

## Appendix 19: Summary of Equality Analyses supporting budget proposals 2017/18

Outlined below is a summary of Equality Analyses (EA) which support specific budget proposals for 2017/18 and which have a direct equalities impact for equality groups with protected characteristics, as defined by the Equality Act 2010. 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. All service restructures that impact on staff are required to be subject to an EA.

| Department/<br>savings no. | Proposal (figures relate to 2017/18 savings proposals – unless stated)             | Analysis findings   |
|----------------------------|--|---|
| <b>Chief Executive</b>     |  |   |
| CE5                        | <b>Customer Services Centre (CSC) - £50,000</b>                                    | More extensive use of My Southend for core council services (notably those relating to refuse collection and highways) will enable greater self-service by residents at times convenient to them and better able customers to 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 such time as My Southend becomes established. Staff will continue to provide support to residents visiting the Civic Centre and signpost residents to appropriate support agencies including the community hubs. |
| 1P (pressure)              | <b>Housing Benefit/Localised Council Tax Scheme Administration Grant - £90,000</b> | 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.   |

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|----------------------------|--|---|
| <b>People</b>              |  |   |
| PE1                        | <b>Adult Services – Learning Disabilities - £500,000</b>               | <p>Proposals reflect three year (and beyond) transforming care programme to adopt a more enabling approach to help those with care needs to help themselves to obtain the right support. Programme will impact on all clients who present themselves for assessment but particularly older people, those with long term conditions, including those with a learning or sensory disability. Approach is also likely to impact on carers who are more likely to be involved in determining levels of care and type of services received.</p> <p>A high level Equality Analysis will be undertaken for the asset based approach to care with specific Equality Analyses undertaken in relation to the review of transport policy (where it is anticipated a more appropriate targeting of service will follow).</p>              |
| PE2                        | <b>Learning - £300,000</b>   | <p>School Improvement: Impact will relate to loss of two posts. However, the Council will continue to work in partnership to invest in school improvement and support schools in tackling underperformance, particularly to promote early intervention, challenging unacceptable standards and taking necessary action with schools in special measures. Resources will be focussed on schools where children are most disadvantaged with a view to closing the gap in school attainment.</p> <p>Connexions: The service provides information and guidance for young people, helping them make the transition into adulthood and working life. The Council will continue to fulfil its statutory functions for 16-19 year olds in hard to reach groups, including those not in education, employment or training (NEETs).</p> |

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|----------------------------|---|--|
|                            |   | <p>However, there may be a loss of service to other 16-19 year olds. A full Equality Analysis will be undertaken as part of the introduction of a revised service.</p>   |
| PE3                        | <p><b>Contract Rationalisation and Transformation – Total: £860,000</b></p> | <p>Learning Disabilities 18-64 Social Care: Cost savings largely relate to management and overhead efficiencies resulting from moving provision of supported living services to the Council’s social care trading company. Any change of provider/s should mean limited (or enhanced) impact, therefore, on service users with learning disabilities.</p> <p>Care Leavers and First contact accommodation, staying put and CCM: Impact of proposals will be on market providers of accommodation, rather than those in need of accommodation (who include care leavers, asylum seekers and the homeless).</p> <p>Private, Voluntary, Independent (PVI) Foster Care and Residential Placements: The service is working to develop a partnership with providers with a view to obtaining more local placements and minimising the number of children sent outside of the borough. Local placements offer a more positive experience for children in care, with support provided locally by family and social care staff.</p> <p>Special Educational Needs placements: Aim is to obtain efficiencies through renegotiation of high cost external placements, often for those with profound and multiple learning disabilities, with minimal impact on level of service provision.</p> <p>Savings delivered from Procurements/Negotiations: Proposals support the Council’s move from activity based contracts to more outcome focussed contracts which aim to reach a</p> |

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|----------------------------|--|---|
|                            |  | <p>broader range of clients and offer a wider range of services that align better to the developing locality model of care for Southend.</p> <p>While new contracts will encourage more self-service in the community, there should be limited direct impact on range of service users, who include carers, young people, vulnerable adults and people with disabilities, including learning disabilities</p>   |
| <b>PE5</b>                 | <b>Adult Services (exc. Learning Disabilities) - £1,000,000</b>        | <p>Approach reflects the Transforming Care agenda to 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. The development of a new domiciliary care contract will see a new model of service provision from May 2017 with all providers customising provision to clients rather than differentiating between ‘reablement’ and ‘mainstream’ domiciliary care. A full Equality Analysis will be undertaken in this area.</p> <p>Introduction of portals via Liquidlogic will enable people to access relevant information, advice and guidance and take themselves through stage 1 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 physical and learning disabilities. Alternative access and support to services will continue to be provided for those unable to use on-line systems.</p> |
| <b>PE6</b>                 | <b>Transformation of Housing - £270,000</b>                            | Full Equality Analyses to be undertaken in relation to Supporting People Contracts; New Adaptations Team, Sheltered Housing Review and Temporary Accommodation Review.  |

