

## Appendix xx: Summary of Equality Analyses supporting budget proposals 2020-21

Outlined below is a summary Equality Analyses (EA) which supports specific budget proposals for 2020/21 which may have a direct equalities impact for groups with ‘protected characteristics’ 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. Any service restructures that impact on staff are required to be subject to an EA.

1. [Revenue proposals](#)
2. [Reserves proposals](#)
3. [Capital proposals](#)

Theme no.	1. Revenue proposal	Equality analysis
PJ1	Tree & Shrub Planting/Maintenance – £200,000	Additional trees and shrubs can play a part in mitigating the impact of air pollution and enhancing mental health. Children, older people and those with chronic lung or heart conditions are considered more vulnerable to the effects of air pollution. People living in more deprived areas may also be more susceptible to air pollution, where the cumulative impact of impaired health of other factors, such as diet and higher smoking rates, create disproportionate health impacts between, and within, communities. Others at a higher risk, such as those working in polluted places or commuting to work through heavily congested urban areas may also benefit.
SW1	External Care Provision – £2,375,000	Additional support reflects the growing pressures of increased numbers of looked after children (LAC) and the impact of increased provision costs. Placing LAC locally remains a high priority, so that children are closer to their own family, school, community, care and other local services that generally lead to better outcomes for these children.
SW2	In house foster carers – £400,000	Measure supports moves to maximise the use of in-house foster carers, who can often provide a better experience, for looked after children than via independent foster care agencies (IFAs), through better local knowledge, the receipt of more specific training, greater likelihood of children remaining closer to their communities and at the same school.

<b>SW3</b>	<b>Newly Qualified Social Carers – £210,000</b>	Reduction in use of agency staff should provide a better service for children, as a result of greater stability and consistency in relation to services provided and the potential to develop council staff in line with desired outcomes.
<b>SW4</b>	<b>Field work services – £115,000</b>	As for SW3
<b>SW5</b>	<b>Vulnerable Children – £100,000</b>	Resource is to support often vulnerable children who may, for example, be unaccompanied, have refugee status, are part of 'failed' asylum seeker households or have limited or discretionary leave to remain and who councils are required to support.
<b>SW6</b>	<b>Children's Social Care legal costs – £200,000</b>	None specific – though greater capacity in the Council's legal service should mean cases being dealt with more efficiently, mitigating the impact of the legal process on vulnerable children and families.
<b>SW7</b>	<b>Living Wage for Adult Service Providers – £1,095,000</b>	The funding will support care providers required to pay the national living wage, helping to support a low paid workforce who are disproportionately made up of women and ethnic minorities. This will also help in providing a more stable workforce and, therefore, a better service for those in care, many of whom are elderly or have a disability.
<b>SW8</b>	<b>Children to Adults transition – £350,000</b>	This will provide additional funding for young people as they reach adulthood, generally with learning disabilities and occasionally with mental health issues.
<b>SW9</b>	<b>Older People demographics – £480,000</b>	Additional funding to support the increasing number of older people living longer and often with a range of conditions and in need of care. The resources will enable people in this group to maintain more independent lives, or where necessary, have suitable support in residential care.
<b>SW10</b>	<b>Equipment Services – £250,000</b>	Will meet the need for more appropriate equipment to support the growing numbers of older people, and some younger people with more complex needs, to live independently in their own homes.
<b>SW11</b>	<b>Green City Aspirations – £120,000</b>	Enhances the Council's capacity to tackle air quality, where pollution has an adverse impact on children, older people and those with chronic lung or heart conditions in particular.
<b>SW12</b>	<b>Public Health Act Funeral Arrangements – £25,000</b>	Councils are required to organise funerals where no suitable arrangements have been made, often where people have died alone, in poverty or without relatives. The majority of the funerals are generally for men and for the over 65s. The service will continue to be sensitive to the varied funeral requirements of different religious and faith communities.

