

The **public sector Equality Duty** (Section 149 of the Equality Act) requires public bodies to have due regard to the need to eliminate discrimination, advance equality of opportunity, and foster good relations between different people carrying out their activities.

The Equality Duty supports good decision making – it encourages public bodies to be more efficient and effective by understanding how different people will be affected by their activities, so that their policies and services are appropriate and accessible to all and meet different people’s needs. The City Council’s Equality Impact Assessments (EIA) includes an assessment of the community safety impact assessment to comply with section 17 of the Crime and Disorder Act and will enable the council to better understand the potential impact of the budget proposals and consider mitigating action.

Portfolio Reference No. AS10g AS11g	Review of non residential care charging policy for adult social care Charging for 24 hour, night sleep in, night waking and Extra Care overnight care
Volumes (numbers of customers) and Profile	At August 2012 2 individuals received 24 hour care, 16 sleep in care, 11 waking night care and 31 lived in Extra Care
Staffing and budget	
Summary of Impact and Issues	Some individuals who are assessed as being able to do so will pay more for their services
Potential Positive Impacts	Supports the development of personalised service provision in adult social care Ensures policy fits with national guidance Ensures equity and fairness Supports the development of alternatives to residential care – promoting continued independence
Responsible Service Manager	Carol Valentine
Date	28.9.12

Approval by Senior Manager	
Name:	Carol Valentine
Signature	
Date	28.9.12

Potential Impact

Group	Details of Impact	Possible Solutions & Mitigating Actions
Age	<p>The majority of social care users are over 65</p> <p>- Some individuals may be required to contribute more</p>	<p>Individuals will contribute based on assessment of their income and ability to contribute</p> <p>No one will be left with disposable income of less than DWP minimum income guarantee plus 25%</p> <p>Anyone who feels they have to refuse care because of the impact of the additional cost will be assessed and support provided to meet eligible need</p>
Disability	<p>Social care users have critical or substantial need generally associated with their disability.</p> <p>- Some individuals may be required to contribute more</p>	<p>Individuals will contribute based on assessment of their income and ability to contribute</p> <p>No one will be left with disposable income of less than DWP minimum income guarantee plus 25%</p> <p>Anyone who feels they have to refuse care because of the impact of the additional cost will be assessed and support provided to meet eligible need</p>
Gender	<p>More users of social care are female</p> <p>- Some individuals may be required to contribute more</p>	<p>Individuals will contribute based on assessment of their income and ability to contribute</p> <p>No one will be left with disposable income of less than DWP minimum income guarantee plus 25%</p> <p>Anyone who feels they have to refuse care because of the impact of the additional cost will be assessed and support provided to meet eligible need</p>
Race	No impact	
Religion or Belief	No impact	
Marriage and Civil Partnership	No impact	

Pregnancy and Maternity	No impact	
Gender Reassignment	No impact	
Community Safety	No impact	
Sexual Orientation	No impact	
Poverty	<p>Many individuals who receive social care support are on fixed incomes such as pensions or state benefits</p> <p>Some individuals may be required to contribute more</p>	<p>Individuals will contribute based on assessment of their income and ability to contribute</p> <p>No one will be left with disposable income of less than DWP minimum income guarantee plus 25%</p> <p>Anyone who feels they have to refuse care because of the impact of the additional cost will be assessed and support provided to meet eligible need</p> <p>Potential impact of changes to housing and state benefits will be taken into account in individual financial assessments</p>
Staff	No impact	

WORK IN PROGRESS



EQUALITY IMPACT ASSESSMENT
Proposals considered in July 2012

The public sector Equality Duty (Section 149 of the Equality Act) requires public bodies to have due regard to the need to eliminate discrimination, advance equality of opportunity, and foster good relations between different people carrying out their activities.

The Equality Duty supports good decision making – it encourages public bodies to be more efficient and effective by understanding how different people will be affected by their activities, so that their policies and services are appropriate and accessible to all and meet different people’s needs. The City Council’s Equality Impact Assessments (EIA) includes an assessment of the community safety impact assessment to comply with section 17 of the Crime and Disorder Act and will enable the council to better understand the potential impact of the budget proposals and consider mitigating action.

Portfolio Reference No. AS10h / AS11h	Proposal: Review of Non Residential Charging Policy for Adult Social Care Increase in income from clients due to increase in benefits.
Volumes (number of customers) and profile	In August 2012 2109 individuals were being charged for non residential care. This includes people with disabilities and illnesses, those with mental health issues, people with learning disabilities and people with substance misuse problems.
Staffing and budget	
Summary of impact and Issues	Some individuals who are assessed as being able to do so will pay more for their services as their income will have risen
Potential Positive Impact	Supports the development of personalised service provision in adult social care Ensures policy fits with national guidance Ensures equity and fairness

Responsible Service Manager :	
Date:	
Approval by Senior Manager	
Name:	
Signature:	
Date:	

Draft Equality Impact Assessment:

POTENTIAL IMPACT		
Group	Details of impact	Possible Solutions/ Mitigating Actions
Age	The majority of social care users are over 65 - Some individuals may be required to contribute more	Individuals will contribute based on assessment of their income and ability to contribute No one will be left with disposable income of less than DWP minimum income guarantee plus 25% Anyone who feels they have to refuse care because of the impact of the additional cost will be assessed and support provided to meet eligible need
Disability	Social care users have critical or substantial need generally associated with their disability. - Some individuals may be required to contribute more	Individuals will contribute based on assessment of their income and ability to contribute No one will be left with disposable income of less than DWP minimum income guarantee plus 25% Anyone who feels they have to refuse care because of the impact of the additional cost will be assessed and support provided to meet eligible need
Gender	More users of social care are female - Some individuals may be required to contribute more	Individuals will contribute based on assessment of their income and ability to contribute No one will be left with disposable income of less than DWP minimum income guarantee plus 25% Anyone who feels they have to refuse care because of the impact of the additional cost will be assessed and support provided to meet eligible need
Race	No impact	
Religion/ Belief	No impact	
Marriage and Civil Partnership	No impact	
Pregnancy and maternity	No impact	
Gender reassignment	No impact	
Community Safety	No impact	
Sexual Orientation	No impact	

Draft Equality Impact Assessment:

Poverty	Many individuals who receive social care support are on fixed incomes such as pensions or state benefits Some individuals may be required to contribute more	Individuals will contribute based on assessment of their income and ability to contribute No one will be left with disposable income of less than DWP minimum income guarantee plus 25% Anyone who feels they have to refuse care because of the impact of the additional cost will be assessed and support provided to meet eligible need Potential impact of changes to housing and state benefits will be taken into account in individual financial assessments
Staff	No impact	

DRAFT - WORK IN PROGRESS

Draft Equality Impact Assessment:



EQUALITY IMPACT ASSESSMENT Proposals considered in July 2012

EIA No:
AS12a

The public sector Equality Duty (Section 149 of the Equality Act) requires public bodies to have due regard to the need to eliminate discrimination, advance equality of opportunity, and foster good relations between different people carrying out their activities.

The Equality Duty supports good decision making – it encourages public bodies to be more efficient and effective by understanding how different people will be affected by their activities, so that their policies and services are appropriate and accessible to all and meet different people's needs. The City Council's Equality Impact Assessments (EIA) includes an assessment of the community safety impact assessment to comply with section 17 of the Crime and Disorder Act and will enable the council to better understand the potential impact of the budget proposals and consider mitigating action.

Portfolio Reference No. AS12a	Undertake cuts in the Supporting People programme, resulting in service reductions: Supporting People housing related support to drug and alcohol users
Volumes (number of customers) and profile	At least 70 individuals at any one time receive housing related support from this service. This is often short-term interventions for individuals who have been through other drug rehabilitation services and are now living in the community. Also, a number of formerly homeless people are supported, to help maintain their accommodation and prevent 'sliding back' into higher drug and alcohol use.
Staffing and budget	Budget £198k pa. Society of St James provide the service (following a tender). Proposal will end the budget in full.
Summary of impact and Issues	Reduced support to help people with chaotic and addictive behaviours settle back into and/or continue to live successfully in the community. Support includes help with tenancies and maintaining accommodation; support with budgeting; signposting; help with employment. The risk is that the loss of this support could lead to fewer people sustaining long-term drug-free/reduced lifestyles, presenting problems for drug services in future years. DAT budget is also subject to reductions from 2013/14, reducing the opportunity to shift resources to support drug users. There no scope for additional support to alcohol users – who make up to 50% of users of the service, but homelessness support services already have knowledge of many of this group, and specialist training will continue to be provided to support workers.
Potential Positive Impact	

Responsible Service Manager : Matthew Waters

Draft Equality Impact Assessment:

Date: Tuesday, 23 rd October 2012	
Approval by Senior Manager	
Name:	
Signature:	
Date:	

