

## Appendix 17: Summary Equality Analysis supporting budget proposals – 2022/23 to 2026/27

Outlined below is a summary equality analysis which supports budget proposals for 2022/23 and beyond which may have an equality impact for groups with “protected characteristics”. Findings highlight where a more detailed equality analysis (EA) will be undertaken to accompany development, consideration, and implementation, of proposals. Any service restructures that impact on staff are required to be the subject of an EA. Proposals should be cross referenced for more information, including levels of saving/investment and indicative timescales.

Theme ref.	1. Revenue proposals – 2022/23	Equality analysis
<b>Pride and Joy</b>		
<b>Saving Proposals and Income Generation</b>		
PJ02-SP	<p><b>Expectation of saving from waste disposal procurement</b> Reduce the Council's waste disposal burden by running a procurement for the disposal of non-recyclable waste, currently sent to landfill. Soft market testing already performed has indicated a good level of interest in the market, offering Value for Money, capacity and environmentally sustainable solutions, e.g. energy from waste (EFW) and solutions that deliver carbon benefit.</p>	<p>Full EAs required on any changes to service provision that result from the review to assess impact on service users and potential service users - who are vulnerable and span multiple protected characteristics, particularly the elderly, those with physical and learning disabilities, those with mental health issues and the economically deprived or destitute.</p> <p>Particular consideration should be given to older people and those that are disabled and potentially have conditions that result in hazardous waste and disposal of sharp materials. Or if any potential new site is within the borough and could impact on local residents an EA would be required to identify the impact on any of the protected groups.</p> <p>If waste collections remain the same, and the change is only what happens to the waste once collected, providing the proposed site is out of borough, there will be no</p>

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		change to local citizens service delivery, therefore an EA will not be required.
PJ03-SP	<p><b>Review of Cemeteries and Crematorium fees and charges</b>  It is important to ensure that our fees and charges are regularly reviewed and are kept in line with other providers. Indications are that we are currently below similar authorities and an increase is therefore advisable.  For a schedule of proposed changes see Appendix 9.</p>	A full EA will be required, and consideration given to the impact on various protected groups, particularly older people, disabled people, carers and the economically deprived.
<b>Safe and Well</b>		
<b>Investments</b>		
SW01-UP	Adult Demographic Change, £0.830m	Full EAs will be needed for these proposed investments to ensure that the needs and impact on protected groups are taken into account, with a particular focus on older people, people with disabilities, young people, carers, gender (sex) and BAME groups.
SW02-UP	Adult Social Care Provider Uplifts - Residential, Supported Living, Day Services, £2.161m	
SW03-UP	Adult Social Care Provider Uplifts - Direct Payments, £0.806m	
SW04-UP	Essential Living Fund, £0.117m	
SW05-UP	Safeguarding Board Investment, £0.03m	
SW06-UP	Independent Health Complaints Advocacy, £0.03m	
SW07-IA	Adult Social Care Provider Uplifts – Homecare, £1.316m	
SW08-IA	Adult Social Care Provider Uplifts - Residential Care Legacy Rate, £0.125m	

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<b>Saving Proposals and Income Generation</b>		
SW15-IS	<p><b>ABLE2 Team</b></p> <p>Able 2 is an innovation site that has adopted an Occupational Therapist led approach whereby care is observed, and conversations are focussed on the person’s aims for excellence in care and living their life as independently as possible. Focussing on what is important to the person, what strengths and goals they have and what may need to be changed has resulted in care being replaced with new equipment or advice and new methods or change in care calls (generally reductions).</p> <p>The reduction in care packages has freed up care capacity which can then be offered to other individuals as well as resulting in a saving to the care purchasing budget.</p> <p>One year investment of £60,000 to continue an OT post will generate savings of £150,000 each year.</p>	<p>An EA will be required to consider whether the reduction in care packages has the potential to impact on existing and new service users from multiple protected groups disproportionately, particularly older people, people with disabilities and carers.</p> <p>Consideration to also be given to whether a greater reliance on new technology may have a detrimental impact on those with limited digital skills and the economically deprived who may not have access to the necessary technology and the people supporting them which will need to be explored through the EA.</p> <p>There is also a staffing implication that may result in the requirement of an EA.</p>
SW16-IS	<p><b>Learning Disability Services Transformation</b></p> <p>We will work with people with learning disabilities to transform services so that they are local, strengths based, and independence n focused, bringing people back to the borough and enabling them to live in their local community. This will be combined with a focus on effective service pathways and tighter control of contracts and frameworks.</p> <p>It is expected this will generate £300,000 of savings each year, with an initial investment of £75,000 in the first year.</p> <p><i>This figure includes the agreed saving from 2020/21 with reference SW05.</i></p>	<p>A full EA will be required for this change as it will potentially greatly impact on the protected group of disability, particularly those with learning disabilities, those with dual diagnosis with mental health/dementia, older people, young people and their carers.</p> <p>EA considerations will be required at each stage of the project as it develops.</p>

