up working across council services and with partner agencies to obtain a more holistic picture of children in need of support and enable investment in child protection to help limit numbers of looked after children. EAs to be undertaken against specific areas of the programme.
<b>PE11</b>	<b>Children's services savings - £165,000</b>	Reduction in use of agency staff should provide a better service for children, as a result of greater stability of the services provided. Review of 'staying put' service may result in changes to allowances received by some foster carers, that could enable greater support to younger foster placements. Any changes are likely to bring arrangements more into line with neighbouring authorities. Review of supervised contact arrangements may lead, in some cases, to a more flexible approach to supervised contact that may enhance the experience, while ensuring safety is the paramount consideration. Minimal impact on equality groups, however, a specific equality analysis will be undertaken.
<b>6I (investment)</b>	<b>Older People Demographics - £500,000</b>	Additional funding goes some way to meet the growing demographic pressures from a growing older population and mitigating savings proposals.

<b>Public Health</b>		
<b>PH1</b>	<b>Sexual Health - £67,000</b>	Reflects service transformation with a move to more online testing and targeted outreach. These changes should make sexual health services more accessible to Southend residents, particularly those that don't normally attend services. However, a full Equality Analysis will be undertaken to assess the impact of the proposed service changes on BME populations and all age groups.
<b>PH3</b>	<p><b>Health Improvement Initiatives - £44,000</b> Health improvement initiatives will deliver £44k of savings, in most cases projects are continuing with revised outcomes:</p> <ul style="list-style-type: none"> <li>• Reducing expenditure on Social Prescribing Service (£20k);</li> <li>• Dance to Health Project (£10k);</li> <li>• Dementia Friendly Communities (£4k). This work has been picked up through refreshed SET Dementia Action plan;</li> <li>• Domestic Abuse Perpetrator Pilot (£10k). This work has been picked up following a successful bid by Southend, Essex &amp; Thurrock DA Joint Commissioning Group to DCLG for funding.</li> </ul>	<p>Saving on social prescribing may impact on the number of referrals to services. However, alternative national funding is currently being sought.</p> <p>Options will be explored on the delivery of a dance based programme, including creating effective pathways for falls prevention and social isolation, that will support the target client group, mainly the elderly and those with mobility issues. It should be noted that 'Staying Steady' (Postural Stability Instruction) is the main commissioned service for falls prevention.</p> <p>Other savings will see work picked up via alternative provision.</p>
<b>PH5</b>	<b>Stop Smoking - £20,000</b>	Reflects reduction in target for numbers of quitters – no specific equality implications.
<b>PH7</b>	<b>Drugs &amp; Alcohol - £97,000</b>	New contracts are being negotiated with providers which will ensure the continuation of current service levels for people

		requiring structured support and medical treatment. A growth in the delivery of volunteer- and peer-led recovery will support this, alongside some business process re-engineering. Service delivery capacity will continue, with savings being derived from non-client facing service components. There are no equality implications.
<b>Place</b>		
<b>PL1</b>	<b>Car Parking income - £700,000</b>	Impact of changes to general parking charges will be felt by vehicle users from all equality groups. The charge for blue badge holders from outside the borough, will remain.
<b>PL4</b>	<b>Pier income - £55,000</b>	Some increase to cost of using the pier train. The Advantage Card remains in place and offers discounts on entry fees. The card is available at discounted rates for adults on low income, under 17s, the over 60s and carers.