

Equality impact assessment for financial plans

Financial Plan	Service Action Plan, Policy and Partnerships
Name of directorate and service	Policy and Partnerships, Resources and Support Services
Name and role of officers completing the EIA	David Trethewey
Date of assessment	December 2011

This Equality Impact Assessment (EIA) is used to systematically analyse a financial plan to identify what impact or likely impact it will have on different groups within the community. It should identify any discriminatory or negative consequences for a particular group or sector of the community but will also highlight beneficial impacts.

It is intended that this is used as a working document throughout the EIA process, with a final version including the action plan section being published on the Council's and NHS Bath and North East Somerset's websites.

1.	Identify the scope of the financial plan	
	Key questions	Answers / Notes
1.1	Briefly describe the aims of the financial plan including <ul style="list-style-type: none"> • How the financial plan is delivered and by whom • If responsibility for its implementation is shared with other services or organisations • Intended outcomes 	Our guidance shows us that the plan is used to: <ul style="list-style-type: none"> • <i>To facilitate the delivery of the Services responsibility within the Council's Corporate Plan and Bath & North East Somerset's Community Strategy and to achieve established policy priorities</i> • <i>To ensure maximum economy, efficiency and effectiveness in the use of financial resources</i> • <i>To ensure the sustainability of the Council's budget in the medium term</i> • <i>To facilitate proactive, strategic management of the Council's budget</i> • <i>To guarantee responsiveness to an ever-changing and uncertain financial climate</i>
1.2	Provide brief details of the scope of the financial plan being reviewed.	<p>This is an annual plan which is based on the previous year's plan. It refers to the Resources and Support services medium term service and resource plan which was presented to Policy Development and Scrutiny panel during November 2011.</p> <p>Councillors, staff, members of the public and other stakeholders are able to read the service plan and suggest changes or alternative courses of action.</p> <p>Four separate EqlAs have been developed on specific P&P budget and service planning issues. These are:</p>

		<ul style="list-style-type: none"> • Equality team reductions • Community safety reductions • Reasonable adjustment budget reduction • P&P commissioning reductions
1.3	Do the aims of the financial plan conflict with any other financial plan or service activity of the Council or Partnership?	No
2. Consideration of available data, research and information		
You need to show that you have made decisions based on evidence. Monitoring data and other information can help you analyse whether you are developing fair financial proposals: a decision which is informed by relevant local and national data about equality is a better quality decision.		
	Key questions	Data, research and information that you can refer to
2.1	What is the equality profile of the employees who will be affected by this financial plan?	<p>The staff profile in the service is generally reflective of the local community:</p> <ul style="list-style-type: none"> • Council Funded Employees : 19 women; 11 Men • Externally Funded Post: 1 woman • Fixed term/temporary staff: 1 woman; 1 Man • Placements (Non paid) 6 women. • Overall Headcount: 27 women and 12 Men = 39 People <p>Policy and Partnerships service is responsible for drafting corporate strategies and plans. The service covers community safety; community development; sustainability, equality and research and intelligence.</p>
2.2	What equality training have those who developed the financial plan received?	All Policy and Partnership staff have received briefings on equality (minimum once per year during staff away days). Those with specific responsibility have been trained on equality issues including how to carry out equality impact assessments.
2.3	What is the equality profile of service users who will	Policy & Partnerships' work is relevant to the whole community

	be affected by this financial plan?	including residents, visitors to the area and Council employees. Some areas of our work deal with specific groups of vulnerable people (eg black minority ethnic people; Disabled people, lesbian, gay bisexual, transgender people).	
2.4	What do you know about service users' needs in relation to this service area? (e.g. results of customer satisfaction surveys, results of previous consultations) Are there any particular staffing issues? (e.g. high proportion of female workers etc)	The service has extensive knowledge of needs; we lead the work on equality mapping and a range of the Council surveys (such as voice box) and use this knowledge extensively in our work. The Council's research and intelligence team is situated within P&P. Our priorities are driven by an annual strategic assessment, and the targeting of our community engagement work is influenced by data relating to socio economic indicators, anti-social behaviour and satisfaction with decision-making. The Corporate Equality Team is a key part of P&P and an essential part of their work is improving access to services for vulnerable groups.	
2.5	Are there any gaps in the data, research or information that is available?	During 2012 our current commissions will be finish and we will be recommissioning third sector agreements; the specifications for these commissions will be based on evidence of need. (This year's strategic needs assessment is currently in draft). We will ensure our partners are trained in equality issues. We continue to actively seek effective ways of gathering information and intelligence that will inform our work with communities.	
3. Assessment of impact			
	Please see topic-specific equality impact assessments, available at INSERT PUBLIC LINK HERE Internal link currently is: J:\Keynsham_S_Drive\Divisional Directors Group\Service Planning 2012-2013		
	Identify the impact / potential impact of the financial plan on	Examples of how the financial plan promotes equality	Examples of potential negative or adverse impact and what steps have been or could be taken to

