

EQUALITY IMPACT ASSESSMENT (EIA)



STAGE I: WHAT IS BEING ASSESSED AND BY WHOM?

What is being assessed - including a brief description of aims and objectives?

This EIA considers the 2012/13 Revenue and Capital Budget which builds on our three year Medium Term Financial Plan published in March 2011. This analysis is of our Community Services Departments Delivery Plan and builds on the Budget EIA published in December 2011.

The following actions are proposed in the Community Services Budget Delivery plan:

Adult Social Care (ASC)

1. Domiciliary Care Services: remodel in house provision.
2. Supported Living: remodelling of services and standardisation of unit rates.
3. Care Management Services: reviewing of high cost packages and alternative service provision.
4. Day Care: remodelling of services and standardisation of unit rates.
5. Enabling and Floating support: remodelling of services and standardisation of unit rates.
6. Residential Care: Under 65: remodelling of services and standardisation of unit rates.
7. Workforce re-modelling linked to CareFirst 6 and Charters Business Process Redesign.

Culture, Sports and Leisure (CSL)

8. Events, grants and other funds initiative.
9. Reduction in revenue support grants: Theatre Royal and Pavilions.
10. Library Service: Modernisation of Service.
11. Museum: restructure.
12. Transfer of assets and facilities to local community ownership.
25. Leisure Management Contract.

Safer Communities (SC) – Social Inclusion Unit (Equality) (also cross cutting)

16. Transforming Translate Plymouth to self financing model and other reshaping of the service to reflect national changes, local priorities and deliver efficiency savings.

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Environmental Services (ES)

17. Bulky Waste: increase bulky waste collection charge.
18. Management of Toilets: Transfer some public toilets from PCC to be maintained by others.
19. Playgrounds: Transfer of some playgrounds to local community ownership.
20. Bowling greens: Transfer some bowling greens to clubs /local community ownership.
21. Cemeteries and Crematoria: Increase fees above the rate of inflation.
22. Rationalisation of Environmental Services structure.
23. City Water features: to be delivered by others.

Cross Cutting Actions

13. Performance and Intelligence: rational performance management.
14. Administration and Business Support Review: Rationalise across the council.
15. Print and Document Services (PADS) challenge the current demand across the council and rationalise future publicity and advertising activity.
24. Reduction in Senior Management Structure with objective of reducing senior management by 20%)

ASC - As part of our plans to modernise and personalise our adult health and social care services (Actions 1 to 7 above), bespoke EIA's have already been conducted on "Better care standards"; "Mental Health Commissioning Plan"; Supporting People Commissioning Plan"; "All our Futures – Plymouth strategy for the over 50's (review)"; Modernisation of Short Breaks Services for people with Learning Difficulties; and "Putting People First and Personalisation". The information in these EIA's supplement this and the previous Budget EIA.

Our bespoke EIA's have shown positive impact in relation to the protected characteristic groups and our priorities to reduce inequalities especially in relation to health. The putting people first and personalisation – fairer contribution policy EIA showed an overall positive impact for people eligible for adult social care as fewer people have to pay a contribution towards their care and there is also a further reduction for those previously giving small contributions.

Most care recipients are over 65 so changes automatically affect older rather than younger people. Greater proportions of adult social care service users also have disabilities meaning that changes could also affect them. This is the same in relation to gender as 62% of service users are women. Any budget impact within adult social care will affect these groups but is not a differential impact as it affects all users regardless of their protected characteristic(s) or where they live.

We continue to recognise that we need to develop and embed faith, religion and belief needs into individual

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social and health care assessments in line with statutory requirements. Also recognised is a requirement to encourage wider take up of our services within BME groups to reflect our wider older population. We are mindful of the requirements of our customers based on their gender assignment and sexual orientation and how this relates to their civil partnership status.

CSL - There are no differential impacts in relation to actions 8 and 9.

Decisions about service provision have been taken on the basis of location, condition, local population, usage, cost, etc. Bespoke EIA's have been completed on "The Lending Service"; "Information Services" and "Life Centre (Review)" in relation to actions 10 and 25.