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SW17-IS	<p><b>Shared Lives Expansion</b>            Shared Lives Schemes offer people with learning disabilities the chance to live in ordinary family homes. This investment will expand the Southend Care Limited Shared Lives Scheme, enabling the service to grow by four long term placements per year (plus two placements over the term). This will deliver a better life for people in the placements, and a saving to the council as shared lives placements are at a lower cost than equivalent other placements.</p>	<p>An EA will need to consider whether a potential change in service for people using the Shared Lives service, will impact on current and potential service users and their support networks spanning numerous protected groups including older people, people with disabilities, LGBTQ+, gender reassignment, carers and young adults (under 25).</p> <p>If there are staffing implications, an EA will also be required.</p>
SW18-IS	<p><b>Commercial Improvement</b>            Commercial negotiation and contract reviews with key providers to deliver efficiencies and an increased commercial focus.</p>	<p>There is likely to be no EA requirement for this proposed change as the saving is not likely to be generated from a service change and is instead generated from alteration in contract prices and arrangements, if this does progress and change scope to become a service change an EA would be required.</p> <p>If posts created are anticipated to be filled via the talent pool, there may be EA considerations to ensure equal opportunity and access.</p>
SW19-IS	<p><b>Enhanced In-house Foster Care Offer</b>            There has been a decline in the availability and quality of local in-house fostering households over the past couple of years this investment will support the reverse of this trend and allow local children/young people to be placed with high quality local foster carers.            Due to the decline within the Council's own fostering provision the number of external placements have increased, we are using more independent fostering agencies and more residential placements.</p>	<p>An EA will need to consider whether a change in the service has any implications for existing and new foster placements, impacting on many of the protected groups including pregnancy/maternity, LGBTQ+, gender reassignment, gender (sex), early years and young people, people with disabilities, their support networks, carers and those that are economically deprived.</p> <p>Some consideration will need to be given to reduce the impact of a two-tier system where some children/young people placed before this change is potentially introduced being placed out of borough, and possibly experiencing</p>

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	<p>Often where external provision is used children/young people are placed at a distance from the Borough – this is not in keeping with legislation nor our own values and principles. The invest to save proposal will enable us to provide a better financial/support offer to current foster carers but will also attract new carers to the service thus reducing the dependency of private high-cost providers.</p> <p>Investment of £250,000 will generate a saving of £250,000 in the same year, increasing by £150,000 in each of the following three years.</p>	<p>worse outcomes than those placed following the change being implemented.</p>
SW25-SP	<p><b>Electronic Time Monitoring for Homecare</b> Expansion of the existing electronic time monitoring system for homecare providers, including shifting new providers into using the service, moving to mobile entry, and expanding outcomes recording will generate efficiencies in homecare delivery. <i>This saving is dependent on SW07-IA.</i></p>	<p>An EA will need to consider whether a potential change of service, may have a greater impact on older people, those with disabilities and people newly discharged from hospital, others dependant on home care and their carers and wider support unit.</p>
SW26-SP	<p><b>Disabled Facilities Grant and Equipment</b> The equipment service provides an essential function - providing people small pieces of equipment that are essential to independent living. This saving is generated by increased NHS contributions to the cost of the service, with a 50% funding from each partner in place, and the use of the Disabled Facilities Grant to fund elements of the service. Linked to 2021/22 Budget Transformation Programme, reference BTP-SW03.</p>	<p>There is no EA requirement for this change, as the saving outlined is not generated from a service change, that would impact on any of the protected groups, it is instead generated from alteration in funding sources and arrangements. The service delivered to citizens remains unchanged.</p>
SW27-SP	<p><b>Increased Client Contributions</b> The Care Act allows local authorities to charge people a fair contribution towards the cost of care. In any financial assessment individual circumstances will continue to be considered. People are only charged when they can afford to</p>	<p>An EA will need to consider whether a change in contributions may have a greater impact on any of the protected characteristics, and how the consideration of individual circumstances mitigates any potential EA impact. This would particularly be the case for those in</p>

