

EQUALITY IMPACT ASSESSMENT

Growth, Assets & Municipal Enterprise (GAME)

DRAFT FOR CONSULTATION



PLYMOUTH
CITY COUNCIL

STAGE I: What is being assessed and by whom?

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

The Growth , Assets and Municipal Enterprise (GAME) Transformation Programme is working towards achieving Plymouths 'Brilliant Co-operative Council' agenda, driving forward its values of being Pioneering Growing Confident and Caring, supporting the city in its growth.

The GAME Transformation Programme is addressing the following identified issues;

- The need to accelerate and co-ordinate economic growth and housing delivery within the City whilst incentives remain
- Financial imperatives, reducing financial envelope in which to deliver services, whilst improving quality
- A range of services that were designed around service provision rather than customer need with varying degrees of service quality to the citizen.
- Lack of customer data and skills to introduce commercialism across the Council thus not maximising revenue

Solutions to addressing these issues are being developed to;

- Generate and accelerate additional income for Plymouth City Council from economic and housing growth across the Council
- Undertake a full review of Street services which will define:
 - Operational changes to enhance service delivery
 - Provide evidence to design and deliver new service delivery models
 - Identify and deliver new opportunities for commercialism, new income streams

STAGE I: What is being assessed and by whom?

- Realise opportunities to bring in additional income from the commercialisation and increased trading of services

This will achieve the following benefits

- Increased investment in Plymouth
- Increased sustainable income streams from new homes and from charged and commercialised services
- More efficient use and increased revenue from corporate and commercial estate
- Improvement in the quality delivery of front line services at reduced cost
- Increased employment opportunities, reduced dependency on benefits and increased local economic activity
- Enhanced reputation for Growth and opportunity

GAME aims to improve service standards across Street Services, Waste Collection, Commercialisation and Fleet Services and at the same time achieve efficiencies that will support the Council in meeting its funding gap.

There are many work streams for each of these service areas which will consist of:

- Service re-organisation
- A review of service provision, providing an understanding of existing capacity and cost in the context of statutory, strategic and stakeholder requirements
- Following from the review, the aim is to develop and create a more streamlined, transparent and focused service for customers. At the same time we will aim to produce efficiencies, improve service provision and structures for delivery, optimise opportunities to work with Partners on providing some services in different ways, while focusing on core services that are retained within the Council to make them 'brilliant'.

Ongoing Community and Staff engagement will enable the Council to understand which services it should be focusing on and the standards it needs to achieve to become 'brilliant'. This will enable services to build on already good standards of provision. Due regard will be given to ensuring that the project articulates the voice of all our diverse communities and staff groups.

STAGE 1: What is being assessed and by whom?	
	Through alternative methods of service delivery we hope to give the community the opportunity to take a greater role in creating a positive environment, encouraging intergenerational work and building community capital. Regular networking meetings are taking place with Plymouth Octopus Project to engage with the Voluntary and Community Sector, not just as a communication tool but also focusing on service improvement and the potential for the co-design and co-production of services. We will engage the public by attending relevant community events e.g. Silver Sunday, Youth Centres.
Responsible Officer	Alex Hurth
Department and Service	Transformation GAME
Date of Assessment	03/12/2014

STAGE 2: Evidence and Impact				
Protected Characteristics (Equality Act)	Evidence and information (e.g. data and feedback)	Any adverse impact?	Actions	Timescale and who is responsible?
Age	Age represents a significant issue in the provision of a universal waste collection service. In 2011/12 data, 33.1% of people in Plymouth are over 50, with 7.7% over 75. Over 75's are predicted to	GAME recognises that many of the functions within Street Services, Waste Collection, Commercialisation and Fleet Services, contribute to the quality of life of all sections of the community. The needs of older and	1) Collect and collate information from partner agencies to identify current assisted collection users who will continue to require support 2) Engage with partner agencies such as the Fire Service to promote	Depending on the service area the Programme/Project Manager; <ul style="list-style-type: none"> • Alex Hurth • Stephen Evans • Tom Cox • Lee Pundsack