DRAFT - WORK IN PROGRESS

Draft Equality Impact Assessment:

POTENTIAL IMPACT		
Group	Details of impact	Possible Solutions/ Mitigating Actions
Age	Users are of all age groups from 18 upwards. The majority of users are aged 21 to 50, but with some older alcohol users. Support for resettlement will reduce potentially placing individuals at risk of homelessness should they be unable to manage their tenancy. Possibility that many may increase their drug use again, leading to more work for drug services.	Continued specialist training for support workers in homelessness services and floating support services will help to meet some tenancy related issues. Before the contract ends, the service will be asked to handover on-going casework to floating support services, who will make decisions on their capacity to manage this group's needs.
Disability	Service provided across all groups – people with disabilities and those without. Some individuals will have diagnosed mental health problems, which could be exacerbated if they risk homelessness again. Support for resettlement will reduce potentially placing individuals at risk of homelessness should they be unable to manage their tenancy. Possibility that many may increase their drug use again, leading to more work for drug services.	Continued specialist training for support workers in homelessness services and floating support services will help to meet some tenancy related issues. Before the contract ends, the service will be asked to handover on-going casework to floating support services, who will make decisions on their capacity to manage this group's needs.
Gender	Service open to both sexes. Higher proportion of males access the service reflecting the demographics of problematic drug use. The availability of the service in people's homes increases the potential accessibility to women – which may have been reduced by the requirement to attend open sessions/day centres for specific drug services. The ending of this support will reduce this access. Possibility that many may increase their drug use again, leading to more work for drug services.	Continued specialist training for support workers in homelessness services and floating support services will help to meet some tenancy related issues. Before the contract ends, the service will be asked to handover on-going casework to floating support services, who will make decisions on their capacity to manage this group's needs.
Race	Users of all races use the service, although white people have a slightly higher use than the demographic profile suggests.	Continued specialist training for support workers in homelessness services and floating support services will help to meet some tenancy related issues. Before the contract ends, the service will be asked to handover on-going casework to floating support services, who will make decisions on their capacity to manage this group's needs.
Religion/ Belief	Users of all religions and beliefs use the service. Support workers provide support to help people to practice their beliefs.	No specific action to be taken.

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Marriage and Civil Partnership	Couples access the service, even where only one has a specific drug use issue.	Continued specialist training for support workers in homelessness services and floating support services will help to meet some tenancy related issues. Before the contract ends, the service will be asked to handover on-going casework to floating support services, who will make decisions on their capacity to manage this group's needs.
Pregnancy and maternity	Few pregnant women access the service, although their needs can be accommodated.	No specific action to be taken.
Gender reassignment	People who have had their gender reassigned or those pre-operation etc can use the service	No specific action to be taken.
Community Safety	Fewer support services for drug users could result in increased offences, as there is less support available at the time needed by the user. The fact that this service works with people in their own homes could increase issues in some parts of the city, if drug use increases as a result of the reduction in service.	Continued specialist training for support workers in homelessness services and floating support services will help to meet some tenancy related issues. Before the contract ends, the service will be asked to handover on-going casework to floating support services, who will make decisions on their capacity to manage this group's needs. Probation Service to be involved in discussions.
Sexual Orientation	People of all sexual orientations can access the service.	No specific action to be taken.
Poverty	Users accessing are often receiving benefits. The service helps with benefit and income maximisation while the individual is at home. There is specific support to help people back into employment that will no longer be available, reducing access to work.	Continued specialist training for support workers in homelessness services and floating support services will help to meet some tenancy related issues. Before the contract ends, the service will be asked to handover on-going casework to floating support services, who will make decisions on their capacity to manage this group's needs.
Staff	None.	No action required.



EQUALITY IMPACT ASSESSMENT Proposals considered in July 2012

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The Equality Duty supports good decision making – it encourages public bodies to be more efficient and effective by understanding how different people will be affected by their activities, so that their policies and services are appropriate and accessible to all and meet different people’s needs. The City Council’s Equality Impact Assessments (EIA) includes an assessment of the community safety impact assessment to comply with section 17 of the Crime and Disorder Act and will enable the council to better understand the potential impact of the budget proposals and consider mitigating action.

Portfolio Reference No. AS12b	Undertake cuts in the Supporting People programme, resulting in service reductions: Supporting People housing related support to people with mental health problems
Volumes (number of customers) and profile	Over 250 people with mental health problems who are living in the community receive support from the Supporting People programme. 138 of these live in supported housing schemes. All the contracts initial three year period ends in August 2013. There is the potential to reduce the units of accommodation and support available by taking out void accommodation and helping some people to move on more quickly – ie demand is lower than the current capacity. In the longer term this could impact on moves from residential care to the community (with some possible impacting on the care budget), some savings (e.g. £100K full year) could be achieved without serious impact, through negotiations and possibly tendering of one service.
Staffing and budget	Total budget - £1 million pa. all contracts provided by voluntary sector agencies after tendering. Proposals will reduce the budget by £100K pa.
Summary of impact and Issues	Reduced support to help people with mental health problems live and settle back into and/or continue to live successfully in the community. Support includes help with tenancies and maintaining accommodation; support with budgeting; signposting; help with employment. However, the majority of the accommodation will remain available, and floating support services will be impacted by only a very small amount.
Potential Positive Impact	Reduction of voids, and decision could reduce relatively poor accommodation standards of a small number of units, by focusing on ending agreements first on these units. There is also a need to focus on providing better quality housing, including self-contained accommodation, which will be taken forward at the same time.

Draft Equality Impact Assessment:

Responsible Service Manager : Matthew Waters	
Date: Tuesday, 25th September 2012	
Approval by Senior Manager	
Name:	
Signature:	
Date:	

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Draft Equality Impact Assessment:

POTENTIAL IMPACT		
Group	Details of impact	Possible Solutions/ Mitigating Actions
Age	Users are of all age groups from 18 upwards up to 60, with the largest group aged 30 – 55.	No specific action suggested.
Disability	Service provided across all groups – people with disabilities and those without.	No specific action to be taken. Adapted accommodation will not be taken out of contracts, increasing the percentage accessible by disabled people. Limited impact on others with a disability as the biggest change is the reduction in void (ie empty) units.
Gender	Service open to both sexes. More males are in accommodation than females – figure of more than 2:1. There is a need for more self-contained accommodation to be available to this group, which could make it a better choice for women.	Ability to access remains equal across the sexes. However, focus on increasing the availability of self-contained housing would benefit both sexes.
Race	Users of all races use the service, although white people have a slightly higher use than the demographic profile suggests.	No specific action to be taken. Accommodation location will be one aspect of decision-making to reduce voids, so that accommodation used by racial groups will not be affected..
Religion/ Belief	Users of all religions and beliefs use the service. Support workers provide support to help people to practice their beliefs.	No specific action to be taken.
Marriage and Civil Partnership	Couples access the service, particularly from their own homes, via floating support.	No specific action to be taken. Floating support not subject to significant change – and will pick up any individuals move-on from supported housing.
Pregnancy and maternity	Few pregnant women access the service, although their needs can be accommodated.	No specific action to be taken. Support from floating services can work with pregnant women at home and within other support services, where necessary.
Gender reassignment	People who have had their gender reassigned or those pre-operation etc can use the service	No specific action to be taken.
Community Safety	Fewer support services for some individuals with mental health problems could result in offences, as there is less support available at the time needed by the user.	Probation Service to be involved in discussions re: addresses to be lost – but as the main impact is on reducing voids, impact will be limited.
Sexual Orientation	People of all sexual orientations can access the service	No specific action to be taken.
Poverty	Users accessing are often receiving benefits. The service helps with benefit and income maximisation.	No specific action to be taken. All services to continue to focus on maximising benefits.
Staff	None.	No action required.



EQUALITY IMPACT ASSESSMENT Proposals considered in July 2012

The public sector Equality Duty (Section 149 of the Equality Act) requires public bodies to have due regard to the need to eliminate discrimination, advance equality of opportunity, and foster good relations between different people carrying out their activities.

The Equality Duty supports good decision making – it encourages public bodies to be more efficient and effective by understanding how different people will be affected by their activities, so that their policies and services are appropriate and accessible to all and meet different people's needs. The City Council's Equality Impact Assessments (EIA) includes an assessment of the community safety impact assessment to comply with section 17 of the Crime and Disorder Act and will enable the council to better understand the potential impact of the budget proposals and consider mitigating action.