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	<p>pay all or part of the actual cost of their care. No one will pay more the care costs the council to deliver. Each year the cost of care rises because of increased payments to providers, and the amount people must pay for care also increases.</p> <p>These two factors, together with assumptions about the increase in the aging population mean we are assuming increased charging income in future years.</p>	<p>economic deprivation, older people, young people, and disabled people on low incomes, or those with savings above the legally specified eligibility limits. As we have an aging population with the majority of 85+ year olds being female, gender would be a consideration also.</p> <p>Consultation will need to be undertaken with service users, families, providers, advocacy services and voluntary sector.</p>
SW28-SP	<p><b>Early Help staffing review</b></p> <p>Our commitment at the Early Help Single Front Door (EH SFD) is to provide children and families with help as soon as needs present themselves, regardless of age, to prevent those needs from escalating and requiring more intensive help and support later.</p> <p>Co-location of teams has proved very successful over the last three years and during this time the EH SFD has become more of an administrative role than a decision making one. The saving is achieved through a small restructure re-aligning management resource to a front-line worker.</p>	<p>A full EA would be required as there is a proposed staffing 'restructure'. The EA needs to consider whether the changes results in a disproportionate impact on any of the protected groups, and how those impacts are mitigated as far as reasonably possible.</p>
<b>Opportunity and Prosperity</b>		
<b>Investments</b>		
OP01-IA	Planning Graduates, £0.08m	<p>A full EA is required for changes that will potentially have an impact on citizens or staff, additionally consideration needs to be given throughout the EA process on</p>

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OP02-TR	Economic Recovery, £0.2m	accessibility so that all protected groups can attend and enjoy the programme of events, along with other citizens.
OP03-TR	Events 2022 Programme, £0.1m	Economic Recovery plans will likely need a full EA at each stage, to ensure that the needs of all protected groups, particularly those that are economically deprived or in low-income households, are fully considered and the impact is mitigated as far as is reasonable.
<b>Saving Proposals and Income Generation</b>		
OP04-SP	<b>Advertising on council waste assets</b> Sale of advertising space on litterbins, waste vehicles, public toilet cubicles and other assets.	Full EA needed to ensure that the messaging is accessible to all and is available in different formats to meet the differing needs of all protected groups.
<b>Connected and Smart</b>		
<b>Investments</b>		
CS01-UP	ICT increase in annual support / maintenance costs, £0.2m	No EA will be required if this is an internal improvement project, with upgrades to software etc. However, if the changes impact on specialist equipment/technology to support for example disabled people, an EA will be required.  Training in multiple formats should be considered if new software is to be implemented widely to staff, to ensure all protected groups have access which best meets their needs.

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<b>Saving Proposals and Income Generation</b>		
CS02-IS	<p><b>Public Interface Transformation</b></p> <p>The proposal is to review the operation of some of the most labour intensive and frequent enquiries/transactions with Southend residents related to traffic and highways. Once the processes are fully mapped out, a lean approach will be used to develop investment cases for:</p> <ol style="list-style-type: none"> <li>1) Improvements to the MySouthend portal – allowing public to find answers to most traffic and highways service-based questions</li> <li>2) Artificial intelligence (AI) – allowing automation of frequent transactions/interaction</li> <li>3) Customer engagement officer – key contact where technical input is required outside the scope of 1) &amp; 2) above.</li> <li>4) Customer relationship officer – this role would be used to support 1,2 and 3 above, including AI automation, self-service and using methods such as social media to identify ‘education’ opportunities to promote greater self-service and reduce calls on the service. The investment to review the process and develop the AI automation will take place in the first 12 months, as will our support of the SBC project to redevelop the MySouthend portal. The customer relationship role will also start in year one, with the engagement officer in year two. The following year will start to see the improvements and savings as detailed above.</li> </ol>	<p>Full EA would be required as there may be a greater impact on many of the protected groups such as older people, people with disabilities, people with limited digital skills, those in economic deprivation and limited/no access to technology, people from BAME backgrounds with English as a second language.</p> <p>EA will need to identify the different formats this process will need to be available in, to meet the needs of the various protected groups, to reduce the disproportionate impact as far as possible.</p> <p>A full EA will also be required for the staffing impact.</p>
CS03-IS	<p><b>Highway Improvements</b></p> <p>The key to effective asset management is data; the more we have, the better the results that can be delivered. With improved data we can become much more proactive in our approach and spot defects early or even predict where they might occur in the future. The Highways Improvement process</p>	<p>No EA is required if this change doesn’t impact on citizens and solely involves the use of data, and how it is proposed to be used to identify areas of work.</p> <p>However, this automated process will need to evidence that it would be assessing the needs of all protected</p>