<b>SW13</b>	<b>Liquid Logic Support Team - £155,000</b>	None specific
<b>SW14</b>	<b>Complex Needs Provision – £35,000</b>	Will support moves to revise service provision to a small group, of mainly men, with complex and challenging needs, often related to mental health, alcohol and/or drug use. A revised model could enhance the quality of service, provide better working conditions for staff and mitigate the impact of the facility on the neighbouring area – which has relatively high levels of anti-social behaviour.
<b>SW15</b>	<b>Southend Care – (£100,000)</b>	Saving on the Southend Care contract as former SBC staff leave and new staff are recruited on Southend Care conditions. Impacts, on average, 12% of the workforce a year.
<b>OP1</b>	<b>Library Review – £100,000</b>	Will help to enhance service provision and provide a basis for more flexible use of space at libraries for communities and at places communities identify with, across the library service.
<b>OP2</b>	<b>Income Generation – Registration Service – (£75,000)</b>	Reflects a statutory increase in the fee for birth, death and marriage certificates - from £4 to £11 and will impact on all customers requesting the certificates. Children in care of the Council are not subject to a charge.
<b>OP3</b>	<b>Asset Management Income – (£100,000)</b>	None specific
<b>CS1</b>	<b>Potholes – £500,000</b>	Will help all those using the roads, including cyclists and those on a lower income who may be disproportionately impacted by damage to vehicles.
<b>CS2</b>	<b>Town Centre Parking – £50,000</b>	Enables continuation of 1 hour parking option that will help those on a lower income wanting to park in the town centre.
<b>CS3</b>	<b>Signal Maintenance – £50,000</b>	Will help increase safety and understanding of the traffic situation in different parts of the borough, for those (mainly some elderly) who do not have or use technology for travel news. Traffic signals at crossings are important safety measures for the visually impaired, those with disabilities and parents with children.
<b>CS4</b>	<b>Streetworks Income – £500,000</b>	None
<b>CS5</b>	<b>Rechargeable Works – £100,000</b>	None
<b>E1</b>	<b>ICT Transformation – £200,000</b>	Will support the Council's moves to enabling more flexible/agile working (work-life) helping staff who may have a need for more flexible arrangements, such as managing a disability or childcare.
<b>E2</b>	<b>Workforce Development – £100,000</b>	Will enable more staff to access good quality training and development at times and places convenient to them.
<b>E3</b>	<b>Waste Disposal – (£800,000)</b>	None

<b>E4</b>	<b>Release of Pension Fund Provision – (£750,000)</b>	None
<b>E5</b>	<b>Productivity and Efficiency Gains – (£250,000)</b>	None specific
<b>E6</b>	<b>Facilities Management – £120,000</b>	None specific
<b>E7</b>	<b>Investment Income – (£400,000)</b>	None

Theme no.	2. Reserves proposals	Analysis findings
	<b>Service Design</b> 20/21 £185,000, 21/22 £185,000, 22/23 £185,000	Will support the Council's work in enabling services to have a better understanding of, and be more responsive to, the varying needs of users and potential users
	<b>Community Safety/ Environment Crime</b> 20/21 £150,000, 21/22 £150,000, 22/23 £0	Measures will help enhance community safety and reduce levels of 'enviro crime' in the borough, the impact of which can be more significant on the vulnerable and those in less affluent areas.
	<b>Summer and Winter Planning</b> 20/21 £100,000, 21/22 £100,000, 22/23 £100,000	Funding will support enhanced community safety and moves to provide a more accessible tourism and culture offer and summer and winter events. Also, supports work to prepare for extreme weather conditions in summer and winter, which disproportionately impact on those with health conditions that makes them more vulnerable to very high and low temperatures, such as the elderly and very young.
	<b>Community Builders/ Capacity Building Fund</b> 20/21 £100,000, 21/22 £100,000, 22/23 £0	The approach will enable engagement of local communities and service users to better shape future service provision and potentially take responsibility for particular assets and services. Will also enable closer working between voluntary, faith, social enterprise, charitable and not for profit organisations that can provide a more joined up and inclusive approach.
	<b>Economic Development</b> 20/21 £100,000, 21/22 £100,000, 22/23 £0	None
	<b>Workforce Development</b> 20/21 £100,000, 21/22 £50,000, 22/23 £0	Will enable more staff to undertake quality training and development at times and locations of convenience to them.
	<b>Complex Needs Provision</b> 20/21 £150,000, 21/22 £150,000, 22/23 £0	Will support moves to revise service provision to a small group, of mainly men, with complex and challenging needs, often related to mental health, alcohol and/or drug use. A revised model could enhance the quality of service, provide better working conditions for staff and mitigate the impact of the facility on the neighbouring area – which has relatively high levels of anti-social behaviour.
	<b>Local Plan</b> 20/21 £410,000, 21/22 £130,000, 22/23 £0	The Plan aims to ensure the sustainable development of the borough for the next decade and beyond. The promotion of balanced and inclusive communities that benefit all is integral to achieving this, working closely with