Portfolio Reference No. AS12c	Undertake cuts in the Supporting People programme, resulting in service reductions: Supporting People housing related support to single people who are homeless
Volumes (number of customers) and profile	Services for single homeless people and ex-offenders were tendered and new contracts started in April 2012. One service closes for refurbishment in September 2012 (Bellevue Road) with a view to opening in 2014 with a central government grant of several million pounds. The homelessness services have been significantly reduced in size with the focus on the most vulnerable and chaotic individuals – 140 low-level support units were taken out of the commissioning model (200 units if Bellevue Road is included). This model of services has enabled these efficiencies to be achieved however, increases in single homelessness often lag behind economic changes. Access to the services is managed by the City Council's Street Homeless Prevention Team, who also have responsibility for diverting people from these services. Potential to withdraw funding from refurbished Bellevue Road (this will revert to student housing, and will have no positive impact on the Council's work) - potential saving of £110K pa. End Intensive Outreach funding within Homelessness Department (currently vacant post) - £45K pa, but impact on intensive homelessness prevention work. Services for single homeless people have helped the city reduce street homelessness in recent years (to below 6 – although some people with no recourse to public funds have raised this figure recently). In recent years, the focus of support has been on preventing homelessness and diverting people from accommodation-based support, and moving people on from accommodation services, freeing support and bedspaces for others.
Staffing and budget	Total budget - £2 million pa. all contracts provided by voluntary sector agencies after tendering. Proposals will reduce funding by £155K pa.
Summary of	Reduced support to help single people who are homeless live and settle

Draft Equality Impact Assessment:

Impact and Issues	back into the community. Support includes help with tenancies and maintaining accommodation; support with budgeting; signposting; help with employment. However, the majority of the accommodation will remain available, and floating support services will help to manage the impact. The ability of the Homelessness team to manage more complex cases and help divert single people from services will be reduced by the removal of this post.
Potential Positive Impact	Considering if Bellevue Road as new accommodation could be kept, with other units being reduced to match the change in resources. Consideration is also being given to using Bellevue Road for young people's accommodation – replacing some existing units for this group.

Responsible Service Manager : Matthew Waters	
Date: Tuesday, 25th September 2012	
Approval by Senior Manager	
Name:	
Signature:	
Date:	

DRAFT - WORK IN PROGRESS

Draft Equality Impact Assessment:

POTENTIAL IMPACT		
Group	Details of impact	Possible Solutions/ Mitigating Actions
Age	Users are of all age groups from 18 upwards to 60. The largest concentration is for single people aged 25-45. Other specific services are available for people aged 16-21, including care leavers.	No specific action suggested.
Disability	Service provided across all groups – people with disabilities and those without.	No specific action to be taken. Adapted accommodation will not be taken out of contracts, increasing the percentage accessible by disabled people.
Gender	Service open to both sexes. More men than women use the single people services – a ratio of approximately 3:1. However, the number of single women becoming homeless is increasing, and more women-only units are being made available.	No specific action to be taken. Ability to access remains equal across the sexes. Within the accommodation units remaining, women-only units are available.
Race	Users of all races use the service, although white people have a slightly higher use than the demographic profile suggests.	No specific action to be taken. Accommodation location will be one aspect of decision-making.
Religion/ Belief	Users of all religions and beliefs use the service. Support workers provide support to help people to practice their beliefs.	No specific action to be taken.
Marriage and Civil Partnership	Couples access the service, particularly from their own homes, via floating support.	No specific action to be taken. Floating support not subject to significant change – and will pick up any individuals moving-on from supported housing.
Pregnancy and maternity	Few pregnant women access the service, although their needs can be accommodated.	No specific action to be taken. Support from floating services can work with pregnant women at home and other support services, where necessary.
Gender reassignment	People who have had their gender reassigned or those pre-operation etc can use the service	No specific action to be taken.
Community Safety	Reducing outreach provision could mean fewer cases of single homelessness being prevented. This would increase pressure on services, and could result in increased homelessness which in turn can increase crime both by and to people sleeping rough.	Probation Service to be involved in discussions re: addresses to be lost. Street Homeless Prevention Team work directly with street sleepers and engage and look at long-term solutions. Accommodation access is prioritised on those with greatest needs.
Sexual Orientation	People of all sexual orientations can access the service	No specific action to be taken.
Poverty	Users are often receiving benefits. The services help with benefit and income maximisation. Impact of these proposals will be limited	No specific action to be taken. All services to continue to focus on maximising benefits.
Staff	One post in Housing to be lost.	Post is currently vacant.

Draft Equality Impact Assessment:



EQUALITY IMPACT ASSESSMENT Proposals considered in July 2012

EIA No:
AS12d
/AS12f

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Portfolio Reference No. AS12d AS12f	Undertake cuts in the Supporting People programme, resulting in service reductions: To reduce Supporting People housing related support to women fleeing domestic violence by confirming a reduction in bed spaces, and ending Supporting People funded outreach support
Volumes (number of customers) and profile	The Council has commissioned 23 bed spaces from two suppliers, with one contract also including an outreach post. Since providing these contracts, further outreach work has been commissioned from a separate agency by other areas of the Council, and one house (providing three bed spaces) has been removed due to housing management decisions. These three bed spaces were to be replaced, but the proposal is for these not to be replaced (reducing the total bed spaces to 20) and for some other units to be replaced in full by higher quality accommodation.
Staffing and budget	Budget £300k pa. Services provided by Stonham (part of Home Group) and Raglan HA.
Summary of impact and Issues	The reduction of three bed spaces has technically already been accounted for. The original Stonham contract (from the end of 2008) was for 15 bed spaces (all shared). A reduction in numbers was agreed previously as Stonham ended the agreement on a proportion of the shared housing and entered into a separate agreement for self-contained accommodation at the start of 2011/12. This reduced the total number of available places by three bed spaces. It was a housing management decision to end the lease agreement on the properties at this time, as void levels were high and the accommodation provided was not of a significantly high standard. The reduction of three bed spaces has not added to waiting times, but any reduction beyond this would have an impact on the ability of services to meet needs. Supporting People had been working with Stonham to identify new self-contained housing to replace the three bed spaces. More recently the discussions have centred on finding more self-contained accommodation or better (i.e. higher quality) shared

Draft Equality Impact Assessment:

	<p>accommodation to replace all the existing shared housing. This accommodation would be easier to manage both from a housing management and a Supporting People angle producing more savings to this budget. The city has good links with neighbouring authorities enabling help to be provided for women who need to leave the city (and providing for women moving to the city because they cannot stay in their home area). Access is monitored and the services are a key part of the Homelessness Team's response to needs.</p> <p>The Outreach Service is effectively provided by another provider (through corporate grants process – this service commenced more recently than the SP funding). The reduction in SP monies will be enacted mid 2013, allowing time for negotiations and the change to be managed. This will focus SP resources on support in accommodation only for this group. The role of the Stonham outreach worker will be covered by existing accommodation based staff – helping women to resettle.</p>

Responsible Service Manager : Matthew Waters	
Date: Tuesday, 25th September 2012	
Approval by Senior Manager	
Name:	
Signature:	
Date:	

Draft Equality Impact Assessment:

POTENTIAL IMPACT		
Group	Details of impact	Possible Solutions/ Mitigating Actions
Age	Users are of all age groups from 18 upwards. Age ranges show no significantly higher use by a particular age group, but use by those aged above 60 is limited.	Void levels have reduced since the three bed spaces were removed. Access is still good for women fleeing domestic violence.
Disability	Service provided across all groups – people with disabilities and those without.	No specific action to be taken. Accommodation that remains and that which will replace current units in future will be better suited to people with disabilities.
Gender	Service open to women only.	Void levels have reduced since the three bed spaces were removed. Access is still good for women fleeing domestic violence.
Race	Users of all races use the service.	No specific action to be taken. Void levels have reduced since the three bed spaces were removed. Access is still good for women fleeing domestic violence. The move to provide more self-contained units better protects women from a range of races.
Religion/ Belief	Users of all religions and beliefs use the service. Support workers provide support to help people to practice their beliefs.	No specific action to be taken.
Marriage and Civil Partnership	Couples cannot access the service. No change.	No specific action to be taken.
Pregnancy and maternity	Few pregnant women access the service, although their needs can be accommodated.	No specific action to be taken. Void levels have reduced since the three bed spaces were removed. Access is still good for women fleeing domestic violence, including pregnant women – the change to more self-contained housing works particularly well for pregnant women and those with small children.
Gender reassignment	People who have had their gender reassigned from male to female can use the service	No specific action to be taken. Void levels have reduced since the three bed spaces were removed. Access is still good for women fleeing domestic violence.
Community Safety	End of outreach contract will have only limited impact as much from the SP services is focused on women moving on from accommodation. This will be managed from remaining staffing within the service.	No specific action to be taken. Women will be supported in moving from staff working within the accommodation services. The reduction in outreach could have an impact on the ability of some women to manage their tenancies

Draft Equality Impact Assessment:

		– but links with other agencies will help to identify those most at risk.
Sexual Orientation	People of all sexual orientations can access the service	No specific action to be taken. Void levels have reduced since the three bed spaces were removed. Access is still good for women fleeing domestic violence.
Poverty	Users accessing are often receiving benefits. The service helps with benefit and income maximisation.	No specific action to be taken. Women will continue to be supported to maximise benefits.
Staff	None.	No action required.