Theme ref.	1. Revenue proposals – 2022/23	Equality analysis
	<p>hopes to utilise this approach by not only reducing the poor condition of our network but working proactively in producing integrated schemes that address multiple issues, target areas of decline before they reach a poor state and develop a better street scene. All these schemes are intended to deliver greater value for money, reduce disruption to residents and reduce our carbon footprint.</p> <p>This investment will allow the expansion and improvement of condition surveys to cover all network assets, as well as the integration of other data, e.g. footfall data.</p>	<p>groups, such as assessing a defect for a person with disabilities or with accessibility issues, or as a carer of a young child, rather than the needs of a regular able-bodied pedestrian.</p>
CS04-SP	<p><b>Pay &amp; display tariff standardisation</b>            After the significant piece of work undertaken to create parking zones across the Borough to standardise parking charges within similar areas in 2021/22, it is now proposed to simplify them even further by standardising the hourly rate in zone 1a which reflects the same approach as all other zones across the Borough. This will provide a standard approach across the Borough where the relevant hourly charge applies for each hour within the appropriate zone.</p> <p>For a schedule of charges for zone 1a see Appendix 9.</p>	<p>A full EA would be required to explore any potential impact on any of the protected groups for this proposed change, particularly people with disabilities, the economically deprived and people from BAME backgrounds that have English as a second language.</p>
CS06-SP	<p><b>Reduction of concessionary fares support to match usage</b>            Currently paying at pre-covid levels of usage. Over the next few years, we can adjust the payments to meet current actual usage levels. This is in line with the payment calculator method. However, if ridership returns to at or near pre-covid levels then the concessionary fare payments will increase.</p>	<p>A full EA would be required for this proposed change, as concessionary fees are likely to greatly affect older people, people with disabilities and the economically deprived.</p> <p>Similarly, a full EA would also be needed if this project develops into a generic concessionary fare increase.</p>

Theme ref.	1. Revenue proposals – 2022/23	Equality analysis
<b>Future Ways of Working</b>		
<b>Investments</b>		
FW01-UP	Pay and Increments, £3.650m	<p>If pay and increments and the inflation provision are applied equally throughout the organisation an EA will not be required as there would be no disproportionate impact to any protected group.</p> <p>Similarly, the Investment, Income and Financing Costs as well as the rightsizing of GF Council Tax Budget Review will only need a full EA at the stage where there is a potential or probable impact to staff or citizens.</p> <p>A full EA will be needed if the income to schools affects pupils directly, to identify any impact to people from the protected groups such as young people, disabled people, carers and the economically deprived.</p>
FW02-UP	Inflation Provision, £0.6m	
FW03-UP	Investment, Income and Financing Costs Review, £1.204m	
FW04-IA	Loss of school's income across a range of services, £0.25m	
FW05-IA	Rightsizing of GF Council Tax Budget, £0.2m	
<b>Saving Proposals and Income Generation</b>		
FW06-SP	<p><b>Increased fees &amp; charges yield</b></p> <p>To increase fees &amp; charges by October 2021's Consumer Price Index of 4.2% unless they are already being changed significantly, as detailed elsewhere in the budget papers.</p>	<p>A full EA is required as this increase could impact on people from protected groups disproportionately, particularly those on low household incomes, the economically deprived, older people, people with disabilities, young people, the unemployed, pregnant women/new mother, asylum seekers and those that are Just About Managing (JAMs).</p> <p>Those on low incomes would have had welfare benefit/pay increases that are likely not in line with inflation/cost of living so they will be impacted greater than those on higher income households, with more disposable income.</p>

Theme ref.	1. Revenue proposals – 2022/23	Equality analysis
FW07-SP	<p><b>Housing Benefit &amp; Council Tax verification software</b> Removal of Risk Based Verification software for the processing of Housing Benefit (HB) and Council Tax Reduction (CTR) claims.</p> <p>This will provide a faster turnaround on processing HB and CTR applications ensuring vulnerable residents receive the support they need in a timely manner.</p> <p>This change will remove unnecessary contact and processes for the resident and reduce bureaucracy. The minimal risk that a fraudulent claim could be submitted is considered to be mitigated by our involvement in the national fraud initiative (NFI) and HB award accuracy scheme (HBAA).</p> <p><i>Linked to 2021/22 Budget Transformation Programme, reference BTP-ES01.</i></p>	<p>Full EA required as the change to the new software would potentially impact on a number of protected groups such as those that are economically deprived, people with disabilities, older people, women that are pregnant/new mothers, asylum seekers and others entitled to Housing Benefits and Council Tax Benefits.</p>
FW08-SP	<p><b>Financial Services staffing review</b> An update to the Financial Services staffing structure has released establishment budget.</p> <p>The new structure has been designed to support the new Senior Management structure of the Council more effectively and build on the inherent strengths of the previous arrangements, ensuring greater integration and synergy, increasing resilience whilst also building new capabilities and expertise. Modernising the historical structural arrangements also provides greater clarity of purpose and clear accountability which will enable the finance team to respond more positively and effectively to new demands and requirements.</p> <p><i>Linked to 2021/22 Budget Transformation Programme, reference BTP-ES03.</i></p>	<p>A full EA is required as this ‘restructure’ could potentially impact on staff from various protected groups, this needs to be identified and mitigated as far as is reasonably possible.</p>