		Southend's communities and neighbouring areas.
	<b>Housing Implementation</b> 20/21 £150,000, 21/22 £150,000, 22/23 £0	To support those who are experiencing homelessness, at risk of homelessness or rough sleeping, including vulnerable people with complex and challenging needs. The profile of rough sleepers tends to be overwhelmingly male and over the age of 25. The most common demographic groups of those approaching the council for homeless prevention or relief support are: 25-34 year olds, single mothers, single males and those with a history of mental health issues and those with physical ill health and disability.
	<b>Outcome Delivery</b> 20/21 £250,000, 21/22 £250,000, 22/23 £250,000	Supports the Council's programme to focus on achieving better outcomes for residents and service users.
	<b>School Improvement</b> 20/21 £200,000, 21/22 £200,000, 22/23 £200,000	Funding will support the Council's work in narrowing the achievement gap and raising the aspirations for pupils from more disadvantaged backgrounds as well as supporting more local pupils going to the borough's Grammar Schools.

Theme no.	3. Capital proposals	Analysis findings
C1	<b>Southend Pier – Condition Works – £5,335,000</b> 20/21 – £335,000, 21/22 to 24/25 – £1,250,000 p.a.	None specific
C2	<b>HRA Affordable Housing Acquisitions Programme – £9,500,000</b> 20/21 – £5,000,000, 21/22 – £3,000,000, 22/23 – £1,500,000	Will support the acquisitions programme, agreed as part of the Council’s housing, homelessness and rough sleeping strategy to help Southend residents in housing need. The most common demographic groups of those approaching the council for homeless prevention or relief support are: 25-34 year olds, single mothers, single males and those with a history of mental health issues and those with physical ill health and disability.
C3	<b>HRA Future Investment Programme – £6,600,000</b> 24/25 – £6,600,000	Investment in the Council’s social housing stock to ensure homes are of a good standard will help tenants across the borough. A high proportion of residents are in receipt of some proportion of Housing Benefit (over 50%) or are on relatively low incomes and are not in a position to do significant improvements themselves. Works will help residents with a disability as communal areas, safety work and adaptations to homes are upgraded.
C4	<b>Junction Protection – £650,000</b> 20/21 – £325,000, 21/22 – £325,000	Will help enhance safety for drivers and pedestrians, aiding, in particular, people with visual impairments, people with a disability, children and parents with younger children.
C5	<b>Zebra Crossing Surfacing Replacement – £600,000</b> 20/21 to 22/23 – £200,000 p.a.	Will enhance safety at zebra crossings aiding, in particular, the visually impaired, people with a disability, children and parents with younger children.
C6	<b>Street Lighting - £250,000</b> 21/22 to 22/23 - £125,000 p.a.	Improved lighting enhances the feeling of community safety, particularly in relation to the elderly, women, the more vulnerable and those in central and eastern wards, while generating savings from energy use and maintenance and reducing CO2 emissions.
C7	<b>Car Park Resurfacing – £500,000</b> 20/21 to 21/22 – £250,000 p.a.	Works will provide improved access and surfaces for those on foot who have mobility issues.
C8	<b>Carriageways and Footways Improvements – £1,000,000</b> 20/21 – £1,000,000	Works should provide improved footways and visibility of surface changes, resulting in less trips and falls, which are disproportionately experienced by the elderly and those with disabilities.

