

Appendix 16: Summary of Equality Analyses supporting budget proposals 2019/20-2021/22

Outlined below is a summary Equality Analyses (EA) which supports specific budget proposals for 2019/20-2021/22, which may have a direct equalities impact for groups with 'protected characteristics'. The summary outlines, where mitigating action is being undertaken in implementing the proposals and has been endorsed by the Council's Corporate Management Team. Findings highlight where an equality analysis (EA) 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.

Theme/ savings no.	Proposal	Analysis findings
Transformation		
C1	Locality working/community engagement – £1,100,000	Locality approach is designed to engage with, and obtain views of local communities, and service users, in shaping future service provision. Savings to be obtained from focus on prevention, re-ablement and enablement will not mean closure or loss of service. Rather the approach should mean the Council will better identify the broader range of needs across the borough's increasingly diverse, communities and be better able to tailor service provision accordingly (including for those who may not be currently receive a service).
C2	Children's services adopting locality approach and use of technology – £200,000	Localities approach will enable engagement of local communities and service users to better shape future service provision. Closer working between Adult and Children Services staff will provide a more joined up approach with families engaged with social care services, enabling more efficient and effective provision.

C3	Reduced high cost placements linked to Edge of care – £500,000	Previous and on-going investment in edge of care services will mean targeted support on adolescents with challenging behaviours (mainly boys), will reduce the numbers going into very high cost placements and also keep more children in families, with better outcomes for all concerned.
C4	Public Health role in Council services - £160,000 (Culture Team, Private Sector Housing, Children's services)	Relates to staffing re-configuration, therefore, no direct equality implications.
C5	Pathways - £40,000	Move should provide more flexible footway material that can better adapt, for example, to tree root growth and result in less trips and falls, that disproportionately impact on the elderly and those with disabilities.
C6	Central reservation greenery - £25,000	No equality related impact
Staffing		
D1 D2 D3 D4 D5 D6	Finance & Resources staffing - £70,000 Cemeteries and Crematoria staffing - £100,000 Channel Shift staffing - £75,000 Joint contracts and commissioning efficiencies – £200,000 Learning services savings - £150,000 Tickfield Centre restructuring - £40,000	No direct equalities implications in relation to service delivery. All staffing restructures are required to be accompanied by an equality analysis.
Procurement		
E1 E2 E3	External Audit Fees - £30,000 Insurance renewal - £150,000 Procurement review of contracted services – £100,000 (from Adult Social Care contracts).	No direct equality implications in relation to External Audit or Insurance renewal. Proposal relating to adult social care contracts proposal entails savings from re-procurement of supported living for 27 adults with learning disabilities, across a range of ages, including

		some older people, which seeks to enhance the current service provided, by, for example, providing more interactive and communal support. An Equality Analysis has been, and will continue to be, undertaken to assess the potential impact across all protected characteristics in relation to the residents.
Investment		
B1	Housing Benefit/Localised Council Tax Scheme Administration Grant (£90,000)	Additional resources will mitigate the loss of central government funding in this area. This 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 so prevent potential homelessness from non-payment of rent. The equality analysis will be progressed to assess more specific implications, taking into account the consequences of the impact of Universal Credit and other changes to the benefits system.
C1	Getting it right for Every Child (demand strategy) for children's services - £1,108,000	Funding will provide additional social work posts to help address the pressures in this area of service, particularly those facing socio-economic challenges in the most deprived parts of the borough.
C2	Edge of Care Team - £330,000 (and a further £250,000 pa from 2020/21)	Funding will enhance support to those at risk of becoming part of the care system, keeping more children in families and reducing the numbers going into very high cost placements.
C3	Adolescent Team - £275,000	Funding will enhance the support to vulnerable children, often at risk of exploitation and from more deprived backgrounds, to remain safely with their families.
C4	Increase fees for foster carers to prevent loss of capacity - £100,000	Funding will enable more looked after children to stay within the local community and be more likely to stay out of the care system

C5	Early years funding - £350,000	Funding will maintain current levels of early years provision in the borough following a change to national funding arrangements.
C6	SEN children costs rising particularly ASD provision - £100,000	Funding will better enable pupils with Autism Spectrum Disorder (ASD) to continue in mainstream schools and also help in developing longer term sustainable solutions
D1	Investment Strategy for Adult Social Care - £3,362,000	Additional support reflects the growing demographic pressures from a growing older population and the impact of the uplift to the national living wage rates.
Additional time-limited investment		
School improvement	School improvement support for pupil to attain Grammar School entrance: 19/20: £200k; 20/21: £200k	Funding will support local pupils, including those from more deprived backgrounds, to obtain entrance to Grammar Schools.