Theme ref.	1. Revenue proposals – 2022/23	Equality analysis
FW09-SP	<p><b>Council Tax Base additional increase 0.28%</b>            The number of Band D equivalent properties in the Council Tax Base has increased by 0.78% in 2021/22, against the original estimate of 0.5%. This saving represents the increased amount of Council Tax which we expect to collect as a result.</p>	<p>A full EA is required as this increase could impact on people from protected groups disproportionately, particularly those on low household incomes, the economically deprived, older people, people with disabilities, young people, the unemployed, pregnant women/new mother, asylum seekers and those that are Just About Managing (JAMs).</p> <p>Those on low incomes would have had welfare benefit/pay increases that are likely not in line with inflation/cost of living so they will be impacted greater than those on higher income households, with more disposable income.</p>

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Theme ref.	2. Capital proposals	Equality analysis
<b>Proposed Additional Investment into the main Capital Investment Programme</b>		
<b>CS-C1</b>	<p><b>East Beach Car Park – Phase 1</b>  This investment is to widen the existing vehicular entrance/exit and install a height barrier and vehicle flow plates. The footway entrance would be improved to include street lighting and improved access for pedestrians and cyclists. The car parking area would be future proofed to ensure that Electric Vehicle Charging can be accommodated.</p>	<p>Full EA is required to ensure that all the needs of all protected groups are considered, as part of these changes, such as multiple accessibility needs, wider parking bays/footpaths for carers of young children and people with disabilities.</p>
<b>CS-C2</b>	<p><b>ICT – Smart Council</b>  This investment is for the equipment and application and infrastructure licences for the 22/23 financial year to enable the project to progress whilst the necessary business cases and governance processes are being worked through for the rest of the project.  This investment is in addition to the budget request of £146,000 for the approved capital investment programme in 21/22.</p>	<p>Full EA is required as the implementation of Smart Council whilst delivering most efficient, tailored services may impact disproportionately on some of the protected groups, such as people with disabilities, those using specialist equipment for wellbeing or health conditions, staff with limited digital skills and those staff in frontline roles with limited access to technology.</p> <p>Alternative access and support to services for those unable to use on-line systems will need to be assessed and provided.</p>
<b><u>FW-C3</u></b>	<p><b>Priority Works</b>  This investment is to ensure a further £600,000 annual budget is available to deal with any urgent or priority works to Council owned assets that may arise during the year.</p>	<p>A full EA would likely be required for any project affecting citizens or staff. This could be identified at project scoping/initiation stages.</p>
<b><u>CS- C4</u></b>	<p><b>Footways Improvements</b>  Improving local pavements is a priority for local people and for this council. This investment is to create better conditions for walking and improve public safety by reducing instances of trips and falls.</p> <p>The programme of works includes some of the highest priority pavements that need repair, across a range of</p>	<p>Full EA would be required to ensure that protected groups are not impacted disproportionately, specifically those with mobility issues, increased access requirements, people with disabilities, carers of young children, carers, pregnant women/maternity and people with English as a second language, who may have differing mobility/access needs, and potentially places to stop regularly, as well as signage in different formats.</p>