<b>C9</b>	<b>Improve Footway Condition Around Highway Trees – £450,000</b> 20/21 to 22/23 – £150,000 p.a.	Works should provide improved footways around trees, resulting in less trips and falls, which disproportionately impact the elderly, those with limited sight and those with disabilities.
<b>C10</b>	<b>ICT – Connected and Smart – £1,250,000</b> 20/21 – £350,000, 21/22 to 22/23 – £450,000 p.a.)	None specific but will support a range of key projects to drive the achievement of the Council's desired outcomes benefiting all residents, including many with high needs.
<b>C11</b>	<b>Schools – Improvement and Provision of Secondary School Places – £2,600,000</b> 20/21 – £2,000,000, 21/22 – £600,000	The investment will provide sufficient school spaces, prevent over-crowding and an enhanced school experience which is likely to benefit pupils from more deprived backgrounds in particular. It will also provide parents with more choice on which school their children attend.
<b>C12</b>	<b>Schools – Condition Works – £1,290,000</b> 20/21 – £290,000, 21/22 to 22/23 – £500,000 p.a.	Maintaining good standards of school buildings is important to enhancing the school experience for all pupils. Investment will also maintain the standard of infrastructure of children centres, which make a key contribution to enabling families become more resilient, and give a better start in life, particularly for children from more deprived backgrounds.
<b>C13</b>	<b>Schools – Devolved Formula Capital – £300,000</b> 20/21 to 22/23 – £100,000 p.a.	As for C11 and C12
<b>C14</b>	<b>Better Queensway – Programme Management – £1,020,000</b> 20/21 – £540,000, 21/22 – £480,000	Will support the programme to transform the northern end of Southend town centre, with a new mixed tenure development of more, better quality housing, and outdoor space along with improved connectivity. Most residents are under 40, around 10% have a disability and two thirds are in receipt of benefit. Existing residents will have the opportunity to return/remain in the area and to benefit from an improved quality of life through improved accommodation, public realm, access and provision.
<b>C15</b>	<b>Better Queensway – Acquisition of Leasehold Properties – £2,600,000</b> 20/21 – £800,000, 21/22 – £1,800,000	Will support the Better Queensway programme in providing, in particular, suitable alternatives to existing residents while building works are taking place.
<b>C16</b>	<b>Priority Works – £2,400,000</b> 21/22 to 24/25 – £600,000 p.a.	None specific
<b>C17</b>	<b>Property Refurbishment Programme – £3,750,000</b> 20/21 to 24/25 – £750,000 p.a.	Will assist in modernising council buildings, including ensuring they are accessible and usable by customers, staff and visitors, including those with disabilities.



<b>C18</b>	<b>ICT – Stabilise and Run – £3,095,000</b> <b>20/21 – £785,000, 21/22 – £1,255,000, 22/23 – £1,055,000</b>	None specific
<b>C19</b>	<b>ICT – Cybersecurity – £1,050,000</b> <b>20/21 – £450,000, 21/22 to 22/23 – £300,000 p.a.</b>	None specific
<b>C20</b>	<b>ICT – Business Enablement – £2,110,000</b> <b>20/21 – £1,735,000, 21/22 – £375,000</b>	Will support the Council's moves to enabling more flexible/agile working (Work-life) helping staff who may have a need for more flexible arrangements, such as managing a disability, a health condition or childcare.
<b>C21</b>	<b>ICT – Business Services – £660,000</b> <b>20/21 – £660,000</b>	None specific
<b>C22</b>	<b>Kiosks in Libraries – £100,000</b> <b>20/21 – £100,000</b>	No significant impact, other than that by modernising the self-serve kiosks, users can make payments by card as well as by cash, giving more options for customers.
<b>C23</b>	<b>Crematorium refurbishment – 20/21: £1,780,000 (subject to viable business case)</b>	None specific
<b>C24</b>	<b>East Beach Car Park Refurbishment (subject to viable business case)</b>	Works will provide improved access and surfaces for those on foot who have mobility issues and improved lighting will benefit those with visual impairment.
<b>C25</b>	<b>Town Centre and Seafront Security Works (subject to viable business case)</b>	Improved security should enhance a feeling of community safety in the town centre and seafront, with particular impact on those who may be more fearful of crime and anti-social behaviour – including the elderly and more vulnerable.
	<b>Shoeburyness Health Centre (subject to viable business case)</b>	<p>None specific at this stage but if the project is realised, a new facility could provide enhanced health and care services via the NHS, council and voluntary sector. Any development will be co-designed with the community to ensure that the needs of residents in the East locality are met. In particular, the development will address the needs of an area where the population has higher than (Southend) average bad or very bad health generally.</p> <p>This includes higher than average levels of mental health illness, increased likelihood of developing a long-term illness and a higher prevalence of unhealthy life styles. Children are more likely to experience an acute illness and an unhealthy weight as well as experience emotional/behavioural problems.</p>

		A full equality analysis will be undertaken as part of the business case.
	<b>Car Park provision – Tylers Avenue and two other possible site locations</b>	None specific – equality analysis to be undertaken as part of the decision making considerations.