

Appendix 15: Summary of Equality Analyses supporting budget proposals 2016/17

Outlined below is a summary of Equality Analyses which support specific budget proposals for 2016/17 and which have a direct equalities impact either for staff and/or service users. The summary outlines mitigating action 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 also be undertaken to accompany consideration, and implementation, of the proposals.

Department/ savings no.	Proposal (figures relate to 2016/17 savings proposals – unless stated)	Analysis findings
Corporate Services		
CS1 CS2 CS3 CS4 CS22	Cremation Fees - £47,000 Crematorium - £12,000 Cemetery Burial Fees – £6,000 Cemeteries & Crematorium Organist - £17,000 Cemeteries & Crematoria - £23,000 <u>Total: £105,000</u>	<p>A review of fees and charges, and the service offered to customers, will see some increases for the recently bereaved - a larger proportion of whom tend to be elderly. However, there are a number of options provided for the cost of a funeral which helps to meet a range of income needs. The fees and charges still remain some of the most competitive in Essex and surrounding areas.</p>
CS10	Outlook - £50,000	<p>This will impact on the Council's ability to communicate directly to residents, although alternative mechanisms are being looked to ensure the Council has a means to advertise and promote vital services and information to people who are not 'online' or do not have access to the internet. While there is a move for the Council 'to go digital', there is also an understanding that this is not currently possible for the whole community. The Council will, therefore, need to reconsider how it targets hard to reach groups and explore more targeted but relevant communications to different groups and stakeholders.</p>

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3P(pressure)	Housing Benefit/Localised Council Tax Scheme Administration Grant - £90,000	The additional resources will mitigate the loss of central government support for this grant helping to support the administration of key benefits to some of the most vulnerable in the community.
People		
PE1	Review of Learning Disabilities (LD) Services - £1,000,000	A full Equality Analysis will be undertaken to assess the differential and cumulative impact of the measure on clients. The new model of service provision is designed to provide more independence, control and choice about the type of support accepted by clients, working in partnership with the Council. This inevitably will mean changes to how services are commissioned and delivered and lead to decommissioning of some services. Eligibility for service/s will be framed by requirements and objectives of the Care Act.
PE2	Review of social services for older people or working age adults - £2,000,000	As with PE1, the measure is part of the transforming adult social care and health agenda to provide greater independence, control and choice to clients. A full Equality Analysis is required to undertake an assessment of the potential impact of the measure on clients.
PE3 PE4	Drug & Alcohol Specialist Treatment - £61,000 Adult Drug and Alcohol Specialist Treatment - £33,000	Client group can sometimes be difficult to engage with. These measures are aimed to improve efficiency of service, meaning clients are moved through the system

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		faster and, therefore, are more likely to be retained in the system. There will, however, be a reduction in some aspects of service delivery which will be felt by the client group.
PE7	Housing Restructure - £50,000	The restructure will remove some duplication in the current process. It will also provide more generic housing solutions that enable those in need to better present their circumstances, capturing their needs and providing a more inclusive approach.
PE10	Children’s Centres - £100,000	Savings to be derived from a management restructure which are designed to make the management of the service more sustainable. There are no direct equality implications.
PE13	Education Psychology Savings - £25,000	The statutory service is protected and savings, from a re-configuration of workloads, are designed so they do not adversely impact on the service provided.
PE17	Short Break Grants (Aiming High) - £50,000	Measure will not lead to a reduction in service for disabled children, although all support packages are subject to review and may be adjusted accordingly.
PE18	Placement Budgets - £250,000	The Council has successfully been able to place children in local foster placements, which generally provide better outcomes, than higher cost external placements, resulting in budget savings.
PE21	Targeted Youth Service - £96,000	Limited impact on young, vulnerable client group, with existing services continuing and funded by staff restructure and funding from other funding sources. Measure and funding position will be reviewed regularly.