Theme ref.	2. Capital proposals	Equality analysis
	wards and is part of more major investment across future years that will be needed to enable all the highest priority pavements to be brought up to standard across the borough.	Access would need to be considered as a key feature in the works period also.
<b>CS-C5</b>	<p><b>Carriageways Improvements</b>  Improving local roads is a priority for local people and for this council. This investment is to improve the highways infrastructure, reduce long term structural maintenance and improve public safety.  The programme of works includes some of the highest priority roads that need repair, across a range of wards and is part of more major investment across future years that will be needed to enable all the highest priority roads to be brought up to standard across the borough.</p>	A full EA would be required as the specific needs of protected groups needs to be considered as part of this work, including the needs of keyworkers, people with disabilities, older people, newly qualified drivers, young people, pregnant women/maternity, residents of roads where planned work is planned in terms of access needs throughout the works.
<b>Proposed Additional Investment Subject to Viable Business Cases – Rolling Programmes</b>		
<b>PJ-C6</b>	<p><b>Southend Pier – Condition Works</b>  This investment is to deliver the ongoing planned approach to addressing the condition works and bearing refurbishment identified within the condition survey. This proactive approach reduces the requirement for urgent and/or reactive condition works and ensures the integrity of this landmark structure that helps drive millions of visitors to Southend-on-Sea each year.</p>	Full EA required to ensure that the needs of all protected groups are considered when agreeing any works to the Pier, particularly in terms of access for people with disabilities, carers of young children, older people, those with English as a second language and people that are in economic deprivation.
<b>PJ-C7</b>	<p><b>Coastal Defence Refurbishment Programme</b>  This investment is to deliver a planned approach for the essential refurbishment works to the borough’s coastal defences. This proactive approach reduces the requirement for urgent and/or reactive condition works.</p>	<p>Full EA required to ensure that the needs of all protected groups are considered when agreeing coastal defence works, particularly in terms of access for people with disabilities, carers of young children, older people, those with English as a second language and people that are in economic deprivation.</p> <p>A full EA should be considered for each project at the scoping/initiation stage.</p>

Theme ref.	2. Capital proposals	Equality analysis
CS-C8	<b>Footways Improvements</b> Additional funding to support C4 above	See C4
CS-C9	<b>Carriageways Improvements</b> Additional funding to support C5 above	See C5
OP-C10	<b>Schools – Condition Works</b> This investment is for condition works at Children Centres and emergency works at schools. These are mainly larger, urgent projects to be agreed between the Council’s property team and head teachers.	A full EA would be required as this potentially impacts greater on young people, people with disabilities, carers, early years, pregnant women/maternity, keyworkers, BAME groups and those living in economic deprivation. There is potential for impact to local residents also, in terms of access and noise levels.
FW-C11	<b>Property Refurbishment Programme</b> This investment is to enable the Council’s Property and Estate Management service to take a proactive approach to maintaining the buildings for which it is responsible. This will ensure investment is made in the fabric and services within building before they get to a stage that capital works become urgent or have a detrimental impact on service users’ use of the building or leads to urgent repairs and maintenance works which are usually more costs long term.	Depending on the project planned a full EA is likely to be required to ensure the need of all protected groups are considered in the planning of works, particularly for older people, people with mobility issues, people with disabilities, young people, BAME groups, pregnant women/maternity and carers. Access throughout the period of works would be a key consideration also. EAs should be considered at the Project Scoping/Initiation Stage.
FW-C12	<b>Fire Improvement Works</b> This scheme is for the implementation of fire safety and associated compliance works across the Council’s corporate property estate arising as a result of any changes to building regulations and/or other standards or updated fire risk assessments.	A full EA is required, as this will likely affect many residents, spanning many protected groups, including those with disabilities, mobility issues, older people, young people, BAME Groups, those with English as a second language, pregnant women/maternity, carers, those that are economically deprived and keyworkers. Access and clear messaging in multiple formats are key considerations also.

Theme ref.	2. Capital proposals	Equality analysis
SW-C13	<p><b>HRA Affordable Housing Acquisitions Programme</b> Housing is a clear priority of this council and through purchasing suitable private homes for council use, the acquisitions programme is already helping to ensure that everyone has a home that meets their needs, including those with complex needs.</p>	<p>Good quality homes are an important social determinant of health. A full EA is required, as this programme will affect many residents spanning the protected groups, including the economically deprived, those with disabilities, mobility issues, older people, carers, families and those who require physical adaptations to their homes to meet their needs.</p>
SW-C14	<p><b>HRA Future Investment Programme</b> The investment relates to</p> <ul style="list-style-type: none"> <li>• continuing of the Decent Homes programme to keep the housing stock at decency levels;</li> <li>• common area improvements;</li> <li>• environmental health and safety works;</li> </ul>	<p>Good quality homes are an important social determinant of health. A full EA is required to ensure that elements such as the common area improvements works consider the needs of each of the protected characteristic groups. Consideration should be given to the particular needs of those with disabilities, mobility issues, older people, young people, BAME Groups, those with English as a second language, pregnant women/maternity, carers, and those that are economically deprived.</p>
SW-C15	<p><b>HRA Right to Buy – Buybacks Refurbishment</b> This investment is to support the continuation of the programme to buy back ex-council houses and other properties to increase the stock on the housing register. These funds would be used to refurbish the properties that are purchased in order to bring them up to Decent Homes standard.</p>	<p>Good quality homes are an important social determinant of health. A full EA is required to ensure that refurbishments work meet the needs of residents spanning the protected groups. Consideration should be given to the particular needs of those with disabilities, mobility issues, older people, young people, and carers.</p>