DRAFT - WORK IN PROGRESS

Draft Equality Impact Assessment:



EQUALITY IMPACT ASSESSMENT Proposals considered in July 2012

EIA No:
AS12e &
AS12g

<p>Portfolio Reference No. AS12e AS12g</p>	<p>Undertake cuts in the Supporting People programme, resulting in service reductions: Supporting People housing related support to older people in sheltered housing and provide more support to older people in the community.</p>
<p>Volumes (number of customers) and profile</p>	<p>Over 3500 older people have traditionally been supported to live in sheltered housing schemes across the city. In most schemes people with all abilities and needs are expected to receive support from Wardens and other support workers – regardless of their actual needs. Since 2010, changes to in-house provision have reduced support to older people who have no need for support and have provided more resources to older people in the community. In addition, a changed definition of sheltered and non-sheltered accommodation has enabled people to make better choices on the accommodation they move to and also the level of support they receive.</p> <p>The experience on in-house services is that support can be better targeted, it can be raised to meet actual needs, it can be reduced where there are no needs, and providing teams in localities is a more efficient way of supporting this group. The in-house services are able to provide dedicated resources for managing activities within schemes, promoting activity and engagement for residents and neighbours from the local community.</p> <p>Identifying older people with support needs in the community requires good relationships to be developed with a range of community based organisations. In-house, the 60-plus service (also paid for by Supporting People) has been successful in managing this.</p> <p>There is a need to support similar moves with RSLs in the city. To focus support only on those who need it within the accommodation.</p>
<p>Staffing and budget</p>	<p>Total budget - £1.525 million pa. Proposals will reduce funding by £75K in 2013/14 and by a total of £200K pa from 2014/15</p>
<p>Summary of impact and issues</p>	<p>In 2013/14 the proposal is to support current landlords/support providers to begin changes to support provision. This will include more mobile wardens and a greater focus of support on those with needs – and reducing support on those without needs. This will require concerted publicity campaigns and consultation to advise residents of changes to services – already begun by a number of providers. In 2014/15, the pace of change will be increased, possibly enacted through tendering, which may need to include in-house sheltered support services. More older people in the community will be supported, and provision in sheltered housing schemes will better reflect actual needs. The city's allocation</p>

Draft Equality Impact Assessment:

	process may need to change to reflect this provision, including a greater emphasis on high levels of support in extra care services etc. Support is likely to continue for over 3,000 older people in the city.
Potential Positive Impact	Better and more targeted support for those who need it, including those in the community. More support to older people in extra care settings. More resources to support activities promoting healthy living.

Responsible Service Manager : Matthew Waters	
Date: Tuesday, 25th September 2012	
Approval by Senior Manager	
Name:	
Signature:	
Date:	

DRAFT - WORK IN PROGRESS

Draft Equality Impact Assessment:

POTENTIAL IMPACT		
Group	Details of impact	Possible Solutions/ Mitigating Actions
Age	Users are of all age groups from 60 upwards, although in reality, many schemes now work with people aged 50+ to help manage void issues.	No specific action suggested. Proposal will better target support to those who need it, and provide more support for older people remaining in their own homes in the community.
Disability	Services provided across all groups – people with disabilities and those without. A higher number of people with disabilities live in sheltered housing. Support need assessments identify those with support needs and support will be focused on these individuals	Adapted accommodation will not be taken out of contracts. People with disabilities and support needs will continue to receive support, and this will be better matched to meeting specifically identified needs.
Gender	Services open to both sexes. Residents reflect the local population (by age group).	No specific action to be taken. Ability to access remains equal across the sexes. Support will only be changed for those with no needs and should better reflect actual needs.
Race	Users of all races use the services.	No specific action to be taken. Ability to access remains equal across the sexes. Some schemes focus on the needs of specific races and groups, and these will continue. There is then potential that more people from minority ethnic communities will be supported in their own homes.
Religion/ Belief	Users of all religions and beliefs use the service. Support workers provide support to help people to practice their beliefs.	No specific action to be taken. Religious beliefs are supported across schemes where appropriate and requested. Activities should reflect these needs.
Marriage and Civil Partnership	Couples access the services.	No specific action to be taken. Ability to access is not affected.
Pregnancy and maternity	Due to age restrictions, no pregnant women access the services.	No specific action to be taken.
Gender reassignment	People who have had their gender reassigned or those pre-operation etc can use the service	No specific action to be taken. Ability to access is not affected.
Community Safety	Greater level of support to older people in the community may mean a greater range of issues will be identified, supporting people who wish to remain at home.	No specific action to be taken. Service changes are expected to help more older people in the community.
Sexual Orientation	People of all sexual orientations can access the service	No specific action to be taken. Ability to access is not affected.
Poverty	Users accessing are often receiving benefits. The service helps with benefit and income maximisation.	All services to continue to focus on maximising benefits. Greater potential for people not in sheltered housing to have access to support.
Staff	None.	No action required.



EQUALITY IMPACT ASSESSMENT

Proposals considered in July 2012

The public sector Equality Duty (Section 149 of the Equality Act) requires public bodies to have due regard to the need to eliminate discrimination, advance equality of opportunity, and foster good relations between different people carrying out their activities.

The Equality Duty supports good decision making – it encourages public bodies to be more efficient and effective by understanding how different people will be affected by their activities, so that their policies and services are appropriate and accessible to all and meet different people’s needs. The City Council’s Equality Impact Assessments (EIA) includes an assessment of the community safety impact assessment to comply with section 17 of the Crime and Disorder Act and will enable the council to better understand the potential impact of the budget proposals and consider mitigating action.

Portfolio Reference No. AS13a	Advice and Information / Day Care contracts To end payment for the advice service to Older People managed by Age Concern Southampton
Volumes (number of customers) and profile	The contract funds Age Concern’s advice line to personal and phone callers, and gives advice and support about many aspects of ageing, services and support. It acts as a signposting agent to other services and acts to divert people away from adult social care services, where possible. This results in less traffic for advice within adult social care. Over 650 face to face meetings with Older People were held by the service in the past year. The service also provides telephone advice and information made available on web etc.
Staffing and budget	Total budget - £18,600. To end the contract in full from year 2013/14
Summary of impact and Issues	In 2013/14 the proposal is to end all support for the local Age Concern Southampton helpline. The overall impact would be to reduce advice to older people in the community, and is likely to result in older people either not receiving good quality advice – and perhaps not recognising their entitlement to support and other services – or approaching other agencies for this advice. This would include Health and Adult Social Care Contact Team. This may lead to assessments of need being undertaken, when then Age Concern service may have been able to promote self-help. It was expected that this service would form part of a wider review of advice and information services in the city that would have considered the future services the city would want to prioritise to divert people from higher cost services. The loss of funding in 2013/14 will mean the opportunity to provide comprehensive services will be reduced.

Draft Equality Impact Assessment:

Responsible Service Manager : Matthew Waters	
Date: Tuesday, 2nd October 2012	
Approval by Senior Manager	
Name:	
Signature:	
Date:	

DRAFT - WORK IN PROGRESS

Draft Equality Impact Assessment:

POTENTIAL IMPACT		
Group	Details of impact	Possible Solutions/ Mitigating Actions
Age	Users are all from the age of 50 upwards. Access to advice on issues from benefits to support will be reduced, leading to many either failing to seek advice, contacting other agencies (increasing the pressure on these), or increasing the traffic to SCC health and Adult Social Care contact team. Failure to get good advice early on could increase risks to older people	Other services are likely to see an increase in advice calls from older people. We will work with Age Concern to analyse the key areas of advice calls in the past year, so that agencies can gear themselves up in these areas.
Disability	A higher number of older people have disabilities than other age groups, so the impact is likely to be greater. Access to advice on issues from benefits to support will be reduced, leading to many either failing to seek advice, contacting other agencies (increasing the pressure on these), or increasing the traffic to SCC health and Adult Social Care contact team. Failure to get good advice early on could increase risks to older people with disabilities.	Other services are likely to see an increase in advice calls from older people with disabilities. We will work with Age Concern to analyse the key areas of advice calls in the past year, so that agencies can gear themselves up in these areas.
Gender	Service is open to both sexes. There are more older women than older men so the impact is likely to be greater on this group.	Other services are likely to see an increase in advice calls from older people, including a higher number of women. We will work with Age Concern to analyse the key areas of advice calls in the past year, so that agencies can gear themselves up in these areas.
Race	Users of all races use the service.	No specific action to be taken. Other services are likely to see an increase in advice calls from older people, representing all communities. We will work with Age Concern to analyse the key areas of advice calls in the past year, so that agencies can gear themselves up in these areas.
Religion/ Belief	Users of all religions and beliefs use the service.	No specific action to be taken. Other services are likely to see an increase in advice calls from older people, representing all religions and beliefs. We will work with Age Concern to analyse the key areas of advice calls in the past year, so that agencies can gear themselves up in these areas.
Marriage and Civil Partnership	Couples access the service.	No specific action to be taken. Other services are likely to see an increase in advice calls from older people, including couples. We will work with Age Concern to analyse the key