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|--------------------------------|---|---|
|                                |   | Sheltered housing review aims to report on the fitness for purpose of the existing service and stock, develop of a vision for housing for older people and drive efficiencies. There is likely to be minimal impact on service for existing tenants from this saving.   |
| PE7 and<br>PE8                 | <b>Residential Care Costs - £500,000</b><br><b>Families Matter (Edge of Care) Team - £250,000</b> | Purpose of re-configured service is to enable investment and support to be targeted at adolescents with challenging behaviours (mainly boys), on the 'edge of care' with an emphasis on keeping children in families. Avoiding bringing children into public care will save money on placements, freeing resources for that investment. |
| PE10                           | <b>Children with Disabilities (CWD) - £15,000</b>   | Service packages will be reviewed by senior managers for appropriateness, with the aim of better targeting of resources or to reflect change of circumstances.  |
| PE11                           | <b>Dementia Contract - £45,000</b>  | Aim is to provide a different model of care for a largely older client group and their carers through development of a consortium of local providers which will have positive impact on quality of service provision.   |
| 3P (pressure)                  | <b>Multi-agency Risk Assessment Team (MARAT) – £140,000</b>                                       | The MARAT model has proved successful in providing more joined up multi-agency approach to victims of domestic abuse and the additional resources highlight the Council's commitment to supporting this approach.   |
| 4P (pressure)                  | <b>Child Care - £600,000</b>  | Will support growing pressures on increasing numbers of children's placements in particular.  |
| 5P (pressure)<br>6P (pressure) | <b>Learning Disabilities - £ 400,000</b><br><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>Department/<br/>savings no.</b> | <b>Proposal (figures relate to 2017/18 savings<br/>proposals – unless stated)</b>  | <b>Analysis findings</b>  |
|------------------------------------|--|---|
|                                    |  |   |
| <b>7P (pressure)</b>               | <b>National Living Wage (£1m)</b>  | Increase in the national living wage will enhance the standard of living of those on low pay and with varying wages (many of whom are employed in care work), aiding recruitment and retention of staff and consistency of service provision. The budget allocation will help offset, the additional costs that result.   |
| <b>C4 (capital)</b>                | <b>School refurbishment programme (£1m for 17/18)</b>  | Investment in Council maintained schools will benefit pupils and staff at those schools where work is undertaken.   |
| <b>C5 (capital)</b>                | <b>Re-development of Delaware, Priory and Viking (£300,000 for 17/18)</b>  | Start of programme for the re-development of Priory and Delaware residential care homes and Viking day centre. The programme is aimed to secure the provision of service for older people with most complex needs and those with profound and multiple learning disabilities, some with physical frailty. A full EA for phase one and elements of phase two of the programme has been undertaken and will be updated as required. |
| <b>C16 (capital)</b>               | <b>ICT – Childrens and Adult Social Care – development of the Liquid Logic Case Management System (£300,000 for 17/18)</b> | - see comment for PE5   |
| <b>Public Health</b>               |  |   |
| <b>PH1</b>                         | <b>Contract efficiencies (£261,000)</b>  | Renegotiation of contracts should result in limited impact with challenge to providers to deliver desired expected outcomes, with, for example, the Hospital and SEPT generating efficiencies from providing an integrated sexual health service.   |
| <b>PH2</b>                         | <b>Public Heath recharges (£140,000)</b>   | Some potential impact resulting in £60k reduction in training and advice for older people in preventing injuries.   |

| <b>Department/<br/>savings no.</b> | <b>Proposal (figures relate to 2017/18 savings<br/>proposals – unless stated)</b> | <b>Analysis findings</b>  |
|------------------------------------|---|---|
| PH4                                | <b>Pre-Diabetic Health Checks (£75,000)</b>                                       | Resources had been earmarked to deliver an anticipated NHS England diabetes prevention programme that had been applied for (unsuccessfully). Those most at risk (largely the physically inactive and over-weight) will continue to be referred to the healthy Lifestyles service.   |
| <b>Place</b>                       |   |   |
| PL11                               | <b>Streetlight Maintenance – £65,000</b>  | Programme to roll out LED programme, with improved (and the ability to vary) 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 emissions.                      |
| PL18                               | <b>Car parking income – £400,000</b>  | Impact of changes to general parking charges will be felt by vehicle users from all equality groups. However, there will be an impact on blue badge holders from the introduction of a charge on those who obtained their blue badge from outside the borough, although their numbers are anticipated to be relatively small. |
| PL20                               | <b>Charge for Bikeability level 2 training in schools - £1,000</b>                | Potential impact on younger cyclists if training is withdrawn by schools (although this is not anticipated).  |
| PL22                               | <b>Pier charges - £75,000</b>   | No increase to basic entry fee – some increase to cost of using the train. The means tested Advantage Card remains in place and offers discounts (ranging from 10% to 50%) on entry fees for adults, under 17s and over 60s, those on low income and carers.  |
| PL26                               | <b>Event applications - £7,000</b>  | Introduction of an additional £25 administration fee for event applications may deter some community groups from holding events.  |
| PL27                               | <b>Waste contract efficiencies - £90,000</b>                                      | Measures include increasing usage of blue boxes. No direct impact anticipated and assisted collection scheme will continue for those who have difficulty in placing refuse and recycling out  |

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|----------------------------|--|---|
|                            |  | for collection.   |
| C27 (capital)              | CCTV equipment renewal (£420,000 for 17/18)                            | Replacement of 92 CCTV cameras will help to enhance community safety in the borough, targeting crime hot spots and providing reassurance to the most vulnerable in the community. |
| C33 (capital)              | Southend Cliffs: Replacement of handrails (£45,000 for 17/18)          | Replacement of current handrails will ensure safety of users of the Cliffs paths and particularly those with mobility issues.   |