Ref no.	3. Agreed Savings from Prior Year (2021/22)	Equality Analysis
PY-SW01	<p>Review of Supported Accommodation &amp; Supporting People contracts, to ensure they are targeted, effective and best meet the needs of adults.</p> <p>Developing a better and more agile housing offer to provide clear targeted pathways of support for people living with mental health and learning disabilities.</p>	<p>Full EAs required on any changes to service provision that result from the review to assess impact on service users and potential service users - who are vulnerable and span multiple protected characteristics, particularly the elderly, those with physical and learning disabilities, those with mental health issues and the economically deprived or destitute.</p>
PY-SW02	<p>Commercial negotiation and contract reviews with key providers to deliver efficiencies and an increased commercial focus.</p>	<p>Full EAs will be required for each contract change that impacts on the community or staff, to establish any impact on any of the protected groups, so this can be mitigated as far as is possible.</p>
PY-SW04	<p>Targeted reviews of low cost home care packages. Ensuring that packages are commensurate with meeting need and, where appropriate, enabling people to become more independent.</p>	<p>Review of low cost home care packages will require a full EIA given potential changes to service provision to provide more appropriate support to vulnerable client group of older people, many with disabilities and a majority who are female.</p>
PY-SW06	<p>Mental health social work support for people in Southend is delivered by EPUT under a section 75 agreement. This is a standard partnership agreement. The current agreement has not been reviewed for some time and needs updating.</p> <p>We will work with EPUT to identify a shared way of delivering more effective and targeted support for people with statutory adult social care needs in relation to their mental health. We will also work to increase the focus on the delivery of prevention and support for the general population. We will develop these plans through coproduction and in light of changes patterns of both demand and support. This will take into account increased availability of community and voluntary sector delivered services.</p>	<p>Staffing and potential service impact EIA required for a service providing for a vulnerable client group – where for example men, the economically disadvantaged, mothers, those who are BAME, LGBT and those with learning and other disabilities are at higher risk of having mental health issues and may require support.</p>

<p>PY-SW07</p>	<p>The Care Act allows local authorities to charge people a fair contribution towards the cost of care. We will carry out a review of rates used to assess contributions to care, alongside the current policy in relation to partial disregards on disability benefits and our approach to personal allowances. We will use both local evidence and national guidance in relation to a fair and consistent way of ensuring parity in contributions towards the cost of care.</p> <p>In any financial assessment individual circumstances will continue to be taken into account. People are only charged when they can afford to pay all or part of the actual cost of their care. No one will pay more the care actually costs the council to deliver. Any policy changes will be subject to an equality assessment prior to implementation.</p>	<p>EA required to assess potential impact on client groups with multiple needs, where impact may be felt by those with income/savings above Government specified thresholds. Consultation will need to be undertaken with service users, families, providers, advocacy services and voluntary sector.</p>
<p>PY-SW08</p>	<p>The aim is a refresh of our Strength based approach to Social Care that focusses on what really matters to people, their families and their communities. The commitment to co-design through conversation, innovation and engagement recognising that people and families just want to get on with their lives and a strength based approach to conversations can significantly reduce their reliance on formal care.</p> <p>Our current model of social care support brings in people to service before they actually need them. This reduce both independence, self reliance, and ignores the capacity of our local community to support each other. We will move to a right time right care right person approach. This will reduce the overall delivery of funded care support for individuals by delaying the start of care until a person actually needs it, and by sustaining independence as long as possible.</p>	<p>Refresh of promoting a more enabling approach, with the emphasis on prevention and maximising independence, for those in need of social care, including older people, those with long term conditions and those with a learning or sensory disability.</p>