Draft Equality Impact Assessment:

		areas of advice calls in the past year, so that agencies can gear themselves up in these areas.
Pregnancy and maternity	Due to age restrictions, no pregnant women access the services.	No specific action to be taken.
Gender reassignment	People who have had their gender reassigned or those pre-operation etc can use the service	No specific action to be taken.
Community Safety	Reduction in the availability of advice to older people in the community may mean a range of issues not being addressed. This could result in a lack of signposting to other agencies potentially putting some older people at risk.	Other services are likely to see an increase in advice calls from older people. We will work with Age Concern to analyse the key areas of advice calls in the past year, so that agencies can gear themselves up in these areas. Will focus on community safety issues via Homesafe service, to identify if there are community safety issues to address.
Sexual Orientation	People of all sexual orientations can access the service	No specific action to be taken. Other services are likely to see an increase in advice calls from older people. We will work with Age Concern to analyse the key areas of advice calls in the past year, so that agencies can gear themselves up in these areas.
Poverty	Users accessing are often receiving benefits. The service helps with benefit and income maximisation. Reduction in the availability of advice to older people in the community may mean a range of issues not being addressed. This could result in a lack of signposting to other agencies potentially putting some older people at risk.	Reduction in the availability of advice to older people in the community may mean a range of issues not being addressed. This could result in a lack of signposting to other agencies potentially putting some older people at risk of increased poverty or not having issues addressed (e.g. benefit maximisation).
Staff	None.	No action required.



EQUALITY IMPACT ASSESSMENT Proposals considered in July 2012

The public sector Equality Duty (Section 149 of the Equality Act) requires public bodies to have due regard to the need to eliminate discrimination, advance equality of opportunity, and foster good relations between different people carrying out their activities.

The Equality Duty supports good decision making – it encourages public bodies to be more efficient and effective by understanding how different people will be affected by their activities, so that their policies and services are appropriate and accessible to all and meet different people’s needs. The City Council’s Equality Impact Assessments (EIA) includes an assessment of the community safety impact assessment to comply with section 17 of the Crime and Disorder Act and will enable the council to better understand the potential impact of the budget proposals and consider mitigating action.

Portfolio Reference No. AS13b	Advice and Information / Day Care contracts: To reduce the Older Person’s day care budget by £40K pa from April 2013
Volumes (number of customers) and profile	Day care provision of 530 sessions per week, currently supporting over 400 individuals. Provided at five different venues across the city, including sessions at weekends. Key needs met are reducing isolation and providing respite care during the day for carers.
Staffing and budget	Day care provision of 530 sessions per week, currently supporting over 400 individuals. Provided at five different venues across the city, including sessions at weekends. Key needs met are reducing isolation and providing respite care during the day for carers. Total budget £1 million pa. Services provided by SCA and Age Concern.
Summary of impact and issues	<p>Proposal to reduce day care by 4% (following considerable reductions in previous years). Day care is the response to specific identified needs in the city. Recent changes included rationalising access by reassessing clients with limited needs, and increasing access at weekends at a number of centres and one Sunday session (for dementia). Access on Sundays has had limited success. Proposal would be to reduce void/unused sessions, and further rationalise provision, including reconsidering the Sunday session (focused on respite). The current services are strongly supported by the service users. The reductions will be enacted at the same time as charging proposals are resulting in increased costs to some individuals.</p> <p>At the same time, we are progressing conversations with providers regarding the future of day care services from 2014, with a view to</p>

Draft Equality Impact Assessment:

	potential tendering of the services during 2013.
Potential positive impacts	The proposal to rationalise access should make the services more responsive to actual needs.

Responsible Service Manager : Matthew Waters	
Date: Tuesday, 2nd October 2012	
Approval by Senior Manager	
Name:	
Signature:	
Date:	

DRAFT - WORK IN PROGRESS

Draft Equality Impact Assessment:

POTENTIAL IMPACT		
Group	Details of impact	Possible Solutions/ Mitigating Actions
Age	Users are all from the age of 60 upwards. Users tend to be frail, some have dementia. Risks are based on the inability of the service to expand to meet increasing needs in the future, which could risk increased pressure on carers, and possibly lead to increased hospital admissions and higher use of residential settings.	Rationalising access and sessions provided will reduce access slightly, but will firstly focus services on the hours of greatest use. The core access criteria will not change, and there will be a move to increase knowledge of day care among care managers to be used as respite.
Disability	A higher number of older people have disabilities than other age groups, so the impact is likely to be greater. In addition, physical frailties, dementia and other issues are common among users. Transport is required for most users, with some spending a long time being transported. Rationalising provision will have the aim of providing day care closer to home for users, where possible.	Rationalising access and sessions provided will reduce access slightly, but will firstly focus services on the hours of greatest use. The core access criteria will not change, and there will be a move to increase knowledge of day care among care managers to be used as respite. Transport to and from day care will continue with a view to keeping travelling distance and time to a minimum for all users.
Gender	Service is open to both sexes. There are more older women than older men so the impact is likely to be greater on this group.	Rationalising access and sessions provided will reduce access slightly, but will firstly focus services on the hours of greatest use. The core access criteria will not change, and there will be a move to increase knowledge of day care among care managers to be used as respite and to reduce social isolation.
Race	Users of all races use the service. There are specific sessions for some races (BME groups), and interpreters are used for some users (e.g. Chinese speakers).	No specific action to be taken. Specific sessions for some racial groups will not be changed or altered.
Religion/ Belief	Users of all religions and beliefs use the service.	No specific action to be taken.
Marriage and Civil Partnership	No couples access the service, although provision is often used to release the partner and main carer to have respite.	Rationalising access and sessions provided will reduce access slightly, but will firstly focus services on the hours of greatest use. The core access criteria will not change, and there will be a move to increase knowledge of day care among care managers to be used as respite.
Pregnancy and maternity	Due to age restrictions, no pregnant women access the services.	No specific action to be taken.
Gender reassignment	People who have had their gender reassigned or those pre-operation etc can use the service	No specific action to be taken.

Draft Equality Impact Assessment:

Community Safety	Access to day care reduces social isolation of users, and enables other issues to be identified and managed.	Rationalising access and sessions provided will reduce access slightly, but will firstly focus services on the hours of greatest use. The core access criteria will not change, and there will be a move to increase knowledge of day care among care managers to be used as respite and to reduce social isolation. Users facing community safety issues will be referred to SCA's Homesafe service.
Sexual Orientation	People of all sexual orientations can access the service	No specific action to be taken.
Poverty	Many individuals receiving day care are in poverty and are socially isolated. The intention is not to change access to the service. The rationalisation of services affects weekends only, and is normally focused on respite provision.	Rationalising access and sessions provided will reduce access slightly, but will firstly focus services on the hours of greatest use. The core access criteria will not change, and there will be a move to increase knowledge of day care among care managers to be used as respite and to reduce social isolation.
Staff	None.	No action required.

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EQUALITY IMPACT ASSESSMENT
Proposals considered in July 2012

The public sector Equality Duty (Section 149 of the Equality Act) requires public bodies to have due regard to the need to eliminate discrimination, advance equality of opportunity, and foster good relations between different people carrying out their activities.

The Equality Duty supports good decision making – it encourages public bodies to be more efficient and effective by understanding how different people will be affected by their activities, so that their policies and services are appropriate and accessible to all and meet different people’s needs. The City Council’s Equality Impact Assessments (EIA) includes an assessment of the community safety impact assessment to comply with section 17 of the Crime and Disorder Act and will enable the council to better understand the potential impact of the budget proposals and consider mitigating action.