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PE22	Teenage Pregnancy - £67,000	Increasingly staff are expected to provide advice on the broad range of matters on sexual health for young people. The situation will continue to be monitored carefully to assess any impact, which is anticipated to be limited.
PE24	Youth Offending Service - £89,000	Redesign of service with accompanying staffing restructure, will require a Full Equality Analysis to be undertaken to assess potential impact on clients and staff.
PE30	Re-tendering of Contracts - £142,000	Savings will not result in diminution of service provided to residents and relative target groups, with services being re-commissioned through merging and re-configuration of contracts. Services are being re-commissioned through the merger and re-configuration of contracts to generate efficiencies and, where possible, enhance service provision
PE31	Healthwatch - £33,000	Savings will not result in diminution of service provided to residents and relative target groups, with services being re-commissioned through merging and re-configuration of contracts. Services are being re-commissioned through the merger and re-configuration of contracts to generate efficiencies and, where possible, enhance service provision
PE32	Early Help Redesign - £266,000	Loss of managerial posts will have minimum impact on clients. Equality Analysis is being undertaken.
PE36	Investment in equipment to reduce double handed care packages - £50,000	The measure seeks to make better use of equipment in providing support to those in receipt of care packages. Some clients may feel a loss from having less support staff providing direct care. However, the approach should not lead to a reduced service and should

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		generate efficiencies that release resources to enable focus on those in greatest need.
Pressures		
5P	Learning Disabilities - £ 400,000	Additional funding goes some way to meet the growing demographic pressures and mitigating savings proposals.
6P	Older People Demographics - £500,000	
Place		
PL1	Grounds Maintenance - £294,000	Bringing service back in house, with organisational efficiencies and staff restructure will have neutral impact on equalities groups and will enable more consistency of service across the borough. Equality Analysis to be undertaken
PL2	Sport and Leisure - £300,000	Full Equality Analysis has been undertaken on the Leisure Management Service contract. Along with the efficiencies to be made, it highlights the requirement on the successful service provider to work with local communities, engage with disadvantaged groups, work with colleges and universities to promote the use of apprentices and support healthy lifestyles and the green agenda.
PL4	Procurement Savings - £650,000	Savings to be achieved from the re-tendering of services will have no direct impact on equality groups
PL6	LED Street lighting - £440,000	Programme to roll out LED programme, with improved illumination levels, is enhancing community safety across the borough, with particular impact in relation to women and the vulnerable, while generating savings from energy use and maintenance and reducing CO2

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		emissions.
PL7	Parking Income - £200,000	Parking charges to be increased during summer season, reflecting additional associated costs such as additional rubbish/litter produced, with impact focussed on visitors.
PL8	Waste Collection Contract - £925,000	<p>A full, in depth, Equality Analysis has been undertaken for the Waste collection, street sweeping and recycling contract. Savings are generated as a result of the new contract, which has a strong element of social value, including developing community partnerships, supporting local apprenticeships and working with residents to provide an enhanced service.</p> <p>The new contract sees an additional service in relation to paper and cardboard collection, with support mechanisms in place for those who require assistance (on storage issues, for example) and greater vehicle efficiency, reducing traffic and CO2 emissions. Targeted work at harder to reach groups will continue to be undertaken to help increase recycling rates.</p>
PL10	Southend Marine Activity Centre - £40,000	Following previous decisions to close the facility, pending alternative providers being obtained, these savings relate to physical costs of running the SMAC building and do not in themselves have equality implications.
PL11	Museum - £30,000	Change of opening hours will focus access on peak demand times, impacting on all client groups equally.
Public Health		
PH1	Stop Smoking - £61,000	Aim of measure is to move increasingly towards 'making every contact count', with a range of staff providing

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		health related advice, with an emphasis on reducing levels of smoking, given the impact on health and continuing prevalence among young people, ethnic minorities and pregnant women. Work will continue to be targeted on more deprived wards and broadening the strategy to prevent take up and access to tobacco (eg Public Health staff working closely with Environmental Health and Trading Standards).
PH2	Drug and Alcohol Grant - £140,000	Savings to be derived from contract renegotiation and specification review which commissions services to a vulnerable client group, with multiple needs, including, for example, those with mental health issues. An Equality Analysis will be undertaken as part of the review process.
PH3	Prevention of unintended injuries - £35,000	Will not involve loss to specific projects, with area of work being pursued through a range of means, including antenatal education and through health visitors
PH5	Southchurch C2 Project - £38,000	Aim is to move the project towards becoming a self-sustaining partnership so that saving will have limited impact.
PH6	Community Gym Project - £22,000	Loss of project to be mitigated through referring users to suitable health and wellbeing and physical activity programmes.
PH7	Schools Theatre in Education Programme - £20,000	Loss of this project will be mitigated through the introduction of 'Risk Avert', a new risk awareness programme for schools, which is being currently being rolled out.