Changes to library and museum services could potentially affect younger people especially those under 5, women as they use library services more than men and those over 65 who no longer have concessionary overdue payments. We have monitoring actions in place check how our changes impact on these service users and will ensure that our findings are actively taken into consideration within any new service delivery arrangements. We are also mindful of access issues in some libraries and the need for hearing loops in most and are looking into improving the situation where feasible. There are many positive impacts for instance the removal of identification for memberships assists transient communities.

The new Leisure Management Contract contains provisions to ensure that participation in sporting activities is increased across the city with a strong focus on particular target community groups. The leisure operator will aim for increased participation and take-up of affordable sporting and health related activities assisted by both the provision of the facilities and also cost effective pricing structures. This has a positive impact in relation to our reducing inequalities ambitions.

SC- Our Translate Plymouth is now self financing and the new arrangements have had a positive impact on end-users (people with disabilities and those who do not speak or read English as their first language) as quality standards and access to linguists and translation is more accessible. This is confirmed in the EIA completed on the service delivery changes.

ES - Specific EIA's have been completed on "Assisted Collections" and "Modernisation of Older People's Services" (Action 22). Action 17 on Bulky Collections has been implemented with no differential impact. Plans for management of toilets (Action 18) are progressing with any potential differential impact on older people, those with disabilities; carers and families with younger children being actively considered for mitigation. There is a potential for positive improvements especially in relation to disabled toilet facilities.

STAGE 1: WHAT IS BEING ASSESSED AND BY WHOM?

	<p>Actions 19 and 20 are with our Community and Voluntary Sector Consortium for action. There will be no differential impact if these become run by the community. With regard to action 21 our Bereavement Service raised fees for cemeteries and crematoria on 1st April 2011. The service is currently undertaking a review of customer needs and expectations. We have held discussions with local undertakers and have plans to capture the views of local clergy and religious leaders plus the public. This will then enable us to design the service to meet future needs. We will continue to consult with diverse communities and relevant stakeholders to mitigate against any potential differential impact in relation to race and faith, belief and religion (e.g. for our Chinese and Muslim communities). We will use this information as we move towards further service improvements and changes.</p> <p>Cross Cutting Actions - These are contained within actions 13 to 15 and 24.</p> <p>Where any changes to structures or service delivery arrangements lead to redundancies, we will ensure that staff are not unfairly selected for redundancy e.g. on the basis of them having a particular protected characteristic within the Equality Act 2010. We will also seek to avoid any indirect impact on staff within these groups that we cannot objectively justify. Where changes lead to commissioning services in different ways, we will use our strategic procurement procedures, which include specific reference to inequality and local priorities are used in order to deal with any potential differential impact. While reducing costs in relation to printing, publicity and advertising we will continue to be mindful about the provision of accessible information through a range of mediums.</p> <p>“Differential impact” means that the decision might unfairly have more affect one protected characteristic group or local priority action more than another. Where there is a possibility that this could be the case action to mitigate the impact is included within the specific EIA.</p>
Director/Assistant Director or Head of Service	Carole Burgoyne.
Department and Service	Director for Community Services.
Date of Assessment	From 27/10/11 to 21/12/11.