Portfolio Reference No. AS 14	Reducing contract values to provide specific support for HIV/AIDS
Volumes (number of customers) and profile	<p>SCC offers no specific services to people with HIV/AIDS, but the two services currently commissioned (Groundswell and Positive Action) are small but essentially provided peer support to adults and young people transitioning into adult service, advice & information, HIV awareness training to front line workers across statutory and voluntary services and advocacy and support to attend appointments with clinicians or other services. The services work very closely with the Specialist Nurse HIV services, and receive referrals from there and SCC. Through this working relationship the Young Peoples Peer Support work was developed and the Specialist Nurses have been tasked with rolling the project out across Hampshire as it is seen as best practice.</p> <p>Approximately 150 people are worked with directly each year – with higher numbers receiving basic advice and information support.</p>
Staffing and budget	The DoH grant for 2012/13 is £154K. Of this, £66K is used for the two contracts.
Summary of impact and Issues	<p>The likely impacts are:</p> <ul style="list-style-type: none"> • More people approaching both health and adult social care services for information, advice and assessment. • Only sexual health advice available with limited benefits and other welfare related advice available in the community. This may prompt both reduced access to benefits and possible approaches to adult social care for advice. • The loss of support networks for people in the community making it harder to ensure good sexual health advice is provided at the most appropriate venues.

Draft Equality Impact Assessment:

	<ul style="list-style-type: none">• Poorer outcomes for people with HIV, both socially, emotionally and financially.• Loss of significant cost savings due to: missed hospital appointments, onward transmission to babies, increased hospital admissions, increased resistance to medication.
Potential Positive Impact	

Responsible Service Manager : Matthew Waters	
Date: 23rd October 2012	
Approval by Senior Manager	
Name:	Stephanie Ramsey
Signature:	
Date:	

DRAFT - WORK IN PROGRESS

Draft Equality Impact Assessment:

POTENTIAL IMPACT		
Group	Details of impact	Possible Solutions/ Mitigating Actions
Age	The highest rate of infection is between the ages 15 and 59. For this age group, the incidence of HIV has increased by 50% between 2005 and 2010 to 1.7 per 1,000 population. Reduction in support and information could place this group at greater risk. Less work with those at risk could lead to risks increasing, increasing level of depression and other issues for those diagnosed, and less information to families could lead to family disagreements and breakdowns. Loss of networks presents a risk of reduced access to good quality information.	Half of resource remains and will continue to be used to provide information and to support people with HIV and families. However, resources will be tight so the successful agency will be asked to consider more ways of working with other advice services to increase their knowledge and response. Specific training is being developed for staff at nursing and care homes in the anticipation of people with HIV living into old age – this work may need to be funded through other training resources.
Disability	HIV infection is prevalent for people both with and without disabilities. The development of HIV infection of itself does not increase disability but increases the likelihood of some issues developing. Loss of networks presents a risk of reduced access to good quality information.	Half of resource remains and will continue to be used to provide information and to support people with HIV and families. However, resources will be tight so the successful agency will be asked to consider more ways of working with other advice services, including disability-specific services to increase their knowledge and response.
Gender	Both men and women are vulnerable to this issue. Loss of networks presents a risk of reduced access to good quality information.	Half of resource remains and will continue to be used to provide information and to support people with HIV and families. However, resources will be tight so the successful agency will be asked to consider more ways of working with other advice services to increase their knowledge and response.
Race	Increases include issues for all races, although some black migrant populations are at higher risk. The current services run sessions and peer support groups for different race groups to help increase support and information. Significant reduction could place these groups at higher risk. Loss of networks presents a risk of reduced access to good quality information.	Half of resource remains and will continue to be used to provide information and to support people with HIV and families. However, resources will be tight so the successful agency will be asked to consider more ways of working with other advice services to increase their knowledge and response.
Religion/ Belief	People of all religions are vulnerable to this issue. Loss of networks presents a risk of reduced access to good quality information.	Half of resource remains and will continue to be used to provide information and to support people with HIV and families. However,

Draft Equality Impact Assessment:

		resources will be tight so the successful agency will be asked to consider more ways of working with other advice services and also to specific religious groups, to increase their knowledge and response.
Marriage and Civil Partnership	The projects work with families affected by HIV, including the partners of individuals diagnosed. There is a risk that reduced access to counselling, peer support and advice could lead to increased divorce rates. Loss of networks presents a risk of reduced access to good quality information.	Half of resource remains and will continue to be used to provide information and to support people with HIV and families. However, resources will be tight so the successful agency will be asked to consider more ways of working with other advice services to increase their knowledge and response. The sexual health teams will be asked for advice on information and support to families where one member has been diagnosed with HIV.
Pregnancy and maternity	There is a significant risk that women who are HIV+ (and particularly who are pre-diagnosis) may give birth to babies with HIV, which would have significant cost implications for the Health Services. Loss of networks presents a risk of reduced access to good quality information.	Half of resource remains and will continue to be used to provide information and to support people with HIV and families. However, resources will be tight so the successful agency will be asked to consider more ways of working with other advice services to increase their knowledge and response. The sexual health teams will be asked for advice on information and support to women with HIV.
Gender reassignment	No additional impact.	
Community Safety	No additional impact.	
Sexual Orientation	Although all groups can be affected by AIDS, and there has been an increase in infection among heterosexuals, including women, the focus is still on homosexual men. There is significant risk that good quality information and support will be limited. Loss of networks presents a risk of reduced access to good quality information.	Half of resource remains and will continue to be used to provide information and to support people with HIV and families. However, resources will be tight so the successful agency will be asked to consider more ways of working with other advice services to increase their knowledge and response. The sexual health teams will be asked for advice on information and support.
Poverty	People with HIV can still face discrimination in the workplace. The current contracts provide both employment and benefits/income advice. There is a risk that some of the specialist knowledge could be lost, reducing access to both	Half of resource remains and will continue to be used to provide information and to support people with HIV and families. However, resources will be tight so the

Draft Equality Impact Assessment:

	employment and benefits. Loss of networks presents a risk of reduced access to good quality information.	successful agency will be asked to consider more ways of working with other advice services to increase their knowledge and response in these areas. However, the additional impact on advice services needs to be considered.
Staff	No additional impact.	

DRAFT - WORK IN PROGRESS

EQUALITY IMPACT ASSESSMENT
Proposals considered in July 2012

The public sector Equality Duty (Section 149 of the Equality Act) requires public bodies to have due regard to the need to eliminate discrimination, advance equality of opportunity, and foster good relations between different people carrying out their activities.

The Equality Duty supports good decision making – it encourages public bodies to be more efficient and effective by understanding how different people will be affected by their activities, so that their policies and services are appropriate and accessible to all and meet different people’s needs. The City Council’s Equality Impact Assessments (EIA) includes an assessment of the community safety impact assessment to comply with section 17 of the Crime and Disorder Act and will enable the council to better understand the potential impact of the budget proposals and consider mitigating action.

Portfolio Reference No. AS15	Drug Action Team - Reducing the commissioning budget to purchase services for drug users
Volumes (number of customers) and profile	The 105k is the LA contribution to the section 75 agreement with Southampton CCG. It contributes to the purchase of a range of services; it is not used to purchase a specific service. Other elements of the section 75 are a contribution of 400k from the CCG and 1.9million from a national grant. SCC is the lead commissioners for drug services. The range of services include, care planned treatment, LA responsibilities under the NHS and Community care Act, substitute Prescribing, advice and information, carers support, service user involvement and advocacy, drug detox
Staffing and budget	The section 75 budget also funds 2 members of commissioning staff and an admin post, all SCC employees, who lead on commissioning these services. The commissioning managers’ salaries are grades 12 and 9 and the staffing element of the budget is 110K.
Summary of impact and Issues	We are about to go out to re-tender drug services as a result of a strategic review. The aim is to improve service quality and outcomes. The reduction has impact in that it reduces the amount of service that we can commission. It may also impact more on services for carers and service user input because priority will have to be given to high end services. The impact needs to be considered against other service reductions in supporting People and Children’s services as service reductions and closure of services in these areas will place additional pressure on drug services and drug service budgets. The reduction reduces the LA investment in drug services to nil despite responsibilities under the NHS and community care act - these responsibilities will need to be picked up by funding within the Public Health budget, if agreed.
Potential Positive Impact	

Draft Equality Impact Assessment:

Responsible Service Manager : Carole Binns	
Date: 21/10/12	
Approval by Senior Manager	
Name:	
Signature:	
Date:	

DRAFT - WORK IN PROGRESS

Draft Equality Impact Assessment:

POTENTIAL IMPACT		
Group	Details of impact	Possible Solutions/ Mitigating Actions
Age	The DAT have recently taken on responsibility for commissioning services for young people from 14 upwards, to enable a seamless pathway between children and adults. The local strategy is to place a greater emphasis on young people. This reduction, along with the reductions in children's services, will mean reduced service provision for the younger age group and reduced capacity for any preventative treatment.	Competitive tender to achieve best value and quality for available budget in both children and adult services. Focus on younger adults within the service specification.
Disability	The reduction will have consequences across all sectors of the community. There will be reduced scope for commissioning the range of quality of services which are ideal. This may impact more on some disability groups who already have issues relating to access and who are not well represented in services. Reduced investment can require a greater focus on 'block' services rather than individually tailored services, as these are often lower unit cost. This impacts disproportionately on people who have more complex needs which make it more difficult to access services at certain times and locations.	Competitive tender to achieve best value and quality for available budget Specification to ensure diversity is addressed by new provider Maximum use of personalisation/Direct Budgets and referral to community care funding where Faire Access to Care (FACS) applies. Contract monitoring and data capture which ensures all parts of the community can access services
Gender	The reduction will impact on both men and women but women often have a range of additional needs in relation to their caring and family responsibilities. The impact across a range of services, including carers support, and reduced ability to commission flexible services may impact more on women. Reduced investment can require a greater focus on 'block' services rather than individually tailored services, as these are often lower unit cost. This impacts disproportionately on people who have more complex needs and who also have caring and family responsibilities which make it more difficult to access services at certain times and locations.	Competitive tender to achieve best value and quality for available budget Maximum use of personalisation/Direct Budgets and referral to community care funding where Faire Access to Care (FACS) applies. Contract monitoring and data capture which ensures all parts of the community can access services Joint work with children and families Specification to ensure gender specific issues are considered in style of provision.
Race	There is no specific impact for people of a particular race. However, there will be less potential for smaller and more specialist elements of care to be included in the final service specification as this tends to add to costs.	As above Specification to include requirements with regards to ensuring service is accessible to people with cultural and religious requirements Contract monitoring to ensure compliance
Religion/ Belief	as above	
Marriage and	no specific Impact	

Draft Equality Impact Assessment:

Civil Partnership		
Pregnancy and maternity	<p>Women who are pregnant or who have children are often reluctant to approach statutory services due to the fear of child protection proceedings. The current funding arrangements include a joint post across children and adult services in order to proactively engage women in these situations. Reduced investment may put specialist posts like this at risk, as a considerable amount of the post time is taken in networking and promotional activities and remaining funding will need to be targeted on case holding activities in order to meet national targets.</p>	<p>Joint work with children and families</p>
Gender reassignment	<p>People who suffer stigma and discrimination in a variety of settings may be reluctant to access standard services and, as reduced investment can require a greater focus on 'block' services rather than individually tailored services, this may impact disproportionately on people who have more complex and diverse needs and who would benefit from a more individualised service.</p>	<p>Specification to ensure diversity is addressed by new provider Maximum use of personalisation/Direct Budgets and referral to community care funding where Faire Access to Care (FACS) applies. Contract monitoring and data capture which ensures all parts of the community can access services</p>
Community Safety	<p>A reduction in drug treatment services may impact negatively on community safety and crime rates as it is well documented that substance misuse is a significant contributor to crime and anti-social behaviour. The impact will be seen in the night-time economy where savings in other areas mean that initiatives such as the Ice Bus, Street Pastors and safe and Sound are also at risk. The DAT has been approached to pick up funding in these areas. Their may also be impact on more prolific offending – to finance drug use.</p>	<p>Joint work with police, probation and other partners to assess impact DAT partnership to oversee joint work and opportunities to share resources</p>
Sexual Orientation	<p>No specific issues - Similar issues to other groups suffering discrimination due to diversity issues.</p>	<p>Specification to ensure diversity is addressed by new provider Maximum use of personalisation/Direct Budgets and referral to community care funding where Faire Access to Care (FACS) applies.</p>
Poverty	<p>No specific impact though any reduction in services may impact on the number of individuals achieving recovery and abstinence – people who have drug problems have considerable issues around poverty which treatment addresses.</p>	<p>New service specification to focus on recovery including employment issues</p>
Staff	<p>Impact will primarily be on commissioned services.</p>	

The **public sector Equality Duty** (Section 149 of the Equality Act) requires public bodies to have due regard to the need to eliminate discrimination, advance equality of opportunity, and foster good relations between different people carrying out their activities.

The Equality Duty supports good decision making – it encourages public bodies to be more efficient and effective by understanding how different people will be affected by their activities, so that their policies and services are appropriate and accessible to all and meet different people’s needs. The City Council’s Equality Impact Assessments (EIA) includes an assessment of the community safety impact assessment to comply with section 17 of the Crime and Disorder Act and will enable the council to better understand the potential impact of the budget proposals and consider mitigating action.

<p>Portfolio Reference No. CS1</p>	<p>Early Years and Children’s Centres</p> <p>To reduce staffing as a result of a restructuring of the city’s 14 Children’s Centres. The new model will cluster children’s centres into two hubs, one east and one west. From September 2013, all vulnerable 2, 3 and 4 year olds will be eligible for Early Years provision and some of the work currently undertaken to support them and their families will happen in a different way.</p> <p>Children’s Centre reduction include:</p> <ol style="list-style-type: none"> 1. Contract under spend - £40,000 2. Reduction in nursery nurse provision- £44,400. 3. Reduction in breastfeeding Contract- £10,000. 4. Alignment of public health into SCC removes the need to contribute to a public health data post - £5,000 5. Cease toy library provision in 13 centres - £42,600 (one centre directly provides library). 6. Reduction in Every Child a Talker initiative - £25,000 7. Reduction in citywide development budget spend - £30,000 8. Reduce childminder start up costs- £20,000. 9 Fund childcare respite through 2 year old funding resulting in an £86,500 saving. 10. Cease provision of refreshments for parent training /courses/events resulting in a saving of £33,000k. 11. Reduce equipment purchase/replacement by £33,000. 12. Income for crèches - £20,000 13. Reduction of staff 18.08 FTE - £235k 14. Income from use of buildings - £20,000 15. Reduce health workers - £125,000 15. Income from Early Years places - £166,200
<p>Volumes (numbers of customers) and Profile</p>	<p>The city’s 14 Children’s Centres provide a range of universal and targeted provision for families with children minus 9 months to 5m years of age. Southampton’s under 5’s population is currently 16,322 (PCT data base April 2012), an increase of 36.1% since 2003-2004.</p> <p>Half of Southampton’s Children’s Centres are based in the 0-30% most</p>

	<p>deprived areas nationally according to the Index of Multiple Deprivation (IMD). These city areas are known as full core offer Children's Centres.</p> <p>Based on the Income Deprivation Affecting Children Index (IDACI) 2010, 55% of the City's children live in the 30% most deprived Super Output Areas nationally.</p> <p>Children's centres seek to reduce inequalities in a range of outcomes for children including obesity rates, low birth weight, numbers of babies breastfed, numbers of mothers smoking during pregnancy, numbers of normal deliveries, Foundation Stage results at the end of Year R.</p> <p>In Southampton there has been a narrowing of the inequalities gap, for example obesity rates (which are poor nationally) and Foundation Stage Results which show a year on year improvement and a narrowing of the gap between Southampton and the rest of England.</p> <p>Since inspection was introduced, four centres in the City have been inspected by Ofsted. All are in the 0-30% most deprived areas. Three were judged 'Outstanding' and one 'Good'. In summary, Children's Centres in 2011-2012 had:</p> <ul style="list-style-type: none"> • 12,127 registered contacts with children under 5, an increase of 8.4% on the previous year. 7,611 of these contacts were with children in 0-30% most deprived areas of the City. • 13,476 registered contacts with parents of which 8,151 were with parents living in the 0-30% most deprived areas • 3,842 contacts with fathers, an increase on previous years. <p>Early longitudinal research indicates that children under 5 in the City with at least 50 contacts with Children's Centres who take up their full entitlement to 3 and 4 year old pre school provision, are 4% more likely to achieve the national target outcome at the end of the Foundation Stage.</p>
<p>Staffing and budget</p>	
<p>Summary of Impact and Issues</p>	<p>1&2 .Agreed with NHS Solent Foundation Trust and achieved as a result of increased NHS spending on health visiting and related services.</p> <p>3. Breastfeeding contract is currently being retendered for a reduced amount (from £60,000 to £50,000) which will not impact on direct service delivery to families.</p> <p>4. Public health service is transferring to SCC.</p> <p>5. The toy library service engages with a number of families. In considering this service reduction it is noted that it is not a key element of meeting the criteria for the government's revised core purpose for children's centres which focuses on targeted support for those families in greatest need. Consideration has been given to providing this service using volunteers but there are legal issues relating to ownership of stock (owned by current service provider) and the City Council cannot coordinate the service immediately following de commissioning.</p> <p>6. The Every Child a Talker initiative, designed to impact on the 50% of under 5s experiencing some language delay, is now embedded in</p>