STAGE 2: Evidence and Impact				
Protected Characteristics (Equality Act)	Evidence and information (e.g. data and feedback)	Any adverse impact?	Actions	Timescale and who is responsible?
	rise faster than any other group (19,000 in 2008 to 31,000 in 2028).	<p>younger people will be considered in any actions taken. The project does not envisage withdrawing key services.</p> <p>For example assisted collection will continue to remain open to any individuals who require support. Individuals may be required to reapply for the service.</p> <p>However we will contact partners to produce intelligence identifying legitimate service users; this will limit the number of households we contact asking them to reapply.</p>	<p>joined up provision</p> <p>3) Contact agencies such as Senior Citizens Forum to collect feedback and enable input into proposed changes</p> <p>We will monitor to ensure we identify any adverse impacts that occur due to changes being implemented.</p>	
Disability	Data for 2011 shows that 49,545 (20.6%) of people have declared themselves as having a limiting long term illness, against a national average of 18.2%.	Fleet Services aim to improve the Council's fleet. While this may involve achieving efficiencies in Adult Social Care and	The introduction of a more efficient fleet will enable resources to be focused on areas of need, including people with disabilities.	<p>Depending on the service area the Programme/Project Manager;</p> <ul style="list-style-type: none"> • Alex Hurth • Stephen Evans • Tom Cox

STAGE 2: Evidence and Impact				
Protected Characteristics (Equality Act)	Evidence and information (e.g. data and feedback)	Any adverse impact?	Actions	Timescale and who is responsible?
	<p>11,655 (6.7%) of people consider themselves permanently sick or disabled against a national average of 5.5%.</p> <p>Around 30,000 people have a diagnosed mental health issue.</p>	<p>Children's Social Care contexts, where people with disabilities may be accessing support. We will achieve this through better use of vehicles rather than the removal of services.</p>	<p>We will monitor to ensure we identify any adverse impacts that occur due to changes being implemented.</p>	<ul style="list-style-type: none"> • Lee Pundsack
Faith, Religion or Belief	<p>As of 2011 Plymouth's breakdown in relation to religion was: No faith: 30% Hindu, Buddhist and Jewish combined less than 1%. Christian 68% Muslim/Islam 1.7%</p>	<p>No adverse impact anticipated. The same service is provided irrespective of faith, religion or belief.</p> <p>For example waste collection and management is contained to Mon – Thurs which takes account of some of the main Sabbath days.</p>	<p>We will monitor to ensure we identify any adverse impacts that occur, e.g. in relation to collection days, due to changes being implemented</p>	<p>Depending on the service area the Programme/Project Manager;</p> <ul style="list-style-type: none"> • Alex Hurth • Stephen Evans • Tom Cox • Lee Pundsack
Gender - including marriage, pregnancy and maternity	<p>There were 3216 births in 2008/9.</p> <p>7.4% homes are headed by a lone parent.</p>	<p>No adverse impact anticipated. The same standard of service will be provided irrespective of an individual's gender,</p>	<p>We will monitor to ensure we identify any adverse impacts that occur, e.g. in relation to collection days, due to</p>	<p>Depending on the service area the Programme/Project Manager;</p> <ul style="list-style-type: none"> • Alex Hurth • Stephen Evans