			address this
3.1	<p>All groups The work that P&P carries out affects all of our community.</p> <ul style="list-style-type: none"> • We are responsible for developing the Council's approach to community led commissioning working with partners and local communities to engage communities in the delivery of their priorities while helping the Council deliver its responsibilities. • We also lead on environmental sustainability and climate change and driving the shift to a low carbon economy for the Council and across the local partnership. • We are mainstreaming equality issues across the Council and enabling services and commissioners to identify the equalities issues of the work they do or planning. • We are developing the Council's approach to localism and the Big Society, encourage alternative models of delivery with, in some cases, a less direct role for the Council. • We focus community safety on high risk areas and on mainstreaming activity across the Council in preparation for the introduction of the Police and Crime Commissioners. • We develop partnership working in the area and in particular lead work on the new health and wellbeing functions for the Council that include the health and wellbeing board, joint strategic needs assessment and the health and wellbeing strategy. • We are producing the Council Corporate plan and helping it set out its vision for the future and how it proposes to work with the Community to deliver that vision. <p>Specific impacts on communities, along with action plans are explained in the four separate equality impact assessments referenced above. The action plan below lists activities identified in the service plan which are the on-going 'core' work of P&P.</p>		

4. Bath and North East Somerset Council & NHS B&NES Equality Impact Assessment Improvement Plan

Issues identified	Actions required	Progress milestones	Officer/s responsible	By when
Consider new- or update existing- equality impact assessments as service's commissioning	Commissioning strategy and results subject to equality analysis.	Commissioning strategy published and implications of effects on community and providers is assessed	Commissioning Manager	July 2012

strategy develops	See P&P commissioning reductions			
Develop partnership working in the area and in particular the next steps for the Local Strategic Partnership framework.	See P&P commissioning reductions	A streamlined partnership model that better supports community engagement.	Group manager, partnership delivery	On-going
Lead work on the new health and wellbeing functions for the Council that include the health and wellbeing board, joint strategic needs assessment and the health and wellbeing strategy.	See P&P commissioning reductions	Improved community representation and influence in health and wellbeing strategic decision-making – through the role of local healthwatch and elected members on the health and wellbeing board.	Divisional Director	On-going
Producing the Council Corporate plan and helping it set out its vision for the future and how it proposes to work with the Community to deliver that vision.	N/A	The corporate plan guides Council activity and provides local people with information on our vision and how we will make this vision a reality.	Divisional Director	On-going
Providing the policy lead on environmental sustainability, climate change and driving the shift to a low carbon economy for the Council and across the local partnership.	See P&P commissioning reductions	Tackling climate change and cutting carbon emissions have direct impacts on all citizens in terms cutting energy costs and benefits to health and well-being, with particular benefit to those in fuel poverty.	Sustainability policy manager	On-going

Developing the Council's approach to localism and the Big Society, encourage alternative models of delivery with, in some cases, a less direct role for the Council	See P&P commissioning reductions	Specific projects within local communities (eg from additional volunteering); increases in the capacity of local communities to address their own concerns; improvements in student-community relationships	Group manager, partnership delivery	On-going
Focus community safety on high risk areas and on mainstreaming activity across the Council in preparation for the introduction of the Police and Crime Commissioners	See community safety team reductions	The actions of the police, council and other agencies can have a significant impact and crime and in particular the fear of crime.	Community safety manager	On-going
Tackling inequality and mainstreaming equality	See equality team reductions; commissioning reductions See reasonable adjustment budget reductions	The Council is able to identify and address areas of inequality and disadvantage; we will have a sophisticated understanding of our communities which influences and advises policy, strategy and decision making processes.	Equality policy manager	On-going

5. Sign off and publishing

Signed off by: David Trethewey

(Divisional Director)

Date: 27.11.2011