	<p>Early Years settings and Children's Centres so the work is sustainable within a reduced budget.</p> <ol style="list-style-type: none"> 7. The Children Centre programme has been operational for a significant number of years. This reduces the need for a larger budget. In addition, some development money has been secured from the Children's Improvement Board and through the Payment by Results trial. 8. Support is available to childminders under the new two year old programme. 9. Children's centres will lose some flexibility in the ability to directly fund respite for families. This will be replaced by new resource for the statutory entitlement to 15 hours per week free childcare for disadvantaged 2 year olds from September 2013. Alleviating the impact of this reduction. Children known to Social Care already access places through the childminder community network. In 2011-12, 147 children were supported and 89 children have been supported from 1 April to August 2012. 10. Promotes and supports healthy eating for children and families. Centres will seek voluntary contributions from parents or sponsorship for this. 11. Reduce budget to replace essential equipment and monitor standard of provision. This will need monitoring. 12. Achieved by use of parents for some play sessions and income from other bodies to fund crèches for parents accessing training sessions. Monitor impact over the coming year. 13. Reduction of staff based on new delivery model. This will be a complex exercise over a period of time, but will lead to a more consistent and equitable staffing structure. May result in redundancies 14. A new income line, to encourage the broader use of the Centres 15. The current family support model commissioned from health is to be restructured over the next six months but an ultimate saving of £125,000 minimum full year costs.
Potential Positive Impacts	More cost neutral partnership work with Public Health and NHS Solent Foundation Trust. Ability to use other initiatives such as remodelling of Centres and new two year old statutory duty to offset the impact of reductions. The staffing reductions are likely to lead to redundancies.
Responsible Service Manager	Lesley Hobbs
Date	19 October 2012
Approval by Senior Manager	
Name:	Alison Alexander
Signature	
Date	19 October 2012

Potential Impact

Group	Details of Impact	Possible Solutions & Mitigating Actions
Age	The proposed reductions could result in a reduction in families attending 'front door services' which support the engagement and identification of families in greatest need. For example the toy library service had 5,806 registered contacts in 2011-2012	Children's centres services will need to work to ensure effective targeting for those families in greatest need of support. Through continuing close and effective working with partner agencies such as Health and Job Centre Plus to ensure that families in need of additional support are identified and their support needs assessed and provided for. The growth in places for the most vulnerable 2 year olds, along with places for 3 and 4 year olds will result in more children having access to professional support and potentially lessen the need for access to Children Centre Services
Disability	None	
Gender	The adult take up of services is predominantly women, many of whom are lone parents. Many of these women live in the most deprived areas, experience post natal depression and might be subject to domestic violence.	Any service reduction needs to be proportionate to areas of highest need and women at risk in other areas.
Race	None	
Religion or Belief	Impact if BME or some white groups (e.g. Polish) cease to access services.	Ensure effective targeting and assessment.
Marriage and Civil Partnership		
Pregnancy and Maternity	Some impact on pregnant women	Ensure effective targeting for families during pregnancy in greatest need.
Gender Reassignment	None	
Community Safety	This service aims to achieve better long term outcomes for children which can include anti social behaviour activity and a subsequent possible spiral into criminal activity.	Ensure continuing focus on targeted parenting support. Integration in the medium term of all City parenting services for parents of 0-19 year olds will ensure that those with the highest needs receive a service
Sexual Orientation		

Poverty	High number (55%) of under 5s living in poverty (IDACI 2010). Reduction in service delivery may affect the services flexibility to focus on reduction in inequalities which disproportionately affect families living in poverty.	Ensure effective targeting so that services are reaching families living in the most deprived areas.
Staff	See point 13 above	

WORK IN PROGRESS

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Portfolio Reference No. CS2	Learning Support (Statutory) Home to School Transport To be delivered through the roll out of the personalisation of transport by families programme.
Volumes (numbers of customers) and Profile	Home to school transport is provided to help ensure that children who are entitled to receive travel assistance at getting from home to their school to support regular attendance receive appropriate help. This proposal relates principally to children who receive help with home to school transport arrangements on grounds of disability or special educational need.
Staffing and budget	
Summary of Impact and Issues	The proposal should have no negative impact upon service users. It should result in an improved service that offers value for money and positive outcomes. The proposals enable families to receive a personal budget to transport children to school. Any family that believes that they would be disadvantaged would not need to take up the opportunities. The majority of families may feel that the proposals are sufficiently attractive to encourage their participation. For those families who choose to benefit from greater control over home to school transport arrangements that increases flexibility to open up access to before and after school activities. The proposal can only be delivered through a voluntary scheme. So the savings may not be deliverable at a fully predictable level in year one. If the take-up for the service is high it is also likely that it might result in redundancy for some School Escorts.
Potential Positive Impacts	The positive impacts of this proposal relate to offering families greater financial support for helping their children get to school safely and securely, and could help to ensure that they then have greater flexibility in accessing out of school activities before and after the school day.
Responsible	Tim Davis

Service Manager	
Date	19 October 2012
Approval by Senior Manager	
Name:	Alison Alexander
Signature	
Date	19 October 2012

WORK IN PROGRESS

Potential Impact

Group	Details of Impact	Possible Solutions & Mitigating Actions
Age	There should be no negative impact as the proposal is entirely voluntary.	Not applicable.
Disability	There should be no negative impact as the proposal is entirely voluntary.	Not applicable.
Gender	There should be no negative impact as the proposal is entirely voluntary.	Not applicable.
Race	There should be no negative impact as the proposal is entirely voluntary.	Not applicable.
Religion or Belief	There should be no negative impact as the proposal is entirely voluntary.	Not applicable.
Marriage and Civil Partnership	There should be no negative impact as the proposal is entirely voluntary.	Not applicable.
Pregnancy and Maternity	There should be no negative impact as the proposal is entirely voluntary.	Not applicable.
Gender Reassignment	There should be no negative impact as the proposal is entirely voluntary.	Not applicable.
Community Safety	There should be no negative impact as the proposal is entirely voluntary.	Not applicable.
Sexual Orientation	There should be no negative impact as the proposal is entirely voluntary.	Not applicable.
Poverty	There should be no negative impact as the proposal is entirely voluntary.	Not applicable.
Staff	The key potential negative impact of the proposal is that a high take-up would reduce the need for contracted transport, and other transport support such as School Escorts. This would result in redundancy for staff employed in these roles.	This is an inherent risk in the proposal that cannot be mitigated for. As the scheme is not compulsory there should be no negative impact upon service users.

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Portfolio Reference No. CS3	Learning Support (Statutory) Locality Management Reduction by in the number of managers working in Prevention Services
Volumes (numbers of customers) and Profile	These are management posts only. There is a paper setting out in detail the new model for delivery of Children’s Centres that incorporates Family Centre work and Family and parenting for all ages. This entails the deletion of all the current posts and the creation of 2 Team manager posts at Grade 12, managing new Children & Family Centres in either the East or West of the City and one Grade 11 responsible for Early Years and Childcare development and quality. (CS1) With regard to the Families and Communities, all Play and Youth Work direct delivery will cease (CS14) and the Family workers who are also managed within this team will be aligned with the family workers in Children’s centres (CS1). The play and youth posts will no longer be required. Therefore the 2 management posts that support them are no longer required. One post is already vacant.
Staffing and budget	4.4 Team Managers (TMs) Childrens Centres (CS1) One Service Manager Early Years and Childcare and Childrens Centres (CS1) Two Team Manager- Families and Community (CS14)
Summary of Impact and Issues	In Early Years and Childcare the reduction in managers will reflect the proposed restructuring and streamlining of the Children’s Centres. This proposal is about reductions in service management, based on other proposals to reduce volume of services or service redesign. The reduction in managers in Early Years and Children’s Centres reflects plans to manage child care provision across the two localities. The remaining 2 Team Managers G12 & one G11 report directly to the Senior Manager making the need for a Service Manager unnecessary. All the posts in this proposal are management and should not

	impact on customer services. They reflect the savings set out in CS14 and CS1. They are likely to lead to compulsory redundancies.
Potential Positive Impacts	Reduction in costs Greater clarity and consistency will be provided by streamlining the service into two hubs.
Responsible Service Manager	Lesley Hobbs
Date	19 October 2012
Approval by Senior Manager	
Name:	Alison Alexander
Signature	
Date	19 October 2012

WORK IN PROGRESS

Potential Impact

Group	Details of Impact	Possible Solutions & Mitigating Actions
Age	0-5(for EY&CC posts) Managerial posts only 5 - 18 for Families and Youth post Managerial posts only	New Children's Centre model will ensure a sustainable delivery model In line with new staffing levels proposed for Play and Youth
Disability	None	
Gender	None	
Race	None	
Religion or Belief	None	Service delivery at front line will not be affected
Marriage and Civil Partnership	None	Service delivery at front line will not be affected
Pregnancy and Maternity	None	
Gender Reassignment	None	Service delivery at front line will not be affected
Community Safety	None	
Sexual Orientation	None	
Poverty	None	Service delivery at front line will not be affected
Other significant impact	None	Advisory Boards are being kept informed of the model being work on including developing a closer community involvement.
Staff		

