

EQUALITY IMPACT ASSESSMENT (EIA)



STAGE 1: 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 Development and Regeneration Departments Delivery Plan and builds on the Budget EIA published in December 2011.

The following actions are proposed in the Development and Regeneration Delivery Plan:

1. Family Intervention (FI) and Anti Social Behaviour (ASB): review and rationalise the service.
2. Package of Transport Options (TO): considering options for increased income and/or revised service provision for example, subsidised bus fares, shop mobility, car park charges etc.
3. Loss of Grant Funding: New Growth Points revenue grant removed. Replacement grant funding still requires further clarification.
4. Create a Growth Fund: creating a 'ring fenced' revenue growth fund from potential new revenue streams which are currently out to consultation and will become live from April 2011. Additional income to be achieved through new growth related revenue streams e.g. New Homes bonus and though Fees and Charges.
5. Economic Development: removal of remaining contribution to City Development Company.

Cross-cutting Actions

6. Administration and Business Support Review: rationalise Business Support and Administration across the council.
7. Printing, Publicity and Advertising: challenge the current demand across the council and rationalise future publicity and advertising activity.
8. Reduction in Senior Management: consistent with other departmental plans with the objective of reducing senior management by 20%.

Since completing our last EIA on the budget delivery plans, our Development and Regeneration service have completed 14 additional and specific EIA's. Of these the following are relevant to the current budget actions:

- Local Transport Plan 3
- Bus Quality Partnership

STAGE I: WHAT IS BEING ASSESSED AND BY WHOM?

- Bus Punctuality Improvement Plan
- Camera Care
- FIP and ASB Budget

As there are no differential impacts in relation to actions 3 to 5 which apply evenly to all the protected characteristics, reducing inequality especially in health and community cohesion, this EIA focuses on actions 1 and 2.

The work of our Family Intervention Project (FI) and Anti-Social Behavior Team (ASB) impacts most in relation to children, young people, parents and their families and especially lone parents who tend to be women. Their work has an indirect correlation to the fear of crime and sense of wellbeing for older people, women, BME and lesbian, gay, bisexual and trans communities. While reductions have been made to the service to achieve savings (as per action 1), the services continue to target those most in need. We will continue to monitor anti-social behaviour and where relevant take action in priority situations as we become aware of any adverse effect on community cohesion.

Within action 2, savings in relation to concessionary fares have been identified through a new repayment mechanism and refocusing the number of Ring and Ride services provided within Access Plymouth. With the latter we have started using a smaller vehicle with fewer services as suggested by our service users during consultation.

Car Parks are being upgraded and charges have been raised. This applies equally across all the protected characteristics with regards to people who own and drive cars. Within any public transport change there is a potential for differential impact on older people, younger people who do not have or drive cars, people with disabilities, women and those from the more deprived areas. We will undertake a full EIA on the implementation stages of transport budget plans as relevant and we have a review of disabled drivers parking provision underway.

Cross-cutting Actions

Actions 6 to 9 are cross cutting and support corporate budget delivery actions.

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.

STAGE 1: WHAT IS BEING ASSESSED AND BY WHOM?	
	“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 EIA.
Responsible Officer	Gill Peele.
Department and Service	Business Manager for Development and Regeneration.
Date of Assessment	From 27/10/11 to 21/12/11.

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 to reduce the inequality gap, particularly in health, between communities?	Changes to public transport and accessible transport services have the potential for impact on people with disabilities, older and younger people who do not own and drive cars as well as women who use public transport more than men. This could correlate to them accessing healthy living facilities like swimming pools and attending health care type appointments for themselves, their families and anyone they care for. Like wise there may be an impact on people with limited income. While this is not a differential impact as it relates to the service user profile rather than action against specific groups, as we make our service changes we need to be mindful of other service delivery arrangements that will act in mitigation e.g. locality working within children’s services and targeted financial inclusion information and advise.	Yes
What impact will there be on our priority of fostering good relations between different communities (community cohesion)?	FI and ASB intervention impacts most in relation to children, young people, parents and their families and especially lone parents – mostly women. Their work has an indirect correlation to the fear of crime and sense of wellbeing for older people, women, BME and lesbian, gay, bisexual and trans communities. Reductions in these services risk an unchecked rise in anti-social behaviour especially in some neighbourhoods. This could have an adverse effect on community tensions and so community cohesion. We will continue to monitor anti-social behaviour and where relevant take action in priority situations as we become aware of any adverse effect on community cohesion.	Yes

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?
Action 1 – FI and ASB - We will monitor anti-social behaviour and take action if we become aware of any adverse effect on community cohesion.	March 2012 and ongoing.	Stuart Palmer. Assistant Director (AD) for Strategic Housing (SH).
Action 2 – TO - As we make our service changes we will be mindful of other service delivery arrangements that mitigate against this possibility e.g. locality working within children’s services and targeted financial inclusion information and advise. This will include the outcome of the a review of subsidised bus services	End 2011 and ongoing. May 2012	Clive Perkin. AD for Transport (T).
Action 2 – TO - We will undertake a full EIA on the implementation stages of transport budget plans as relevant and complete our review of disabled drivers parking provision underway.	March 2012.	Clive Perkin. AD for T.

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?
Action 1 – FI and ASB - We will monitor anti-social behaviour and take action if we become aware of any adverse effect on children, young people, parents and their families but especially lone parents who tend to be women.	March 2012 and ongoing.	Stuart Palmer. AD for SH.
Action 1 – FI and ASB - We will monitor anti-social behaviour and take action if we become aware of any adverse effect fear of crime and sense of wellbeing for older people, women, BME and lesbian, gay, bisexual and trans communities.	March 2012 and ongoing.	Stuart Palmer. AD for SH.

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?
<p>Action 1 – FI and ASB – We will monitor ASB issues in relation to victims with disability and particularly those with learning difficulties subject to “mate” incidents and take action as relevant.</p>	<p>March 2012 and ongoing.</p>	<p>Stuart Palmer. AD for SH.</p>
<p>Action 2 – TO - Undertake a full EIA on all TO proposals to consider impacts and mitigation actions including conducting consultation with relevant diverse communities and ensuring Access Plymouth and parking services are integral to the EIA.</p>	<p>March 2012.</p>	<p>Clive Perkin. AD for T.</p>

STAGE 5: PUBLICATION

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