PY-SW10	Explore the provision of CCTV monitoring services for other networks.	No specific EA requirement, as the monitoring of CCTV change is an internal change that wouldn't impact on citizens or staff, any more than at present.
PY-AI03	Further targeted integration of eligible expenditure and use of the Public Health grant to support Southend 2050 Ambitions and Outcomes.	EA will be required to support this change as it is likely to involve engagement and consultation with citizens and staff, which will span many of the protected groups.
PY-AI04	Negotiated planned increase in season ticket fees, following consultation with Bowls Clubs, to reduce the level of subsidy for this discretionary service.	Will impact on service users, who are predominantly older and male.
PY-OP01	Introduce charging for Senior or Specialist Officer Attendance at Planning Pre-Application Advice Meetings.	Impact expected to be minimal, with all service users expected to continue to receive a very good service. However, equality implications should be assessed to determine the potential impact of a differential service.
PY-OP02	Introduce a new fee for offering a Fast Track or Premium Services for certain Planning Applications	Impact expected to be minimal, with all service users expected to continue to receive a very good service. However, equality implications should be assessed to determine the potential impact of a differential service.
PY-OP03	Explore the potential sponsorship opportunities of a number of parks.	EA would be required if the use of parks, in terms of accessibility and value are in scope of the sponsorship, alongside any social value element.
PY-OP04	Ensure all parks buildings either have a lease or charged separately for usage.	No EA required at this stage as this is an internal administrative change, not impacting on the community or staff. However, as part of the investigation specific groups are newly charged this may require an EA if the relevant parties form part of a protected group.
PY-OP05	Review of Planning and Building Control Consultancy Service charges	No EA required as this is an internal facing administrative change, relating to consultancy charges.
PY-OP07	New rental income from the Costa Coffee development at the airport business park	No EA required as this relates to rental income received. However, the accessibility and social value elements would need consideration.
PY-CS02	ICT: Smart programme - a range of technology enabled initiatives to improve efficiency, productivity and the de-commissioning of obsolete products.	More use of technology will enable greater self-service and tailored services. However, impact will need to be assessed on those who find use of on-line access more difficult, notably the elderly and

		those with physical and learning disabilities. Alternative access and support to services for those unable to use on-line systems will need to be assessed and provided.
PY-CS04	Review of all Highways fees and charges	A full EA would be required as this proposed change will impact on citizens, including those in all the protected groups, so the impact would need to be assessed, particularly older people, BAME individuals with English as a second language, disabled people and those that are economic deprived.
PY-ES02	Saving based on the interest costs on £10m of capital expenditure by not borrowing during 2021/22 (assumed borrowing would have taken place at the half year point) <i>The Council has intentionally externally borrowed less than it theoretical needs based on expert treasury management advice. Given the exceptional low borrowing rates that were available late in 2021 the Council did take the opportunity to borrow from the PWLB. The net position for financing costs fully incorporates this.</i>	No EA required as this is a saving for an internal event that didn't occur.
PY-ES08	Better use of Email for communication. Improved efficiency and productivity by reducing reliance on hybrid mail. Corresponding reduction in postage costs. Rationalisation and reduction in the number of mobile phones and SIMs across the Council. Cease the use of Stor-a-file to hold all out archived documentation off site. Lyreco expenditure reduction as well as the resource requirements for invoice processing. Consumables and paper reduction due to less photocopying and printing requirements and improved use of more electronic methods. Move to electronic payslips for all Schools.	The elderly and those with learning disabilities are disproportionately at risk of digital exclusion when compared to other age groups, which should be considered.

	In 2021/22 £91,000 was removed from the budget, the planned reintroduction of 50% is reflective of the fact that some costs are expected to increase again with the easing of COVID-19 restrictions. This will remain under review.	
PY-ES10	<p>Service redesign of the Business Support function right across the council to improve efficiency, productivity and value for money. Targeting the range of vacant posts, interim arrangements, fixed term contracts and use of agency staff.</p> <p>This is the second half of a saving totalling £1m. The first £0.5m was removed from the budget in 2021/22.</p>	<p>Full EAs will be required at every stage of this project to assess the impact on staff from all protected groups, as well as the potential impact any proposed change may have on citizens spanning any of the protected groups.</p> <p>Many of the administrative staff involved in this review are female, in the older age ranges, and of the White British ethnicity group. Therefore, the impact is greater for this group, which also means there are opportunities to recruit people from other protected groups, to reduce the gaps.</p>
PY-ES13	<p>New income stream by securing a formal Laptop Disposal contract.</p> <p>An income target of £50,000 was introduced in the 2021/22 budget. The level of income is expected to fluctuate over the following years, driven by the need to upgrade the equipment staff have been issued with.</p>	<p>No EA required as this is an internal change, however any laptop/software rollout to staff would need to be considered for accessibility, support equipment for staff in protected groups such as translation and transcription software, as well as provision for specialised training that is accessible across all protected groups. These additional tasks are likely to require an EA.</p>
PY-ES14	Extra income received for eligible services delivered to the Housing Revenue Account.	Impact to be assessed of any potential appropriate charging of certain services (eg ICT) as part of development of proposals.