STAGE 2: Evidence and Impact				
Protected Characteristics (Equality Act)	Evidence and information (e.g. data and feedback)	Any adverse impact?	Actions	Timescale and who is responsible?
		marital status, pregnancy and/or maternity.	changes being implemented	<ul style="list-style-type: none"> • Tom Cox • Lee Pundsack
Gender Reassignment	Data for this area is limited. It is estimated that there are 10,000 transgender people in the UK. In Plymouth as of 2011, 23 transgender people were registered with Plymouth Pride.	No adverse impact anticipated. The same standard of service will be provided irrespective of an individual's gender reassignment.	We will monitor to ensure we identify any adverse impacts that occur, e.g. in relation to collection days, due to changes being implemented	Depending on the service area the Programme/Project Manager; <ul style="list-style-type: none"> • Alex Hurth • Stephen Evans • Tom Cox • Lee Pundsack
Race	As of 2011 Plymouth's BME community accounted for 7.1% of the overall population, significantly below the national average.	No adverse impact anticipated. The same standard of service will be provided irrespective of an individual's race.	We will monitor to ensure we identify any adverse impacts that occur, e.g. in relation to collection days, due to changes being implemented	Depending on the service area the Programme/Project Manager; <ul style="list-style-type: none"> • Alex Hurth • Stephen Evans • Tom Cox • Lee Pundsack
Sexual Orientation -including Civil Partnership	No accurate data exists regarding the LGB community in Plymouth, but nationally the population is estimated at	No adverse impact anticipated. The same standard of service will be provided irrespective of an individual's sexual	We will monitor to ensure we identify any adverse impacts that occur, e.g. in relation to collection days, due to	Depending on the service area the Programme/Project Manager; <ul style="list-style-type: none"> • Alex Hurth • Stephen Evans

STAGE 2: Evidence and Impact				
Protected Characteristics (Equality Act)	Evidence and information (e.g. data and feedback)	Any adverse impact?	Actions	Timescale and who is responsible?
	between 5 to 7 %. This would mean that around 12,500 people aged over 16 in Plymouth are LGB.	orientation.	changes being implemented	<ul style="list-style-type: none"> • Tom Cox • Lee Pundsack

STAGE 3: Are there any implications for the following? If so, please record 'Actions' to be taken		
Local Priorities	Implications	Timescale and who is responsible?
Reduce the inequality gap, particularly in health between communities.	GAME recognises that different areas in the city face different challenges and have different needs in relation to Street Services, Waste Collection, Commercialisation and Fleet Services. Whilst services are mainly universal the potential impact on people with disabilities has been identified and will be mitigated ensuring the service continues to help to close the health inequality gap.	N/A
Good relations between different communities (community cohesion).	The project aims to increase community cohesion by promoting co-design and co-production and realising cleaner, more attractive environments. It will also seek to embrace working with VCS organisations which build community cohesion, for example 'Friends of' groups and Residents Associations.	N/A
Human Rights	No Human Rights implications have been identified. The service will remain universal, ensuring that all residents receive equitable and effective provision.	N/A

STAGE 4: The Principles of Fairness	
Principles	Comment
People should be able to access opportunity whatever their circumstances	We have sought to promote opportunities in the community to enable personal development, notably through a time banking approach.
The city should give priority to those in greatest need when it allocates resources	The project will create a more efficient service, enabling resources to be allocated to those in greatest need e.g. assisted waste collection
Things that make the biggest difference to people's lives should get priority when deciding where resources go	More efficient provision will enable the Council to divert resources to other services such as Children's Social Care and Adult Social Care that deal with high level community need. Commercialisation is about generating income for the organisation enabling resources to be diverted where it is needed.
The way things are done in the city matters just as much as what is done	We regularly engage with Members, voluntary community sector, partner agencies and stakeholders to promote opportunities to co-design and co-produce the service going forward and to improve working relationships between groups. This is already taking place by means of ongoing engagement with Members, staff meetings, joined-up meetings with partners and stakeholders and networking meetings with the voluntary community sector.
Unfairness which takes time to remove needs policies for the long term	We provide services on a city-wide basis to a short and medium-term service delivery plan as well as in line with longer-term plans in keeping with the Council's vision.
Preventing inequalities is more effective than trying to eliminate them	We will create a more efficient service, enabling resources to be allocated to those in greatest need.
Services should be provided 'with' people, not 'for' them	We will engage with service users, Members, voluntary community sector, partner agencies and stakeholders to promote opportunities where it impacts upon them, giving them the opportunity to co-design changes.
The needs of future and current generations should be balanced when making decisions.	We will take into account the needs of different generations. The needs of future generations are embedded in GAME. For example we will ensure we take an environmentally friendly approach to achieve a reduction in carbon emissions and hope to improve recycling.

STAGE 4: Publication

Director, Assistant Director/Head of Service approving EIA.



Date

19.12.14

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