<p>STAGE 2: INEQUALITY – Assess the impact against our priorities to reduce inequalities and promote community cohesion</p>	<p>Is there an adverse impact? Yes/No</p>
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What impact will there be on our priority to reduce the inequality gap, particularly in health, between communities?	<p>ASC – We have increasing numbers of older people in the city and their needs are assessed against an eligibility criteria within a personalised and where possible preventative approach. Any changes due to the budget are likely to impact across the service as a whole, rather than on specific elements. This is why we have remodelled our services to ensure that services are targeted to those who need them most. A specific reablement business case is being developed in relation to Action 1. An EIA will be conducted as relevant at the implementation stage. Actions 2 to 4 have been delivered and actions 5 to 7 are on track. Effective Adult Social care services are key factor in achieving long life expectancy meaning that effective implementation of any improvements is likely to have a positive effect on both health and life expectancy.</p>	No
	<p>CSL - Evidence suggests that those that live within deprived neighbourhoods are less likely to participate in physical activity and this has a significant impact on their general health and life expectancy. Young people have identified the cost of transport as a barrier to accessing leisure facilities as would inaccessible entry fees. This has been addressed in the Life Centre (Review) EIA. The expectation is that the opening of the Life Centre will allow increased provision and greater range of physical activity for the customers and residents, with improved facilities, e.g. specialist equipment for people with disabilities. The centre will have an activity programme which will have considered how to target and engage social groups including individuals and families on low incomes, young people, older people, women and certain ethnic/ faith groups.</p>	No
	<p>SC – Our biggest paying customer for this service is the Health Care Community meaning greater access to health care services for those whose first language is not spoken English. The changes to this service have ensured diverse communities and those with disabilities can more easily access information about services especially around their health.</p>	No
	<p>ES – Some of our neighbourhoods have significantly higher levels of health inequality compared to other neighbourhoods e.g. Devonport although childhood obesity levels there are lower than other areas. Overall, the identified actions are not likely to have any differential impact.</p>	No

STAGE 2: INEQUALITY – Assess the impact against our priorities to reduce inequalities and promote community cohesion		Is there an adverse impact? Yes/No
What impact will there be on our priority of fostering good relations between different communities (community cohesion)?	There are no implications identified across the four services: Adult Social Care, Culture Sports and Leisure, Safer Communities or Environmental Services.	No

STAGE 3: LEGISLATION – Assess the impact against our legal duties: to eliminate unlawful discrimination, advance equality of opportunity, foster good relations and promote human rights. Is there a differential impact for any of the below?			
	Yes/No		Yes/No
Age	No	Gender Reassignment	No
Disability	No	Race	No
Faith, Religion or Belief	No	Sexual Orientation – including Civil Partnership	No
Gender – including marriage, pregnancy and maternity	No	Human Rights	No

STAGE 4: IMPLICATIONS(S). Considering Equality and Legislation (Stages 2 and 3), state the actions to address any adverse impacts identified and measures to address any gaps in information or data.		
Equality Action(s)	Completion Date	Who is Responsible?
None	N/a	N/a

STAGE 4: IMPLICATIONS(S). Considering Equality and Legislation (Stages 2 and 3), state the actions to address any adverse impacts identified and measures to address any gaps in information or data.		
Legislation Action(s)	Completion Date	Who is Responsible?

STAGE 4: IMPLICATIONS(S). Considering Equality and Legislation (Stages 2 and 3), state the actions to address any adverse impacts identified and measures to address any gaps in information or data.		
Legislation Action(s)	Completion Date	Who is Responsible?
ASC – All Actions - Individual care package will be reviewed and monitored in line with statutory requirements.	Quarterly for annual returns commencing April 2011.	Pam Marsden, Assistant Director (AD) for Adult Social Care (ASC).
CSL - Actions 10 and 11 - We will monitor use of relevant services against the protected characteristics and if any groups are under represented we will target information and make adjustments to encourage take-up.	Monitoring will be ongoing with first evaluation March 2012.	James Coulton, AD for CSL.
CSL - Actions 10 and 11 – Look into feasibility of changes to access issues in some libraries and the need for hearing loops.	March 2013.	James Coulton, AD for CSL.
CSL – Action 25 - On transfer consider appropriate options based on monitoring information especially in relation to older and younger people, women and those from more deprived communities and take mitigating action against any differential impact reported.	Monitoring on a monthly, quarterly and annual basis commencing in April 2012.	James Coulton, AD for CSL.
CSL – Action 25. Build concessionary charging policies with the leisure management operator into contracts and continue to consult and explore transport issues with relevant diverse groups and agreed mitigating actions as relevant.	By the Life Centre's opening in 2012.	James Coulton, AD for CSL
ES – Action 21. – Review of bereavement service to include consultation with diverse communities and a range of faith, belief and religious groups in order to offer sensitive and value for money services.	March 2013	Robin Carter Assistant Head of Environmental Regulation Services.

STAGE 5: PUBLICATION

Signature of Director, Assistant Director, Head of Service approving EIA.		Date	14.12.2011
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